



IETM Environmental Policy

IETM's Environmental Policy was approved unanimously by the **IETM network** at our **General Assembly in Aarhus** in June 2023, during our annual Plenary meeting. Aarhus was a fitting place, as the theme of the meeting centred around the **ethical and practical role of the performing arts in the face of the climate emergency**. A beautiful **thought-provoking artistic contribution** was made by the **Human Plants**, a concept by **Christian Dietrichsen from the Centre for Inner Sustainability in Aarhus**. You can see their work featured throughout this policy.

This policy is deeply rooted in IETM's mission to foster **international collaborations in the performing arts** while **prioritising responsible and sustainable practices**. By setting clear goals and implementing measures to **address climate change and ecological concerns**, IETM strives to contribute positively to **global environmental actions**, guided by our dedication to a **greener and more sustainable future for the arts sector**.



International network
for contemporary
performing arts

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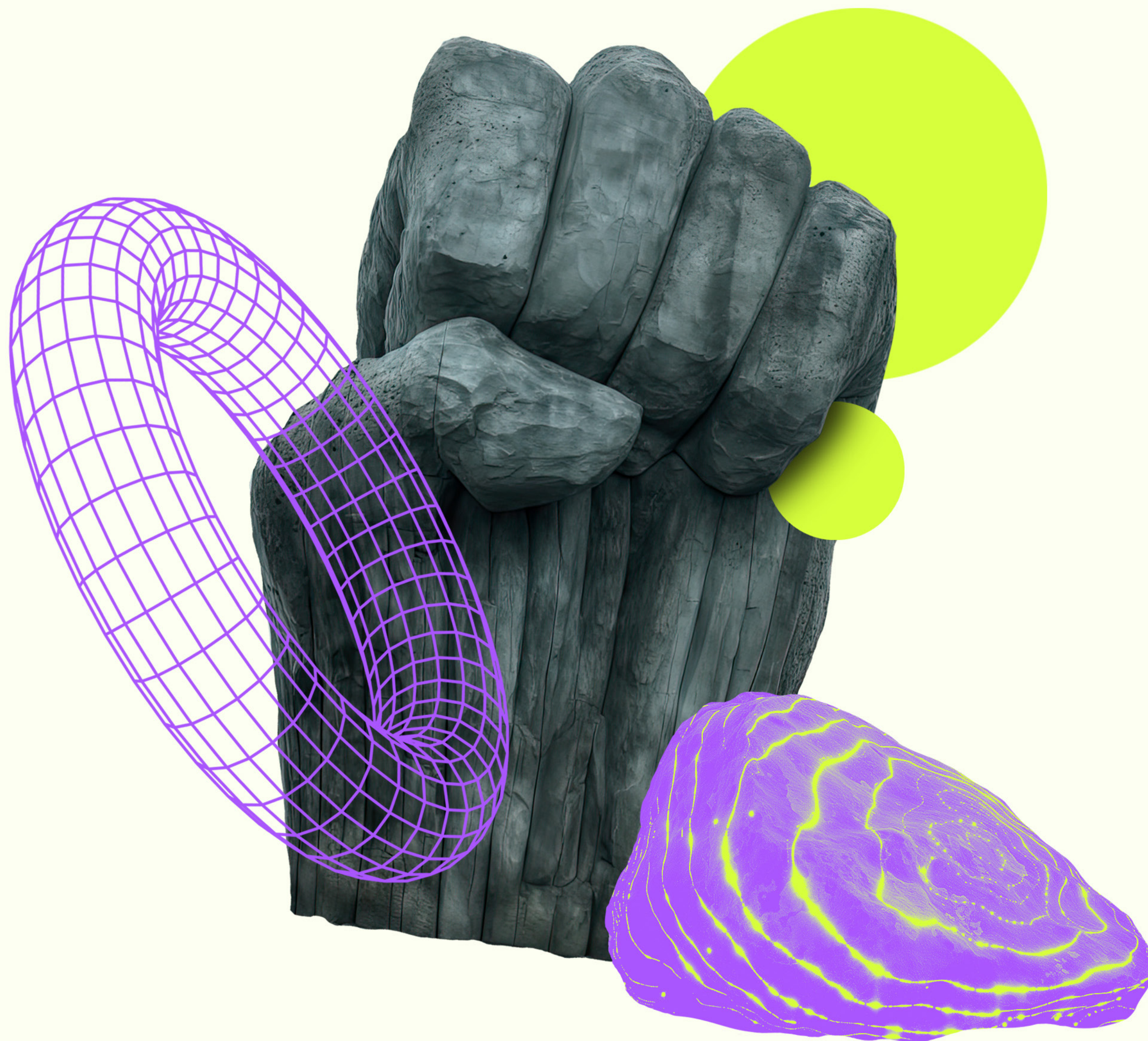


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Purpose Statement





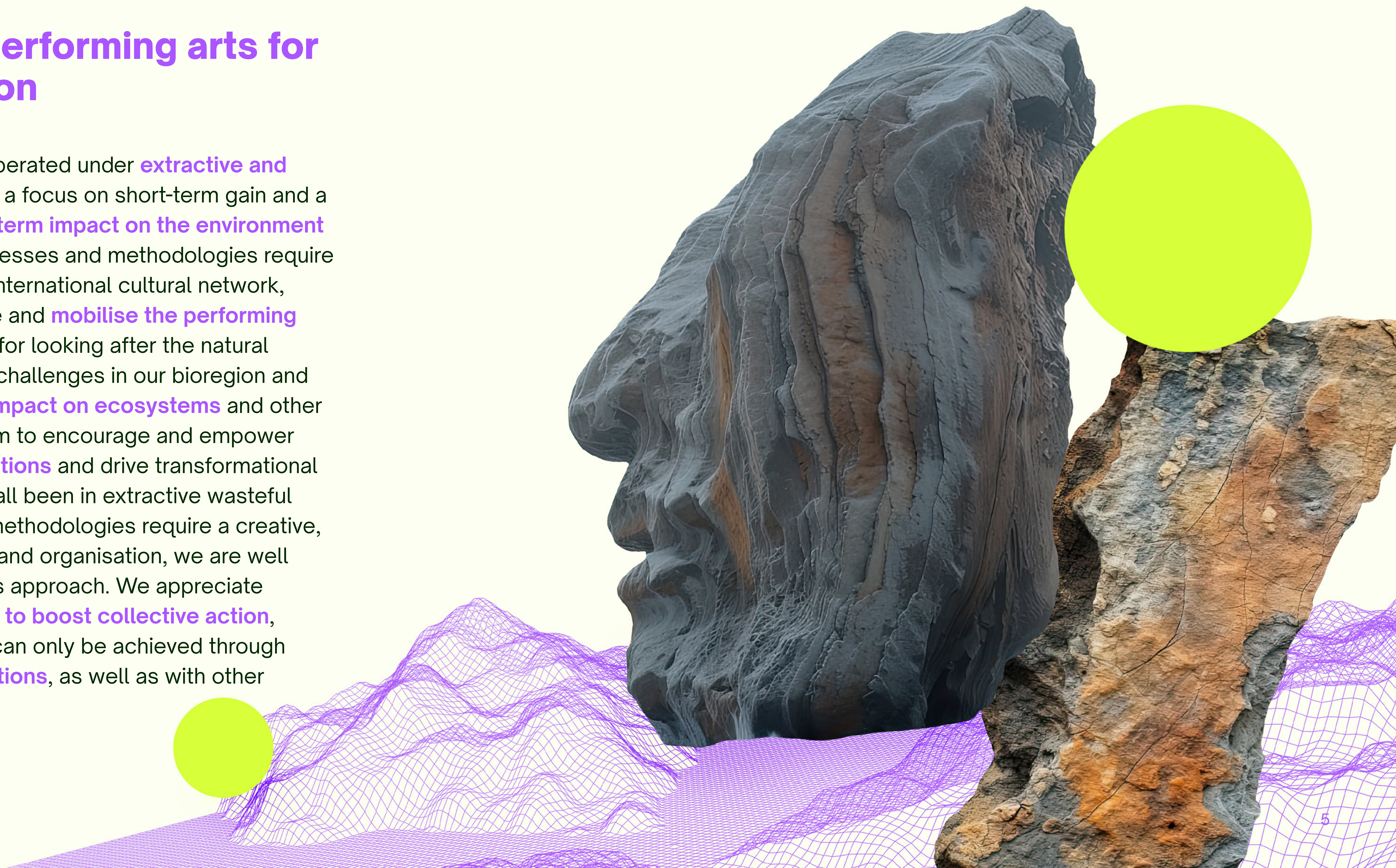
Urgent climate action and zero-waste goals in response to the global emergency

IETM acknowledges that **climate change is the greatest emergency of our time** and asserts the need to accelerate action for moving towards **zero emissions and zero waste**.

We recognise that our commitment to address the urgent global issue of climate change is overdue, and we understand that the **health of the planet is intricately linked to the well-being of all living beings, including humans**. We also recognise that protecting nature, ensuring access to livable land and **maintaining a thriving ecosystem is a basic human right** and a minimum condition for social dignity.

Eco-innovation in performing arts for global climate action

Many societies have historically operated under **extractive and wasteful systems**, often driven by a focus on short-term gain and a lack of consideration for the **long-term impact on the environment and future generations**. New processes and methodologies require **new creative approaches**. As an international cultural network, IETM has the potential to influence and **mobilise the performing arts sector to take responsibility** for looking after the natural world, understanding the specific challenges in our bioregion and **being more aware of the human impact on ecosystems** and other living things. As well as this, we aim to encourage and empower the sector to **take bold climate actions** and drive transformational changes. Invested societies have all been in extractive wasteful systems, so new processes and methodologies require a creative, new approach. As a cultural actor and organisation, we are well placed to play a leading role in this approach. We appreciate the **network's and the arts' ability to boost collective action**, and realise that effective change can only be achieved through **collaborations between organisations**, as well as with other sectors and with society at large.



IETM recognises the importance of **addressing the ecological footprint** associated with its operations as a global cultural network. We acknowledge our **responsibility to implement a long-term perspective** and prioritise the allocation of our time, attention and resources to reducing our impact on the planet. Going forward, we will **prioritise the reduction of our carbon emissions and waste generation** and actively seek out and implement sustainable practices through the following six axes:



Reduce the impact of our operations -

this covers daily operations, activities and governance. Special attention is given to travel and events, which are our main sources of carbon emissions;



Support IETM members in their transition to green practices develop their professional knowledge and business capacity in relation to climate action;



Enhance the participation of underrepresented voices in the environmental discourse through an intersectional approach to climate action, considering simultaneous and intersecting emergencies as well as inclusive solutions for different contexts and life experiences;



Advocate for the specific needs of the sector to transition towards an environmentally sustainable economy;



Advocate for the key role of culture and the arts in climate action towards institutional and funding stakeholders and towards society at large;



Advocate for the redesign of human systems besides advocating for the mitigation of the negative effects of current human systems.

Responsibilities



Responsibilities



This **policy applies to all staff, freelancers, volunteers and Board members** involved with IETM activities.



Staff, freelancers, volunteers and Board members are required to **comply with IETM's Environmental Policy at all levels of their work. They must also commit to improving it** when necessary in any operation they undertake or project that they manage or co-manage as part of their duties.

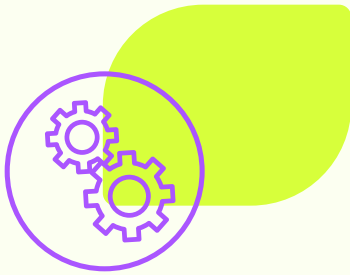


The overall **responsibility for the implementation** of this policy and the evaluation of its compliance lies with **IETM's Secretary General, IETM's Green Team and IETM's Board of Directors.**

Commitments



Management and policy transparency



IMPLEMENTATION

The IETM Green Team is responsible for the **implementation of IETM’s environmental sustainability action plan**. These responsibilities are a part of the employee’s job description and performance evaluation. The team consists of a minimum of three Secretariat team members from different departments and one Board member.



ANNUAL REVIEW

The IETM Secretary General, Green Team and Board of Directors will **review this policy on an annual basis**.



REPORT

The IETM Secretary General, Green Team and Board of Directors will **report on the development of the policy’s aims and achievements** to the General Assembly on an annual basis.



COMMITMENT

All members of staff and partners who are directly involved in IETM operations must comply with **the processes and commitments outlined in this Policy**.



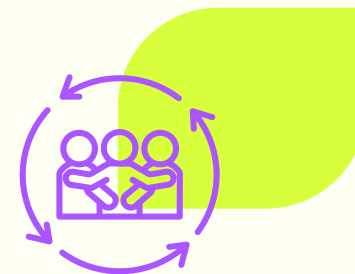
GUIDELINES

Members of staff and Board members will be shown how to **access these guidelines and will have a detailed introduction** to them as part of their induction process.



CONTRACT COPY

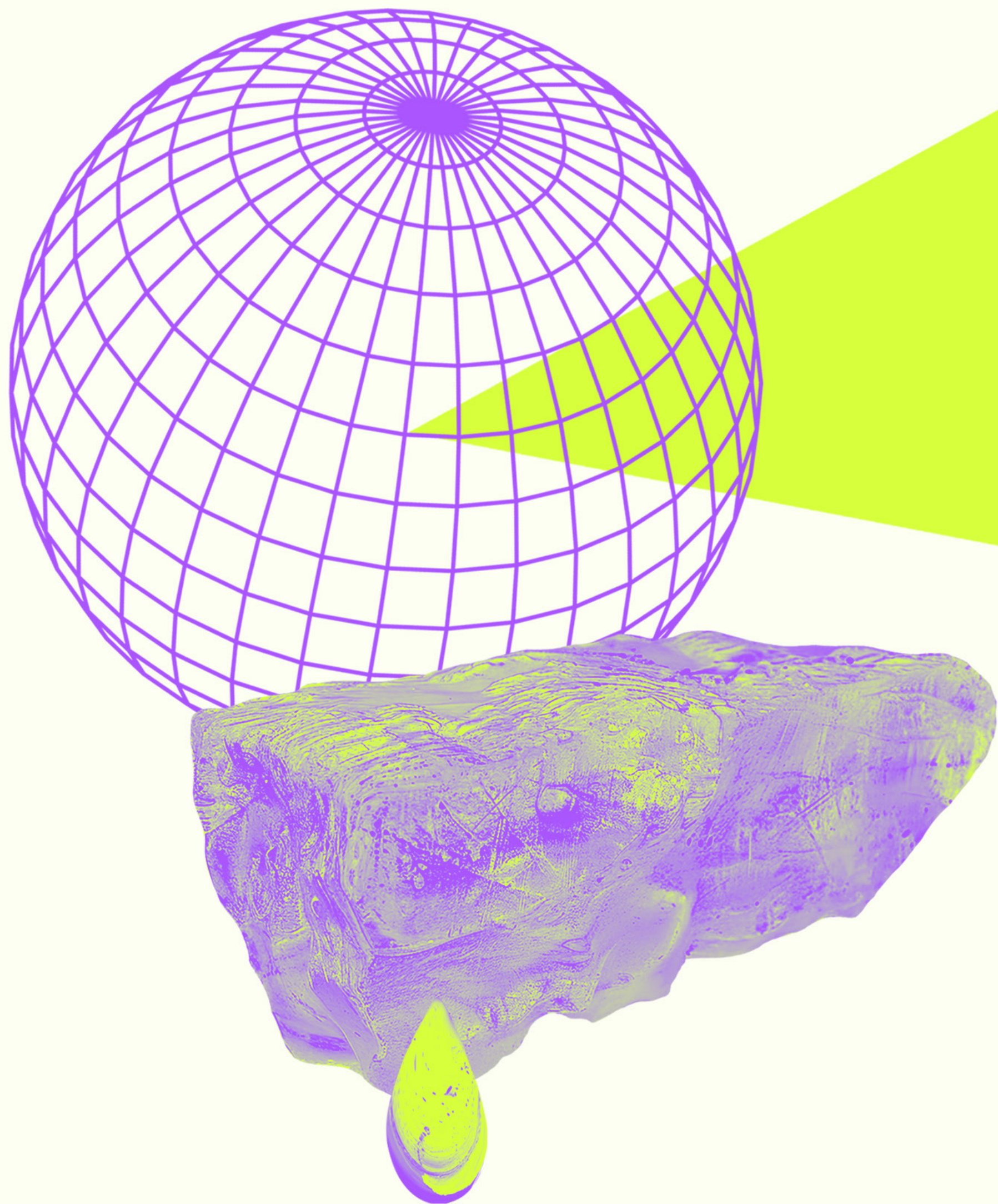
All short-term contractors will be provided with **a copy of this policy as a part of their contract with IETM**.



INCLUSION

IETM’s Environmental Policy will comply with IETM’s IDEA **strategy and will not conflict with equity, diversity and inclusion principles**.

Communication and Awareness Raising



MEETINGS

At least twice a year, we will communicate to members and other parties (funders, partners, followers, public etc.) about climate emergency related issues, as well as on our sustainability policy, sustainability action plan, activities and/or progress.

COMMUNICATION

We will communicate through IETM’s social media platforms, press releases, newsletters and website updates as well as joint collaborative projects with the other networks taking part in the project.

WORLDWIDE

We will advocate for the needs and achievements of the arts sector towards the EU and any other partner institutions around the globe.

RAISING AWARENESS

Considering the high potential multiplier effect of networks (through their members, partners, etc), IETM commits to developing actions that can raise awareness of environmental sustainability issues.

UPDATES

The IETM Green Team is responsible for keeping other staff, Board members, volunteers and freelancers up to date on the latest updates and news through team meetings or internal communications channels.

CLARITY

IETM will always strive to include clear and accesible communication regarding its meetings by offering advice on green travel, local recycling policies, vegetarian food options and small habits to help with environmental consciousness at the meetings.



Travel



Annual Evaluation of Travel-Related Carbon Footprint

Every year, we will complete a carbon footprint calculation for IETM’s business travel, largely focussed on the travel to IETM meetings or events that the network (co-)organises (statutory or legal obligatory meetings), as well as to meetings or events organised by IETM members and third parties. This concerns travel that is directly financially supported, or that happens to be paid for by a third party, but managed by IETM. These can be for team members, Board members, committee members, invited trainers/speakers, members receiving travel support, etc.



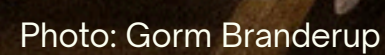
Guidelines for Reducing Emissions in Business Travel

All staff, freelancers, volunteers and Board members should follow guidance in IETM’s Expenses, Travel and Subsistence policy when travelling on company business, in order to calculate the total annual travel emissions of IETM as well as travel emissions per kilometre.



Commitment to Eco-Friendly Travel Options

When green travel to an event or meeting is not available or possible, IETM will strive to select the most environmentally friendly option i.e. low CO2 emission flights. Carbon offsetting can be considered as a last resort but as a rule is generally thought to be an inadequate response. Priority will be given to changing and redesigning practices.

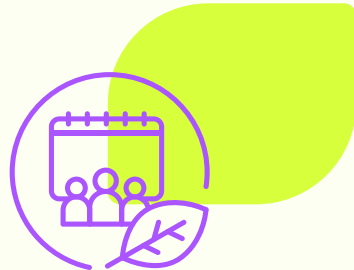


Events



EVENT SELECTION AND IT'S ENVIRONMENTAL IMPACT

When selecting an event destination, we consider the environmental impact of hosting the event in this location as one of the main selection criteria. However, we will not exclude any event location for the reason that it is difficult to reach by train.



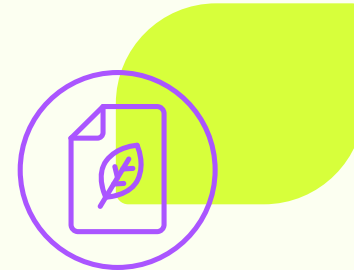
ECOLABEL EVENT VENUES

For the selection of the venues required for our events, we select: (1) venues with a recognised ecolabel whenever they are available at the event location and fulfil all accessibility creatures; and (2) venues that are accessible by public transport.



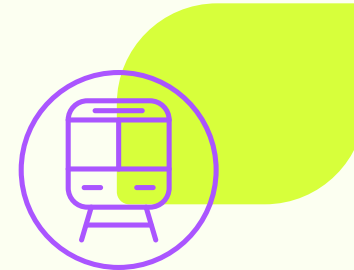
ECOLABEL ACCOMMODATION VENUES

For the selection/recommendation of accommodation required for events, we select and recommend: (1) accommodation with a recognised ecolabel and (2) accommodation that is accessible by public transport.



EVENT CONTRACTS SUSTAINABILITY CLAUSE

We have an environmental sustainability clause included in the contract with the local organisers of the event which will also include a reflection on the environmental impact of the event and in how far these measures contributed to reducing it.



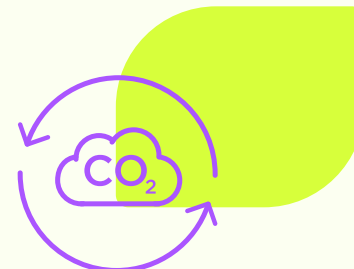
GREEN TRANSPORTATION CHOICES

During events, IETM employees, Board members, speakers and volunteers are encouraged to make use of environmentally friendly transportation modes, depending on the local context (e.g., walking, bicycle, public transport, carpooling, shared transport, etc.).



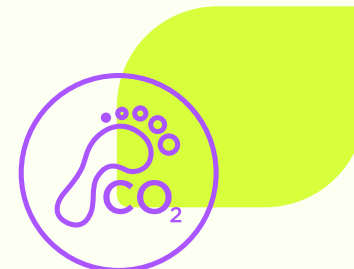
ONLINE STREAMING OF IETM MEETINGS

We facilitate online streamings of selected sessions, in the frame of IETM meeting and/or additional online meetings to complement the physical event.



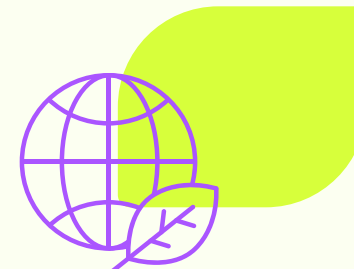
TRACKING TRAVEL CARBON EMISSIONS

We develop tracking methods of participants' travel practices and carbon emissions to attend IETM meetings.



ANNUAL CARBON FOOTPRINT ASSESSMENT FOR EVENTS

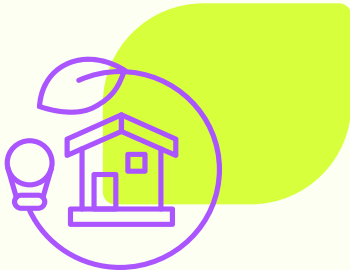
Whenever possible, IETM will complete a carbon footprint calculation for at least one physical or hybrid event per year with at least one of the next items: (1) energy consumption of the venue(s) during the meeting; (2) waste production during the event; and (3) water consumption during the meeting.



ENVIRONMENTAL IMPACT IMPROVEMENT

We will always strive to improve and further reduce the environmental impact of IETM meetings.

Office and Home Office



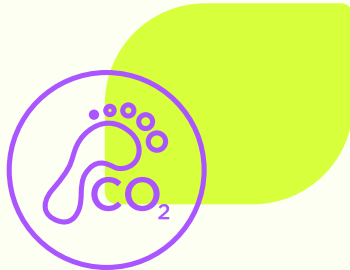
ENERGY EFFICIENT BUILDINGS

IETM does not own the building where its offices are located but commits to encouraging the owner of the building to make the building more energy efficient.



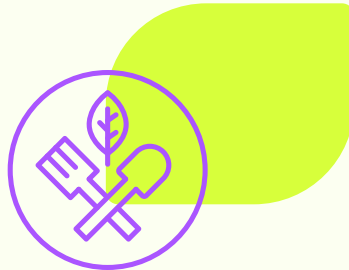
ENVIRONMENTALLY FRIENDLY TRANSPORT

IETM encourages all employees to make use of environmentally friendly transportation modes for the commute to the office (e.g., walking, bicycle, public transport, carpooling, shared transport, etc.).



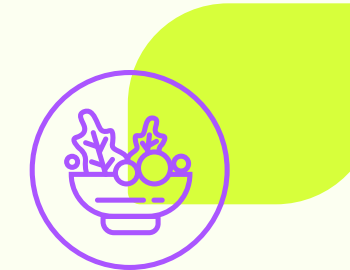
YEARLY CARBON FOOTPRINT IMPACT REVIEW

We will calculate on a yearly basis our carbon footprint impact by assessing at least one of the following: energy consumption, water consumption, waste production of the office building as well as our digital footprint.



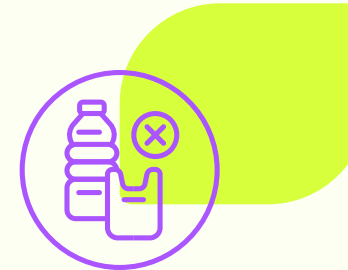
SUSTAINABLE FOOD AND DRINK OPTIONS

Sustainable options must be offered for coffee and tea in the office space as well as for breaks and lunch whenever these are organised at the office.



VEGETARIAN FOOD OPTIONS ONLY

When organising an office lunch or dinner for the team, we only consider vegetarian options.



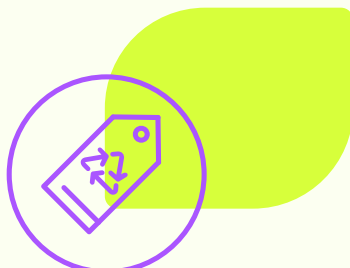
NO PLASTIC DISPOSABLES

We will not acquire plastic disposables for food & beverages, plastic bags or plastic water bottles.



WASTE SEPARATION SYSTEM

We implement waste separation system at the office – at least three options for glass, paper, organic, plastic and general waste.



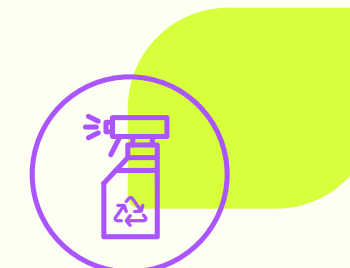
LOCAL, ECO-RESPONSIBLE COMPANIES

All purchases will be sourced from local, eco-responsible and socially responsible companies when possible.



PAPER WITH ECOLABEL

We use stationery paper and toilet paper (if applicable) with a recognised ecolabel.



SUSTAINABLE CLEANING PRODUCTS

We use sustainable cleaning products with a recognised ecolabel.



SUSTAINABLE CHOICES OUTSIDE THE OFFICE

IETM encourages employees to make sustainable choices outside the office and in their home office and provides a supportive environment to make these choices a reality.

Digital Footprint



IETM does not own the building where its offices are located, but commits to **encouraging the owner** to make the building **energy efficient**.



We will strive to **reduce the environmental impact of our digital tools**. Special attention will be paid to small steps and **digital impact related actions** such as reducing email exchanges; online archiving; turning off cameras during meetings; recordings of meetings; live streams; unsubscribing from newsletters and optimising the website.



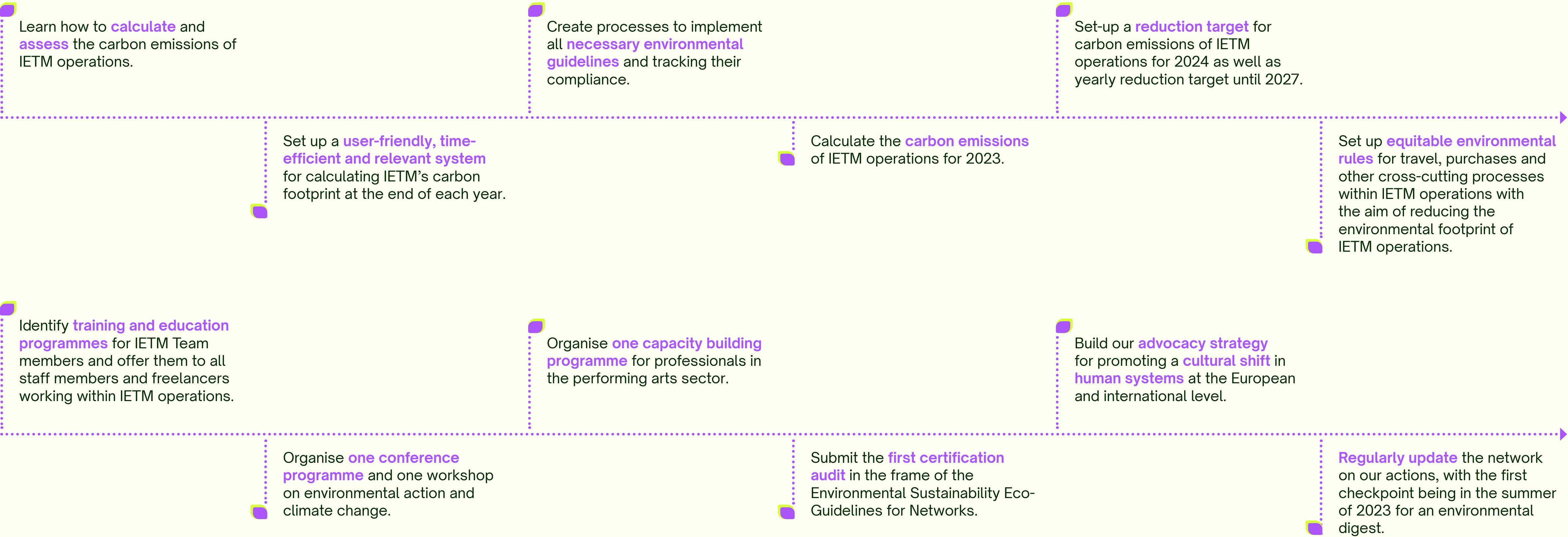
We will make sure to keep up with the **latest information about digital footprint**.

Action Plan



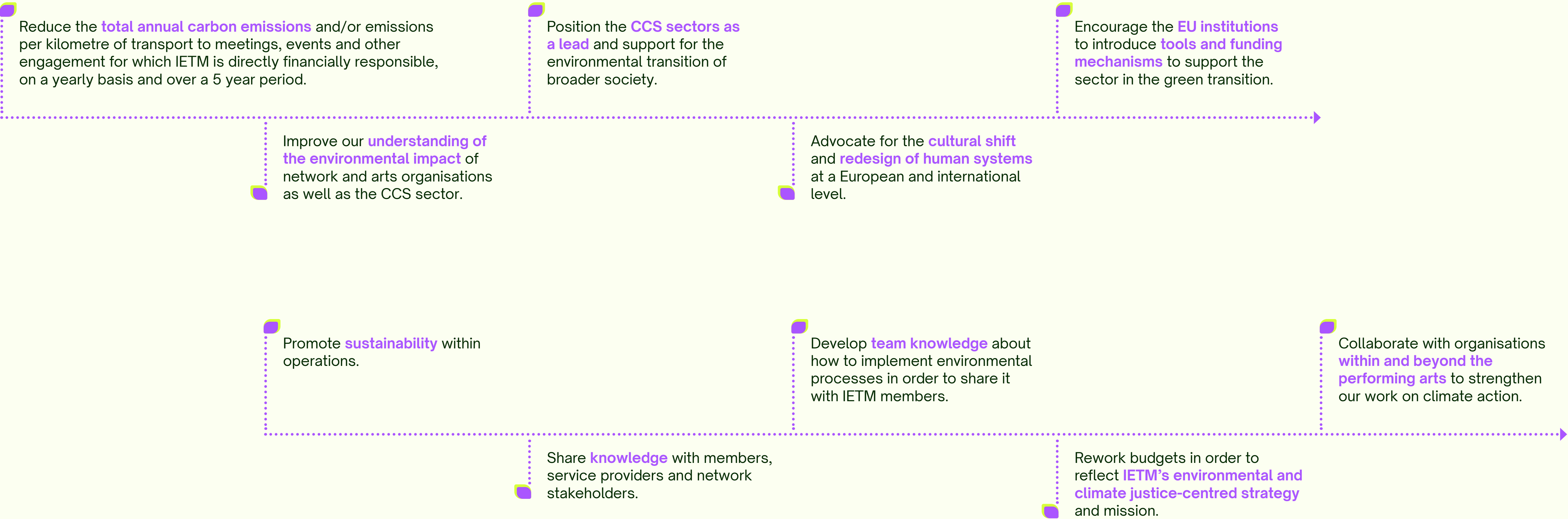
2024

For the first year of the implementation of the IETM Environmental Policy, the main objectives are to:



2023-2027

The actions for the next 5 years of the implementation of the IETM Environmental Policy are as follows:



Current work



In February 2024, IETM, along with fifteen other cultural networks, was awarded its **SHIFT Culture Eco-Certification** from Creative Carbon Scotland with auditing partners Green Leisure Group. Each network implemented the mandatory guidelines for their network organisation, participated in a peer audit and attended a combined development workshop in Brussels.

Development



As a team, we are focused on learning, listening and collaborating to evolve our work. Please do get in touch at ietm@ietm.org if you have any comments or suggestions to make our Environmental Policy better.

Credits

IETM would like to thank the following for their contributions to the IETM Environmental Policy:

Design and illustrations:

Alina Holtmann

Photography:

Gorm Branderup

Marion Dessard

Bo Vloors

Editing and coordination:

Lottie Atkin

With special thanks to:

IETM Members;

IETM Board of Directors, IETM Advisory Committee, IETM Secretariat team, IETM Green Team;

The Performing Arts Platform Aarhus and the Human Plants by Christian Dietrichsen;

Creative Carbon Scotland, Green Leisure Group and SHIFT partners.

THANK YOU!



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