

# WALES MILLENNIUM CENTRE ENVIRONMENTAL AND SUSTAINABILITY POLICY

Wales Millennium Centre recognises the climate crisis and the urgency of environmental and social challenges, which mean that the requirement to act has never been stronger.

Environmental sustainability is hugely important to us and it is one of our strategic priorities. We're already making progress with our solar-powered Donald Gordon stage, the first in the UK. Our aim is to be a net zero carbon organisation by 2035.

## WHAT WE'RE DOING

We've set science-based net zero targets for our organisation in line with the One Wales One Planet initiative, with a detailed roadmap to get us there.

### We aim to be:

- Net zero in Scope 1 and 2 emissions by 2030
- Net zero in Scope 3 emissions by 2035

### How we will achieve it:

Our targets will be met across four key areas:

- Buildings and estates
- Performance and visual arts
- Employees and visitors
- Commercial activity

## BUILDINGS AND ESTATES

### Our aim

Working with our partners and suppliers, we will reduce the emissions from our buildings to zero as quickly as technology allows.

### What have we done so far?

- We have installed 720 solar panels on our roof saving more than 50 tonnes of carbon a year, which equates to covering the cost of powering all our stage performances and heating and cooling our theatre each year
- We have replaced over 70% of older, inefficient lighting with LED over much of the site, with plans to continue changing remaining lights
- We have introduced a dosing system into our cleaning regime to eliminate the need for plastic bottles. Chemicals are delivered in sustainable

packaging and mixed on site

- After 19 years with our current provider we have changed waste suppliers to ensure that our waste to landfill targets are being met
- We have capped the temperature in all our meeting rooms and offices to make environmental and financial savings
- We have replaced our Building Management System, allowing us to have proactive control of energy
- We're proud to support the Greener Cardiff District Heat Network to which we are due to connect in 2024
- We procure our electric and gas at better than market value and monitor our usage carefully throughout the year
- Any replacement equipment must have a better energy rating than the previous, meaning that we are constantly improving our energy usage
- We have recycled 70% of our furniture on completion of our new office spaces by changing tabletops and chair covers instead of replacing old furniture for new

### What are our next targets?

By 2025:

- There will be a 50% reduction in carbon emissions from our buildings
- There will be a 20% reduction in our water usage
- Our top ten key suppliers will also have science-based carbon reduction targets

## PERFORMANCE AND VISUAL ARTS

### Our aim

We will shift to a net zero carbon approach to guide programming decisions from an operational point of view and ensure a significant proportion of our content focuses on one or more elements of sustainability.

### What have we done so far?

- Our summer activities in 2023 had a climate theme

- We have started to assess the carbon footprint of our exhibitions
- We reuse our sets and support in the recycling of them where possible to avoid disposal

### **What are our next targets?**

By 2025:

- 50% or more of our visual arts exhibitions or productions will focus on sustainability as a theme
- The last leg of any deliveries we receive will have zero emissions

## **EMPLOYEES AND VISITORS**

### **Our aim**

We will put sustainability at the heart of decisions regarding how we operate and engage our employees and visitors in a culture of sustainability through our programmes and activities. With Generation Y outlining environmental and sustainability strategies as key factors when choosing their next employer, this is a vital element of how we engage with our future workforce.

### **What have we done so far?**

- We have introduced compostable cups and cutlery in our bars and cafés
- We have developed a sustainability e-learning module, which will be rolled out for all staff to complete
- We have paired up with the food waste provider Too Good To Go to support the reduction in food waste at the end of every day
- We have engaged in a social partnership with a local security company based in Cardiff Bay to encourage employment within the community. Every member of the team walks to and from work

### **What are our next targets?**

By 2030:

- We aim to attain Plastic Free status
- 100% of employees will have received sustainability training and we will have an annual refresher built in as part of our standard training package
- We will have an 80% recycling rate

## **COMMERCIAL ACTIVITY**

### **Our aim**

We will enable and support our commercial partners to address their key sustainability challenges and ensure that we can deliver a vibrant and sustainable commercial offer for all our visitors and staff.

### **What have we done so far?**

- We have reduced waste by using biodegradable containers and recycling kitchen food waste
- All our bar drinks are now served in reusable plastic cups that are also fully recyclable
- We've moved to serving drinks from cans where possible as they use less energy to recycle than glass
- We have worked with our commercial units and pop-ups to reduce single-use plastics and increase waste segregation
- We have installed an industrial food composter on-site, which has significantly reduced our waste collections and the associated emissions

### **What are our next targets?**

By 2025:

- There will be a 25% reduction in food waste from commercial tenants and our own food outlets
- We aim to introduce new innovative recycling systems

## **OUR MISSION, VISION AND VALUES**

We're committed to conducting our business responsibly to protect our employees, the public and the environment.

We won't use raw materials or dispose of waste unless we can do so in a safe and environmentally acceptable manner.

We'll strive for continuous and recurring improvement in our environmental performance and achieve this through regular measuring, monitoring and reviewing.

We'll employ a preventative approach to environmental concerns.

We'll design and employ environmental technologies and operating procedures, be prepared for emergencies and work to prevent or

minimise releasing harmful waste and emissions into the air, land and water.

## **OUR BELIEFS**

Each employee must be provided with a safe and healthy work environment and be supported by appropriate training on the expectations, skills and techniques needed to conduct their work responsibly.

Every task must be performed with concern for the safety and health of ourselves, our fellow employees, contractors, visitors, customers and the community and environment in which we operate.

Meeting our environmental commitment is:

- An individual responsibility – behaviour consistent with this responsibility is a condition of employment
- A management responsibility – doing this well is an important measure of managerial performance

This policy statement has been developed and endorsed by our executive team and will be communicated to all employees at the time of their hire, at regular intervals (as deemed necessary) to remind employees of the objectives, and whenever it is revised or updated. This policy is reviewed at regularly by the Environment Management Team through the management review process.

These regular reviews evaluate the policy in relation to the nature, scale and environmental impacts of our operations and products.

This policy is available to the public and other interested parties upon request.

**“As an iconic building in the Welsh capital, it is important to us that we promote our sustainable credentials and demonstrate our commitment to reducing our carbon footprint... Employing a preventative approach to environmental concerns is imperative to Wales Millennium Centre, ensuring our ongoing commitment to creating a cleaner, greener outlook for the future generations of Wales.”**

