



TMC's core mission is to help all children and young people use their creativity to: realise their rights, reach their potential and make a difference. TMC is fully committed to make environmental sustainability intrinsic to its business, work with children and young people, and activity with stakeholders. Therefore, our Environmental Policy applies to our organisational development, our programmes of activity and partnerships with others.

As a values-driven organisation, TMC are committed to ensuring staff well-being, notably by providing a safe, open and co-operative working environment, professional development and training opportunities, and good terms and conditions of employment. We prioritise the development of our own internal commitments to environmental sustainability and raising awareness with our stakeholders. As such, our action plan includes our commitment to environmental sustainability relating to key partners, sectors and beneficiaries, notably programmes of work supported by Arts Council England and Spirit of 2012.

## **Our business**

The Mighty Creatives was launched in 2009. Our name was chosen by children and young people. It is a name for everyone – young and old – who uses their creativity to make a positive difference in their lives. We do this by carrying out research and sharing results, facilitating networks and brokering partnerships, providing training, support, guidance and consultancy in cultural education, community based practice, vocational learning and new business development. Our team includes full and part time staff and freelance experts. We're based at the Leicester Creative Business Depot (LCBD) and routinely work remotely across the East Midlands region. We mainly work in the UK and are increasing our level of work with national and international partners, such as Kibla in Slovenia and partners in the Risk Change programme supported by Creative Europe.

Environmental issues are also considered in our delivery programmes - case studies include the Speak Green project and the Bank of TMC.

## **Our impacts**

Our priority in 2017/18 is to update targets, deliver against a comprehensive action plan and start to extend activity beyond business development .

We are committed to reducing the negative environmental impacts of our own activities, in particular those relating to:

- Our office (based at the Leicester Creative Business Depot, Leicester): energy use, water use and waste (recycling);
- Our business travel and staff commuting: coordinated travel, digital technologies;
- Our communications: use of resources (technology), printed materials (paper and inks) and digital marketing;
- The goods and services we choose for our office: stationery, IT and electronic equipment, furniture and cleaning, and;
- The business services we use: website, CRM, productivity tools for project management, procurement and banking.

## **Our commitments**

We are committed to understanding, measuring, improving and communicating our environmental performance and engaging management and staff in this process. Our key areas of focus for reducing our impacts are:

- Ensuring compliance with environmental legislation as a minimum;
- Communicating with, engaging and training staff on environmental issues;
- Working with the management at LCBD to identify and implement actions to measure and reduce energy and water use, reduce waste and increase recycling;
- Reduce the impacts of business travel and staff commuting: avoiding travel where possible by using Skype, teleconferences and webinars (internal and external), and encouraging the use of zero or low-carbon travel modes, e.g. walking, cycling, journey sharing, travelling by public transport where possible for longer journeys and European travel;
- Building and standardising (where appropriate) environmental and ethical considerations when choosing supplies and services for our business operations, especially stationary, equipment, furniture, cleaning, banking, website and email hosting;
- Communicating with and engaging external stakeholders, suppliers and contractors about environmental issues.

We are committed to working with our Board, senior management, staff, suppliers, investors and our external stakeholders to ensure we understand and communicate the environmental impacts of our activities. This policy is given to staff and added to contracts. The results of our work are published annually and posted on our website.

This policy is reviewed by management and reviewed by trustees annually or more often if changes are made in legislation. The policy is supported by an Environmental Action Plan. The action plan is based on data-based decisions, monitored regularly and progressed through a working group (Green Champions).

The Environmental Policy and Environmental Action Plan is endorsed by:

**Felicity Woolf** (Chair of TMC's Board)

June 2016