

# GREEN GRIFFON

SUSTAINABILITY ACTION PLAN  
OVERVIEW

Griffin Theatre Company is taking action when it comes to environmental sustainability.

Through the 'Green Griffin' Sustainability Action Plan, Griffin is committed to reducing our impact on the environment.

The creation of the Sustainability Action Plan marks the beginning of the company's formal commitment to environmental sustainability and climate action. This will be done across four key areas: **THEATRE, OFFICE, GRIFFIN PRACTICES** and **OFFSETS**.

Keen to know more? Here's an overview of the plan just for you.

# AIMS

The aims of the 'Green Griffin' Sustainability Action Plan are:

- To better reflect the values of our staff, audiences and the wider community.
- To take responsibility for our impact on the planet by becoming a carbon neutral organisation.
- To ensure current sustainable practices continue in the future.
- To make financial savings through implementing sustainable practices.
- To mirror Griffin's value of championing social change through theatre.

# KEY AREA: THEATRE

Aim	Objective	Summarised Actions	Timeline
Develop and maintain a sustainable and zero-waste bar.	Eliminate the use of single-use plastics.	• Provide a self-service water station with reusable cups.	Completed September 2018
		• Eliminate the use of straws, keeping only paper straws for those who require them.	Completed September 2018
	Decrease landfill waste from the bar.	• Recycle all glassware.	Ongoing
		• Implement a three-step waste management system for landfill, paper recycling and plastics recycling.	February 2020
Develop and maintain a sustainable foyer.	Switch to sustainable handwashing facilities in the bar.	<ul style="list-style-type: none"> <li>• Introduce sustainable paper towels.</li> <li>• Switch to sustainable washing machine liquid.</li> <li>• Implement the use of a cora ball (or similar) to eliminate microfibre waste in our grey water.</li> </ul>	April 2020
	Switch to sustainable handwashing facilities in bathrooms.	• Install hand dryers in all bathrooms.	Completed
		• Provide sustainable, refillable hand soap in all bathrooms.	Completed
		• Provide sustainable toilet paper in all bathrooms.	February 2020

# KEY AREA: THEATRE (CONTINUED)

Aim	Objective	Summarised Actions	Timeline
Develop and maintain a sustainable and low carbon emissions ethos and theatre venue.	Increase energy efficiency of the theatre.	<ul style="list-style-type: none"> <li>Upgrade theatre lighting from incandescent to LED globes where possible.</li> </ul>	Completed June 2019
		<ul style="list-style-type: none"> <li>Investigate the feasibility of installing solar panels at the theatre.</li> </ul>	April 2020
		<ul style="list-style-type: none"> <li>Ensure current white goods and air conditioners are eventually replaced with energy-efficient models when purchasing eventual replacement for current items.</li> </ul>	Ongoing
	Reduce landfill and recycled waste.	<ul style="list-style-type: none"> <li>Transition to a paperless ticketing system in the SBW Stables foyer through a circular wristband system.</li> </ul>	Completed January 2020
Develop and maintain a sustainable and low waste production department.	Decrease e-waste and landfill waste.	<ul style="list-style-type: none"> <li>Use City of Sydney's e-waste provider to consciously discard of e-waste.</li> </ul>	Ongoing
		<ul style="list-style-type: none"> <li>Participate in/create a mainstage inter-company set and costume recycling/shared resources program.</li> </ul>	Long-term objective
		<ul style="list-style-type: none"> <li>Recycle all set construction materials through builders and other sustainable contractors where possible.</li> </ul>	Ongoing

# KEY AREA: OFFICE

Aim	Objective	Summarised Actions	Timeline
Develop and maintain sustainable office practices.	Reduce paper use in the office by 70%.	<ul style="list-style-type: none"> <li>Phase-out unnecessary printing.</li> <li>Use recyclable paper.</li> </ul>	Ongoing
		<ul style="list-style-type: none"> <li>Encourage the use of digital note-taking.</li> </ul>	Ongoing
	Limit plastic use by staff, contractors, artists and creatives on site.	<ul style="list-style-type: none"> <li>Eliminate the use of straws, keeping only paper straws for those who require.</li> </ul>	Completed January 2019
		<ul style="list-style-type: none"> <li>Provide reusable containers for use on site.</li> </ul>	Completed
		<ul style="list-style-type: none"> <li>Update contracts for new staff to include 'Green Griffin' requirements.</li> </ul>	February 2020
	Employ good waste management practices.	<ul style="list-style-type: none"> <li>Employ a waste management system that divides waste generated into four categories: landfill, hard plastics, soft plastics, paper and cardboard.</li> </ul>	Completed January 2019
<ul style="list-style-type: none"> <li>Create a process for composting organic matter generated through the office.</li> </ul>		Completed	
Manage purchase of incoming office equipment.	Develop guidelines around sustainable purchasing.	<ul style="list-style-type: none"> <li>Scope the use of second hand purchasing/selling of furniture.</li> </ul>	Ongoing
		<ul style="list-style-type: none"> <li>Donate or on-sell old office furniture to reduce landfill.</li> </ul>	Ongoing

# KEY AREA: GRIFFIN PRACTICES

Aim	Objective	Summarised Actions	Timeline
<p>Develop and maintain a sustainable and low carbon emissions ethos and workforce.</p>	<p>Provide bike facilities to support staff travelling to work.</p>	<ul style="list-style-type: none"> <li>Install bike racks for staff members to safely store their bikes during the day.</li> </ul>	<p>Early 2021</p>
	<p>Provide sustainability guidelines, support and training for new staff, contractors and externals on site.</p>	<ul style="list-style-type: none"> <li>Purchase a bike pump and basic bike repair tools to service staff member commuter bikes.</li> </ul>	<p>April 2020</p>
	<p>Provide sustainability guidelines, support and training for new staff, contractors and externals on site.</p>	<ul style="list-style-type: none"> <li>Introduce sustainability guidelines when orienting new members of staff and contractors.</li> </ul>	<p>February 2020</p>
	<p>Provide sustainability guidelines, support and training for new staff, contractors and externals on site.</p>	<ul style="list-style-type: none"> <li>Investigate the feasibility of working with external sustainable initiatives and bodies to achieve the Green Griffin aims.</li> </ul>	<p>Ongoing</p>

# KEY AREA: GRIFFIN PRACTICES (CONT.)

Aim	Objective	Summarised Actions	Timeline
<p>Reflect the sustainable innovations of Griffin staff and theatre, support and encourage suggestions and conversation.</p>	<p>Create a unified staff culture around sustainability.</p>	<ul style="list-style-type: none"> <li>Install sustainability discussions as a standing item on the weekly staff meeting agenda.</li> </ul>	Ongoing
		<ul style="list-style-type: none"> <li>Establish <i>No Meat Mondays</i>—encouraging meat-free meals in the office on Mondays.</li> </ul>	Ongoing
		<ul style="list-style-type: none"> <li>Encourage open dialogue and critically review current and new practices for ways that we could improve sustainability.</li> </ul>	Ongoing
		<ul style="list-style-type: none"> <li>Create a vegetable, herb and flower garden on the deck.</li> </ul>	January 2020
		<ul style="list-style-type: none"> <li>Establish a regular walk to work day.</li> </ul>	April 2020
	<p>Champion environmental messaging within Griffin's artistic output.</p>	<ul style="list-style-type: none"> <li>Where possible, program theatre with a message of sustainability and environmental engagement.</li> </ul>	Ongoing

# KEY AREA: OFFSETS

Aim	Objective	Summarised Actions	Timeline
Offset as best we can the environmental impacts that are unavoidable, that we are unable to mitigate or are out of our control.	Become a certified carbon neutral organisation by measuring our carbon footprint annually and reducing/offsetting emissions accordingly.	<ul style="list-style-type: none"><li>Formally measure our carbon footprint annually by identifying and using dedicated digital measurement tools.</li></ul>	September 2020
		<ul style="list-style-type: none"><li>Identify and participate in a formal carbon neutral certification program.</li></ul>	September 2020
		<ul style="list-style-type: none"><li>Offset our remaining emissions through purchase of and participation in tree planting and biodiversity projects.</li></ul>	Ongoing from September 2020

# KEEN TO GET INVOLVED?

If you are as passionate about sustainability as we are, you can volunteer at Griffin!

We are always looking for motivated individuals to help us in our commitment to a carbon neutral future.

If you have a great idea, any specialised sustainability expertise, or simply want to help, please contact [info@griffintheatre.com.au](mailto:info@griffintheatre.com.au).

As a company, we're striving to reflect the values of our theatre community. We're excited to make these changes together. #GreenGriffin #GriffinGoesGreen

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