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Cirk Hes Ltd

Registered Charity: 1106043 Company No:
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Environmental Sustainability Policy Version 1

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1. About this policy

1.1. This Environmental Sustainability Policy formalises our commitment to supporting the principles of environmental sustainability and recognises that a sustainable environment is central to our lives and our work.

1.2. Cirk hes Ltd is committed to managing its activities to promote environmental sustainability, conserve and enhance our natural resources, prevent environmental pollution and bring about continual improvement in our environmental performance.

1.3. The aim of this Environmental Sustainability Policy is to integrate a philosophy of environmental sustainability into all of the organisation's activities and to establish and promote sound environmental practice in our operations. We will achieve this by:

- a. Informing staff, members, participants, trustees and stakeholders of our commitment to the environment and sustainability.
- b. Supporting the implementation of environmental actions within our organisation.
- c. Monitoring the progress of those environmental actions.
- d. Communicating the outcome of those environmental actions to relevant stakeholders.

2. Who is responsible for this policy?

2.1. This policy is owned by Naomi Lewis Charity Manager on behalf of our Board of Trustees. It was adopted on our relocation date, the 9 February 2024, and was reviewed again by the Board 5 June 2024. It will now be reviewed annually by the Board. Changes may be made at any time based on guidance or amended organisational priorities.

2.2. The Charity Manager has day-to-day responsibility for this policy and you should refer any questions about this policy to them in the first instance.

2.3. Suggestions for changes or additions to this policy are welcome and should be reported to the Charity Manager.

3. Who does this policy apply to?

3.1. This policy covers all employees, freelancers, volunteers, trustees, consultants, contractors, interns, casual workers, agency workers, participants, members, visitors and anyone on work experience.

3.2. This policy has been agreed upon and implemented following a review of the organisation's existing policy after relocation, following consultation with our Board, and in accordance with current UK National Environmental Legislation and good working practice guidelines.

3.3. This policy does not form part of any contract of employment or other contract to provide services, and we may amend it at any time.

4. Environmental sustainability statement

4.1. The earth's environment is under severe stress from uncontrolled human activity, threatening the survival of our society and the performance of Cirk Hes's mission.

4.1. Cirk Hes respects our relationship with the natural environment and its ecosystems. We acknowledge the adverse impacts that human activity can impose and take actions to prevent degradation of those natural systems. We acknowledge the specific impacts of our business on the natural environment, and our responsibility at both organisational, and individual human level to ensure a natural environment that is sustainable.

4.2. Cirk Hes Ltd commits to the following principles and practices:

a. Monitoring and managing our environmental performance and working towards the targets we set to reduce adverse impacts. (E.g Lowering consumption, recycling, upcycling, good waste management practices).

b. Complying with all relevant national, and local environmental legislation, that is evidenced to positively support the environment, the land and it's people. Along with all well researched and evidenced, good working practice guidelines that actively promote, and achieve, real positive sustainability goals for all, which includes all that is relevant and specific to the circus arts, and industry.

c. Reducing the consumption of natural resources in daily operations, including water, paper and energy.

d. Maximising the recycling of resources.

e. Disposing of all waste appropriately, and minimising waste sent to non-recyclable disposal sites.

f. Committing to the principles of preventing pollution to the environment and continual improvement in our environmental management.

g. Minimising pollution by taking steps to limit carbon emissions, e.g. like our implementation of a dark infra red low energy heating system.

h. Where possible, encouraging suppliers to meet the highest standards of environmental

performance.

- i. Communicating this policy to all involved with, working, participating or acting on behalf of Cirk Hes Ltd , as well as making this policy available to the general public.
- j. Reporting on the company's environmental performance in both internal and external communications, where relevant.
- k. Reviewing this policy annually and measuring targets and performance as part of that review.

5. The natural environment and our assets

5.1. Cirk Hes Ltd commits to increasing opportunities for nature to thrive on the assets we own, lease or manage. This includes land, water and air which we have a financial interest in, own, lease, or otherwise manage.

5.2. We are committed to biodiversity, and will work to ensure our actions on the assets we own or manage do not have a detrimental impact on the natural environment and will support biodiversity.

5.3. We will achieve this by:

- a. Protecting and enhancing the quality and extent of the natural environment in the assets we own, lease or manage.
- b. Supporting the conservation of trees, hedgerows, ponds, streams, coastal habitats and other aspects of the natural environment. Particularly through our performative and creative outreach programmes.
- c. Managing our assets and those adjacent, such as public rights of way, coastal areas, play areas, playing fields and verges, in a manner that protects and increases biodiversity.
- d. Introducing environmental growth opportunities and activities wherever we can on our assets.
- e. Banning the use of balloons, sky lanterns, inefficient outdoor heating, and other materials and activities which could have a detrimental impact on the natural environment.
- f. Banning the use of chemicals and pesticides on the assets we own, lease or manage.

5.4. We encourage the efficient use of water on all assets we own, lease or manage.

5.5. We will ensure staff and other users of our buildings are aware of how to reduce the use of water, and reuse water wherever possible.

6. Sustainable travel

6.1. We will promote and support modern working practices including remote working and hybrid working. 6.2. We encourage the use of digital meetings wherever possible.

6.3. We encourage staff to take public transport, cycle or walk to work wherever possible. 6.4. We support and encourage the use of electric and other ultra-low emissions vehicles.

6.5. We will actively work to reduce air travel as much as possible. Where there is a recognised business need for air travel, we will work towards offsetting our emissions for air travel.

7. Waste and recycling

7.1. Cirk Hes Ltd commits to keeping waste to an absolute minimum by preventing, reusing, recycling or recovering waste wherever possible. We will ensure waste is sorted, stored and disposed of properly and in a sustainable manner in all of our locations.

7.2. We aspire to be a zero-waste organisation. We will achieve this by:

- a. Phasing out the use of single-use plastics.
- b. Recycling 100% of recyclable material.
- c. Reducing the use of non-recyclable material and offsetting where this is not possible.
- d. Promoting and encourage recycling by all staff.
- e. Using recyclable, compostable and/or recycled products on our premises.
- f. Reducing the production of non-recyclable resources such as laminated or plastic based publicity material.
- g. Minimise the amount of printing and the amount of wastepaper via our operations, and by continuing to administrate via a mostly 'paperless' office.
- h. Using electronic communication as our primary method of communication and keeping paper based communication to an absolute minimum, should we find ourselves off line.
- i. Minimising pollution and preventing it wherever possible, including light, noise, solids, liquids and chemicals.
- j. Promoting the use of composting for organic waste.

8. Sustainable procurement

8.1. We aspire to reduce our carbon footprint throughout our supply chain. We commit to the principles of buying locally, seasonally, and making a concerted effort in all our procurement decisions to reduce the distance travelled between source and destination.

8.2. We commit to timely procurement and encourage less environmentally damaging ways for international procurement needs. When these decisions are made in a timely manner, overland or overseas shipping can be used instead of flights, which reduces the carbon footprint of the procurement spend compared to aviation.

8.3. Where air freight is unavoidable, we will monitor and record the emissions generated and seek to offset this as part of our carbon reduction plan.

8.4. We will meet the objectives of sustainable procurement by:

- a. Sourcing materials and services locally and seasonally.
- b. Ensure catering and foodstuffs are sourced from organic, local, and/or fair-trade sources.
- c. Ensure timber or other wood-based materials are sourced from recyclable or sustainable sources.
- d. Ensure all consumables such as cleaning materials and inks are eco-friendly.
- e. Encourage suppliers to document their sustainability policies and report their measures.
- f. Review existing and plan for new procurement spending within the principles of environmental sustainability.

8.5. We will encourage all suppliers to adopt principles of environmental sustainability. Likewise in our project delivery practices both on and off site, we adopt the same principles.

9. Our duty to the wider world

9.1. Human activities over the past 200 years, such as the burning of fossil fuels and land clearing, have led to an increased concentration of greenhouse gases in the lower atmosphere – increasing the average global temperature and precipitating a climate crisis. The 1997 *Kyoto Protocol* has defined the most prominent greenhouse gases as carbon dioxide, methane and nitrous oxide, as well as sulphur hexafluoride, hydrofluorocarbons and perfluorocarbons. Taken together, these greenhouse gas emissions are a key contributor to rapid climate change.

9.2. The use of electricity and gas is a key contributor to greenhouse gas emissions; however, our organisation cannot function without energy. Therefore, energy is one of the clearest and most important ways to reduce our overall emissions, and is a key part of our commitment to reducing our carbon footprint.

9.3. To accomplish a reduction in emissions from energy use, we have:

- a. Undertaken an in house energy audit, prior to our relocation and ensured the reduction in our already minimal (compared to most 'industry') energy consumption, via the installation of low energy heating and lighting units in our new space.
- b. Planned to reduce our energy usage further, by centralising our creative and performative practices in our new space, and localising our productive practices still further.
- c. We are actively seeking funding to assist in the installation of Solar Panels to the roof of the new space. Having completed the necessary research to see what is possible on a roof of the size and structure that we have.
- d. We are also researching whether, and how wind energy can be used in our context, given we are on a windy site.

9.4. Re Scope 1 emissions. That is emissions which occur from sources directly controlled by our organisation, such as furnaces, boilers and owned vehicles. The organisation owns no vehicles, and our staff, freelancers and volunteers mostly live within a 16 mile radius of our site. We have an EV charge point for visitors with electric vehicles to use also. We have no furnace, or boiler, and our provisions do not pollute, or consume energy, other than the human kind.

9.5. We will continue to review and aim to further reduce our already minimal Scope 2 emissions. These are indirect emissions from sources such as purchased electricity. In relation to both our on and off site provisions we always plan and implement methods of delivery, that reduce and offset our Scope 2 emissions.

9.6. We will continue to monitor and try to further reduce our already minimal Scope 3 emissions. These are emissions from our supply chain, travel and purchased goods. By supporting the employment of locally based professionals, and touring pro's when in the region only, and by striving to deliver provisions that support local talent, the local creative industries, and the local community, we are able to keep emissions from travel to extremely low levels. Where possible we procure even the custom, and specialist apparatus we require from local, or national suppliers. Our procurement practices are very sustainable as we only acquire what we need, and obtain the most efficient use out of all our kit, before it's service use expires. This is because we abide by all LOLER requirements in relation to the use and procurement of our equipment.

9.7. Taken together, these efforts help us move towards 100% renewable energy use. Through annual monitoring, and quarterly review, we continually strive to reduce our emissions at Scope 1, 2 and 3, to help us better achieve net zero emissions at the earliest opportunity.

10. Information technology and sustainability

10.1. We will work towards the use of certified sustainable PCs, laptops, monitors, mobile devices, network and server hardware.

10.2. Where possible, we will source IT equipment from recycled sources.

10.3. Non-standard IT equipment will not be used unless there is an unavoidable technical requirement precluding this. Non sustainable equipment or equipment with low energy efficiency will only be used where there is no alternative.

10.4. All equipment must be disposed of correctly through an approved e-waste recycling contractor. No IT equipment should be sent to landfill or thrown out.

10.5. We will make available the use of applications and systems to reduce the need for printing paper and reduce the use of personal printers where they are not required.

11. Training and staff involvement

11.1. We insist everyone involved in our provision making, administrative and project delivery processes, is made aware of, reads, and adheres to this environmental sustainability policy. Thus we ensure awareness of environmental sustainability, and good working practice to support it across our operations.

11.2. We actively encourage the collaboration and involvement of all working with, in, or for our organisation in our environmental sustainability efforts. The involvement of all is critical to ensuring the adoption of this policy and in our efforts to tackle climate change. Many of our operatives have already adopted solar energy in domestic settings, and contribute on a personal level to local bio-diversity, e.g via bee-keeping, permaculture and provision of safe rehabilitation without intrusion for injured hedgehogs at home.

11.3 We also promote the same through some of our creative and performative provisions, encouraging local folk to get out and about and reconnect with their environment, old and young together. With artistic works and narratives, aimed at encouraging the local community to adopt environmentally conscious, sustainable practices in their every day, and their working lives.

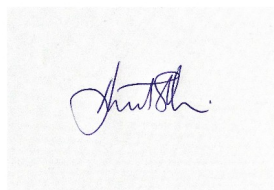
Policy created February 2023 by N
Lewis
Charity Manager



Policy updated in line with current
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Policy last reviewed and approved by the Board 18/09/2026

Authorised by



Print Name David Ellis – Trustee & Acting Secretary

Date 18 September 2026