



environment and
sustainability

thestudio ●●●



because all of the small things we do
make a BIG difference...

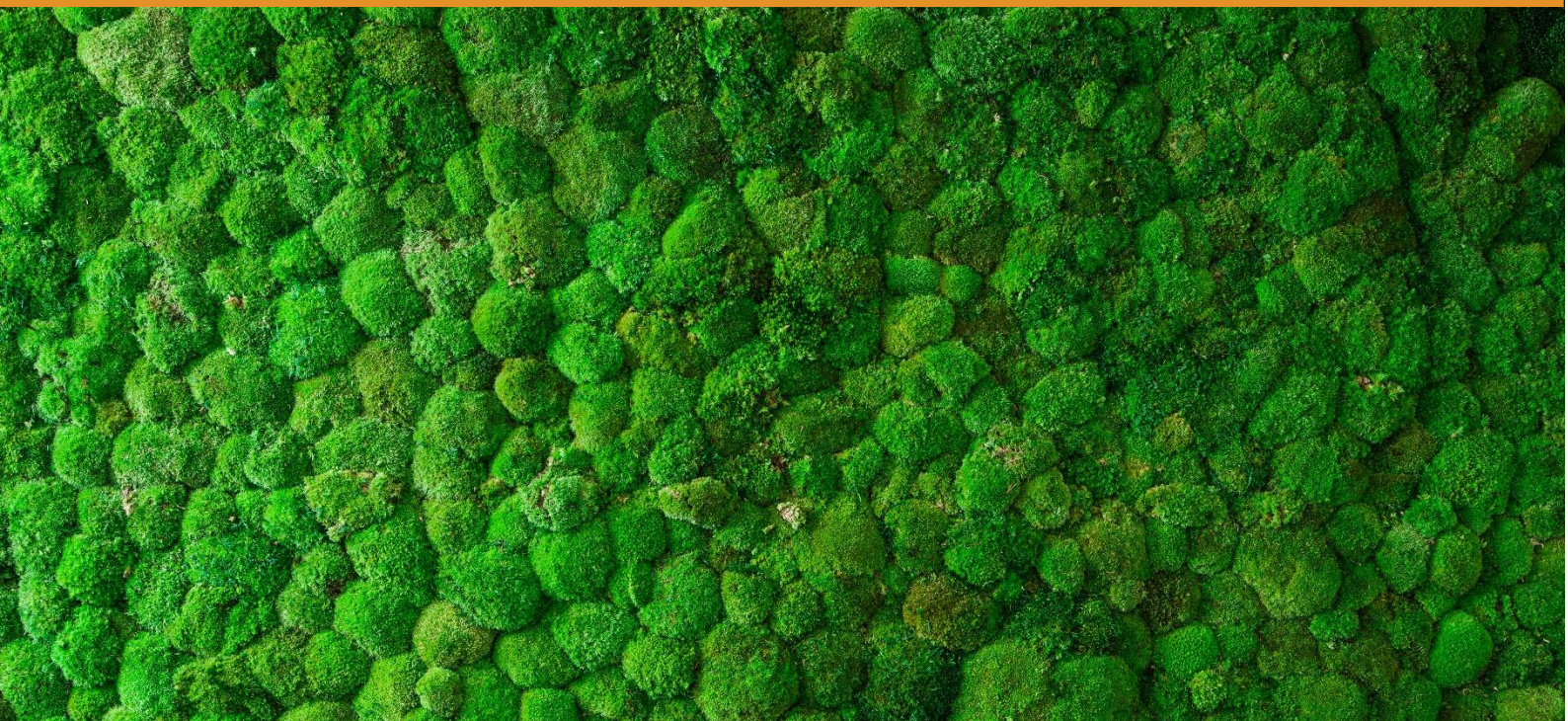
The environment and sustainability is very important to the **studio** and we are committed to minimising our impact on the environment and improving our sustainability practices, however small, wherever possible.

We recognise that what we can do to support our commitment evolves over time and as such we know we are on an ongoing journey of continual improvement across all of our venues, understanding our journey may never end!

To support our ambition to becoming as sustainable as possible we are pleased to have successfully completed the **Ecosmart** accreditation and are delighted to have achieved a **GOLD** rating across all four locations.

Greengage Ecosmart

Ecosmart is an industry recognised standard which will help us to continue to navigate on our green journey and provide you with the re-assurance that sustainability will always be at the heart of your event and at the forefront of our minds.



‘at a glance’

Take a look at some key sustainable ‘at a glance’ facts from our venues.

- ✓ we will ensure only reusable or recyclable items are used in our day delegate or any other packages we offer
- ✓ our food is responsibly sourced, local where possible and more than 50% plant based
- ✓ any spare food is offered to those in need including through our relationships with organisations such as Inside-2-Out and Too Good to Go
- ✓ we bottle our own still and sparkling water on site using reusable bottles, saving thousands of glass bottles per year from waste and transportation
- ✓ we have a flexible working scheme allowing for home working where possible to reduce travel
- ✓ we are committed to renewable energy including using a 100% renewable electricity supplier
- ✓ we are committed to the ongoing reduction of energy consumption through our renewal scheme, investing in more and more energy efficient equipment
- ✓ we champion the use of public transport both for our teams and guests by ensuring all of our venues are within easy walking distance of major public transport hubs
- ✓ for those that want to go that bit further we also offer bicycle racks and storage to guests and staff in all locations

Want to know more? Read on for more detailed information!

buildings, energy and water conservation

Our buildings are our homes so it's important we do what we can to make sure they are doing all they can to be operating as environmentally friendly and sustainably as possible.

Right now this includes:

- ✓ our Manchester home 'The Hive' being a BREEAM excellent rated building, the leading and most widely used environmental assessment method for buildings
- ✓ sourcing our electricity supply via a 100% renewable supplier whilst also monitoring energy use and targeting consumption reduction annually
- ✓ EPC certificate rating monitored and reported via our landlords
- ✓ planting our open spaces where possible to encourage natural wildlife in urban locations
- ✓ documenting water use with possible savings identified and targeted
- ✓ using responsible suppliers such as our laundry provider, who invest heavily in energy efficient machinery, delivery vehicles (also planning delivery routes to reduce environmental impact) and use only biodegradable detergents. Through efficiencies they have saved up enough energy annually to power 978 homes!

rooms and facilities management

Whilst we think about our buildings it's also important to consider the spaces inside them and what we can do make sure they are working efficiently too.

This includes:

- ✓ converting all of our lighting to LED or low energy alternatives. So far this has been completed on 45% of our estate with more and more being completed all the time
- ✓ installing motion sensor controls for lighting in public areas where practical, ensuring lighting is only ever on when needed
- ✓ making sure our duty managers are naturally ventilating rooms when required in the mornings to reduce the need for air conditioning during hot weather
- ✓ offering virtual and hybrid event solutions, reducing the amount of travel to events
- ✓ offering an in-house AV and technical support solution, reducing equipment movement
- ✓ removing single use plastics from meeting rooms
- ✓ provide delegates with pencils which are then recycled into schools via the 'Pens for Kids' scheme
- ✓ installing dual flush controls on toilets and motion sensor flush on urinals to reduce water wastage
- ✓ making sure all hand soaps are in refillable, rather than single use containers
- ✓ providing 100% recycled toilet paper across all of our venues
- ✓ checking the credentials of all cleaning products we use
- ✓ moving to paperless systems where possible including all health and safety reports and checks recorded in the cloud via tablet systems

office and administration

We know our day-to-day operation can produce waste and have a negative impact on the environment. Whilst we are making huge efforts to reduce this we can't forget our office and administration teams either.

With this in mind we are:

- ✓ moving to a paper free administration function where possible including online signature of bookings contracts and direct online booking removing the need for a contract at all, online invoicing, totally online banking and using paper free HR systems
- ✓ what paper we do use comes from wood fibre and is sourced from sustainable forests
- ✓ not only is our bank 100% online but they are also committed to operating to strict ethical and environmental standards
- ✓ offering virtual meeting solutions to reduce team movements between venues
- ✓ introducing digital signage across our locations rather than using traditional printed signage

waste management and recycling

As much as we may try, we know that waste is unavoidable but we can reduce this as much as possible by reducing and recycling.

So wherever possible we look to

- ✓ recycle all paper, card, cans and plastic waste via our landlords and building management in each of our locations
- ✓ use reusable crockery, stainless steel cutlery and glassware to reduce the need for disposable items
- ✓ only use reusable or recyclable disposable items in our day delegate or any other packages offered
- ✓ ensure we do not ever use single use plastic bottles
- ✓ ensure our no drinking straw policy is adhered to at all times
- ✓ document all food and kitchen waste, actioning ways to reduce
- ✓ ensure any food or kitchen waste that does occur is distributed where it can be via our teams, local food banks and homeless charities rather than thrown away
- ✓ recycle used cooking oils
- ✓ reduce our use of clingfilm across the business

food and beverage

Most of our waste comes from our food and beverage offer so we do all we can to ensure our guests go home feeling well fed by enjoying a responsibly sourced menu whilst minimising any waste.

We do this by:

- ✓ offering a more than 50% plant based menu
- ✓ offering vegetarian, vegan, gluten free and dairy free options on our daily menus as standard to promote inclusivity
- ✓ ensure no endangered or protected fish or seafood are used in our menus, as defined by the Marine Conservation Society
- ✓ prioritise the use of local, socially and environmentally responsible suppliers such as Urban Cordials, who are UK based using surplus fruit in their cordials that would have otherwise been sent to landfill
- ✓ prioritising products that do not contain palm oil or that is sustainably sourced.
- ✓ implementing benchmarking criteria when sourcing suppliers regarding their environmental and sustainable values
- ✓ request our suppliers use food and vegetable trays made from sugarcane or fine wood pulp which are 100% compostable and when ordering any products delivered to us in netting, prioritise products that use TENCAL which is a cellulose fibre produced from the wood pulp of the eucalyptus tree and is certified as 100% compostable
- ✓ using only Fairtrade tea and coffee and using only plastic free tea bags
- ✓ offering alternatives to dairy milks
- ✓ offering bagged coffee grinds free of charge to visitors of the**studio** to take home for gardens and composting
- ✓ making carbon neutral certified wine available on our wine list
- ✓ co-ordinating weekly rather than daily food deliveries to reduce transport movements
- ✓ bottle all water on site using reusable bottles saving thousands of bottles and miles in transportation every year

our people and our responsibilities

building a team that believes in our policies but is also supported by them is very important so we look to combine the two wherever possible.

We commit to this by:

- ✓ ensuring our sustainability policy is available to view on our website
- ✓ incorporating flexible working practices creating a 'free range' team with the option to work from home where appropriate and to reduce travel
- ✓ employing teams based locally to our venues creating local jobs and reducing travel
- ✓ having nominated staff sustainability champions in each venue – studio wombles everywhere!
- ✓ training our teams on our environmental and sustainability policies
- ✓ encourage our teams to support local community projects
- ✓ promoting a cycle to work scheme
- ✓ partnering with agencies that offer and support carbon neutral events
- ✓ supporting local charities and projects in the form of food donations, volunteering and providing event space
- ✓ employment of school leavers through the STEP UP program



Need more information?

To discuss your event requirements speak to our team today:

Call: 0800 028 6694

Email: events@thestudio.co.uk

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