

SUSTAINABILITY POLICY

At Changing Relations we are **committed to being considerate of our environmental impact**. As an arts-based social enterprise we are conscious that we have a **unique responsibility to become more sustainable** as we work to transform lives. **As a social enterprise**, Changing Relations' mission to strive for justice and the betterment of local communities ensures that we cannot neglect environmental issues. **As an arts organisation**, our commitment to sustainability is embedded in the way we work with people and our environment, the resources we use and the choices we make.



War on Waste



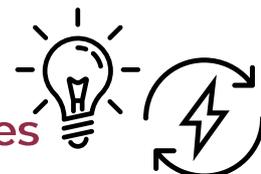
We take measures to decrease our waste in order to **minimise our contribution to landfill**. Alongside recycling all paper and card, **we have joined the BIC Terracycle Scheme** to ensure that none of the plastic stationary used in our office, workshops or art activities goes to landfill. We also have an **eco-tank printer** in our office to eliminate ink cartridge waste. We seek **preloved items and donate, repurpose or sell any surplus materials** from projects and productions. In our communal kitchen we have added a compost bin so that our coffee grounds can be repurposed.

Embedding Sustainability



It is important to us that sustainable practices are embedded into the entirety of our organisation, ensuring that a **commitment to sustainability becomes a central value in the mission of Changing Relations**. In order to do so, alongside the creation of this policy, **all new starters will be given a Sustainable Induction** to highlight the importance of sustainability to the organisation and illustrate the role they can play in this. We are committed to choosing retailers, small companies and partners to work with whose **values align with our own** and who are also actively striving for sustainability. We are also increasing discussions around sustainability on our social media to not only inform our audiences of the changes we are making, but also generate conversations surrounding environmental practices so that we can **continue to learn how to better the sustainability of the organisation**.

Energy Saving Policies



We have introduced a **PC and printer power off policy** to ensure that all computers and the printer are switched off at the socket when not in use. We encourage car sharing wherever possible and are committed to making sustainable choices regarding lighting and energy supplier if we move to a new premises and have autonomy over these decisions. We have also learnt from our experience throughout the Covid pandemic and recognise both the personal and environmental benefits of choosing to conduct **virtual meetings and opting for a flexible approach to home working**.

Green Materials



We strive to always make sustainable choices in our procurement of materials. We **avoid unwanted or leftover stock** by ensuring the quantities purchased reflect our planning, rather than automatically bulk buying for the cheapest deal. Internally, we use **recycled paper and card as standard**. For our products and marketing, we make conscious sustainable choices when outsourcing printing. We source **versatile materials** which can be reused and repurposed, such as offcuts from local businesses. This helps us to avoid 'buying new'. We also make sure to only purchase paper and card that is FSC and PEFC assured.

This policy was created by [Anna Barrett](#), our sustainability intern from [Durham University](#). The research supporting the policy consulted a variety of sources of information on sustainability: including [Julie's Bicycle](#), Government resources on SME and charity sustainability, [Durham County Council](#), and other arts organisations in the region.