

2023/2024

# Studio Sustainability Standard



ALBERT

Industry Report

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## Foreword

**The Studio Sustainability Standard is the world's first sustainability assessment tailored to studio spaces.**

As we close reporting on the second year of the Studio Sustainability Standard, there is much to celebrate. This year, 29 studios joined the cohort, a significant increase from the 12 who participated in the first year. 17 of the studios achieved a grade of Very Good or higher – meaning that studios are making significant steps towards reducing their environmental impacts whilst also ensuring the culture is in place to support further progression. The increased engagement from studios reflects the industry's recognition about the gravity of the climate crisis. It's uplifting to see how studios are committed to building a more sustainable creative industry and helping drive towards net zero.

What is unique, and most inspiring about the Standard, is the studio's spirit of collaboration, and openness – not just with the scoring process but with the other participating studios. They have put aside commercial competitiveness to share best practices, learnings, and innovations to inspire other studios on how to take steps, both big and small, to reduce their environmental impacts.

This is particularly important as studios participating in the Standard vary in organisational size, budgets, and maturity. Some studios have been built with environmental infrastructure in mind, but others have been around for decades, and thus require a different approach. The collaboration between studios is unique and paints a positive picture for the development of a sustainable and inclusive screen industry.

We have also been able to gain valuable insights into the impact of the Standard, having now completed two cycles. Between years one and two, the average score achieved by studios increased by 15% demonstrating the tangible impact of providing studios with a personalised action plan. In turn, we have seen that studios have invested in the recommendations which demonstrates how the Standard can drive transformative change.

The impact of the Standard also extends beyond the studio building. Productions are becoming increasingly vocal about wanting to work with studios that align with their sustainable values. Often, productions are limited by what the space allows them to achieve, whether that be the power supply or sustainable infrastructure within the studio. By being able to identify a sustainable studio through the verified Studio Sustainability Standard badge, productions are able to collaborate with studios that have lower environmental impacts. We hope that conversations about how to make content more sustainably are becoming more commonplace when productions and studios join forces.

This report also identifies some areas of focus for the studios to improve on, mostly regarding their climate impacts. Looking at the progression we've seen from studios who participated in years one and two, the future looks bright for progress in these areas.

We are grateful for all the studios who participated in this year's Standard, and who are setting the pace for a sustainable screen industry. The first step on a sustainability journey is to take stock of where you are at, and so we hope that more studios join the Standard to gain insight into those first important steps that they can take.

# Introduction to the Studio Sustainability Standard

The Studio Sustainability Standard is a voluntary standard for studio facilities that has been created by and for the industry. It was created by BAFTA albert in partnership with Arup with the aim to create an industry wide mechanism for studios to calculate and report their environmental performance, supporting the industry to transition to a more sustainable future.

## The aim of the Standard is three fold:

**Educate:** To guide studios in the practical steps they can make to become more sustainable.

**Incentivise:** To provide clear rewards and recognition for studios as they move along a path to becoming more sustainable and help productions to identify studios who are sustainable.

**Transparency:** To encourage studios to collect data on their own sustainability progress, and to bring that data together to create a picture of the progress of the industry as a whole.

Studios participating in the Standard receive a bespoke performance report and a grade, that enables them to focus and pinpoint key areas within their facility, where they can make improvements to reduce their environmental impact. The grades benchmark progress as well as being a tool of comparison to other studio facilities across the globe. The Standard intentionally aligns with the United Nations Sustainable Development Goals (SDGs) to ensure that the Standard supports the fundamental principles of sustainability. Later in report we have indicated where each theme of the scorecard aligns with specific SDGs using the image below as a key.

## SUSTAINABLE DEVELOPMENT GOALS



BAFTA albert launched the Studio Sustainability Standard in 2022 to a group of 12 film and TV studios. The number of participants in the 2023 Reporting Round grew to include 29 studios from across the globe, including the UK, the US, Canada, Germany, Belgium, Italy and Hungary. This document introduces the Standard and presents highlights and findings of this cohort's performances.

# Themes of the Scorecard

To participate in the Standard, studios have to complete a scorecard that is structured around six themes that represent the core sustainability principles relevant to producing content. Each studio is assessed against their performance in each category, and the weighting of each section relates to impact in tackling the climate emergency.

## What does this theme look at:

## Aim of this theme:

Climate	Emissions reduction and resilience to the impacts of climate change	Drive the industry transition towards Net Zero carbon and to becoming more resilient to climate change
Circularity	Minimising impacts of materials and waste	Supporting the transition to a circular economy through minimising waste and use of materials
Nature	Green space, food and broader ecosystems impacts	Protect and enhance green space and nature, improving resilience and providing connections for people and broader ecosystem networks
People	Health, wellbeing, and community benefits	Support for the care and wellbeing of visitors, workers, local communities, as well as supply chains
Management	How sustainability is managed reporting, audits, training	Ensure a robust and coherent approach towards management, governance, and training to drive sustainability performance improvement
Data	The availability and quality of sustainability data	Ensure that relevant sustainability data is accurately captured and reported for effective climate impact reduction

## Scoring Process

To complete the scorecard, each studio submits a report and supporting data for scoring and validation. Following the scoring process, each studio receives an anonymised report that presents their scores in relation to the other participating studios and includes a personalised report on how to improve against each criteria.

### Scoring Process

Credits are awarded based on the response to each criteria, with between one and three credits awarded per criteria depending on the importance of that measure.

Each theme is weighted differently, with weighting being based upon the number of available credits and an assessment of the relative importance of that theme in tackling the climate emergency. The Climate and Circularity themes are recognised as having the greatest impact and therefore have a higher weighting.

Several criteria are identified as mandatory to achieve a “Pass”, and studios must achieve all the mandatory criteria to achieve an overall score of “Pass” or greater. If a studio does not achieve any of the mandatory criteria, a “Participated” score is assigned. Similarly, there are a number of additional mandatory criteria to achieve an “Excellent” score. A studio can obtain an overall sustainability score greater than 80% (i.e. “Excellent”), but if all mandatory credits have not been achieved the studio score is automatically lowered to “Very Good”. For more detail on how the scoring and auditing process works, please see Appendix items B and C.

### The weighting of each theme of the scorecard:

Theme	Available Credits	Score Weighting
Climate	31	35%
Circularity	21	20%
Nature	9	15%
People	12	10%
Management	7	10%
Data	22	10%

### Grade boundaries for the scorecard:

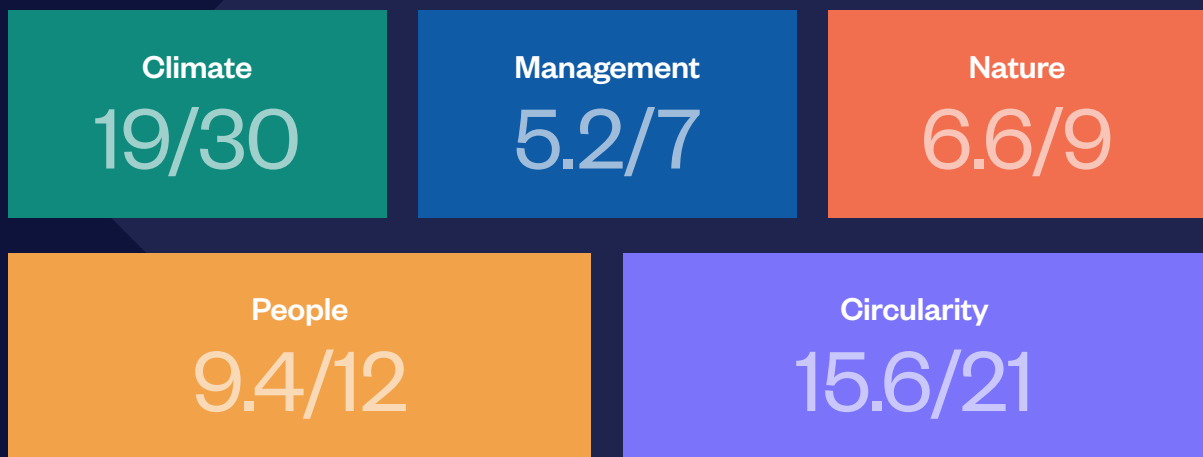
> 90%	Outstanding
> 80%	Excellent
> 70%	Very Good
> 60%	Good
> 60-50%	Pass
< 50% and/or Mandatory not achieved	Participated

## Executive Summary

In the second year of the Studio Sustainability Standard, 29 studios participated, up from 12 in Year One. 21 of these were from studios across the UK and 8 were international.

The average overall score for studios in 2023 was 70%, a 15% increase in scores from Year One. 8/10 studios who participated in the Standard for the second time this year increased their scores, with two studios improving by over two grade boundaries. This reflects the importance of the individual sustainability reports given to participating studios which outlines their next steps in their journey to creating a sustainable space.

**The average scores per theme of the scorecard for 2023:**



### Most successful theme for studios: People

- This category focuses on the wellbeing and care provided to the people using the studio sites, and how studios support staff to live sustainably. For example, the studios are scored against their mental health policies, childcare-care provision, promotion of active travel and training.
- Over half the studios scored 90%, 11 of those achieving 100% demonstrating a focus on supporting staff well-being and the commitment to taking a holistic approach to sustainability.

### Theme for studios to focus on: Climate

- This category is the highest weighted due to the relative impact it has on climate change. The high impact areas of Climate include energy demand management, energy generation, resource consumption monitoring, water efficiency and transport emissions.
- 26 out of the 29 studios use 100% renewable energy which is one of the most impactful things they can do to be sustainable.

## Studio Innovations

Each studio who participated in the Standard is making innovative changes to reduce their environmental impact. Some of the innovations we saw in this year's cohort are listed below.

### Solar

Some studios have invested in solar panels to power the space with renewable energy. Using renewable energy is one of the most impactful ways studios can reduce their carbon emissions. For studios that are unable to utilise solar panels, switching to a 100% renewable electricity tariff can significantly reduce emissions. A good example is Sky Studios Elstree, who installed over 3-acres of solar panels across its rooftops, any remaining power is sourced from a renewable supplier. Also, TBY2 has an impressive 2380 solar panels on its roof, which powers the entire studio facility.

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### Transport

Transport is often a considerable source of carbon emissions associated with a business. Some studios have been able to support their staff travelling to work more sustainably, either by being well connected to public transport or by providing electric vehicles. EMG Belgium leases EVs for staff and Sky Studios Osterley offers an EV salary sacrifice scheme for staff which has been highly engaged with.

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### Upcycling

Productions often have a significant quantity of raw materials, props and costumes left over at the end of a shoot. Studios can support productions to upcycle these things to reduce what is sent to landfill. Often studios work in partnership with local organisations to help distribute the resources. Garden Studios has a reuse programme called Re-Set and they work with a reuse partner, ReCollective, who have used donated wood to construct an artist studio space and even a barn.

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### Donation

Many studios like Aria Studio Wales and 3 Mills have been supporting productions to donate props and costumes to local organisations. Alternatively, some studios like The Bottle Yard are occasionally able to store props, equipment and costumes so that productions have the time to donate the materials rather than sending them to landfill.

D

### Investment

To act sustainably staff need to know what sustainability means for them. BBC Studioworks has a staff Sustainability Team who meeting fortnightly to help drive a culture of sustainable improvements across their space. They recently introduced a compostable waste stream for all building users. Other studios offer staff sustainability training to encourage sustainable behaviour change.

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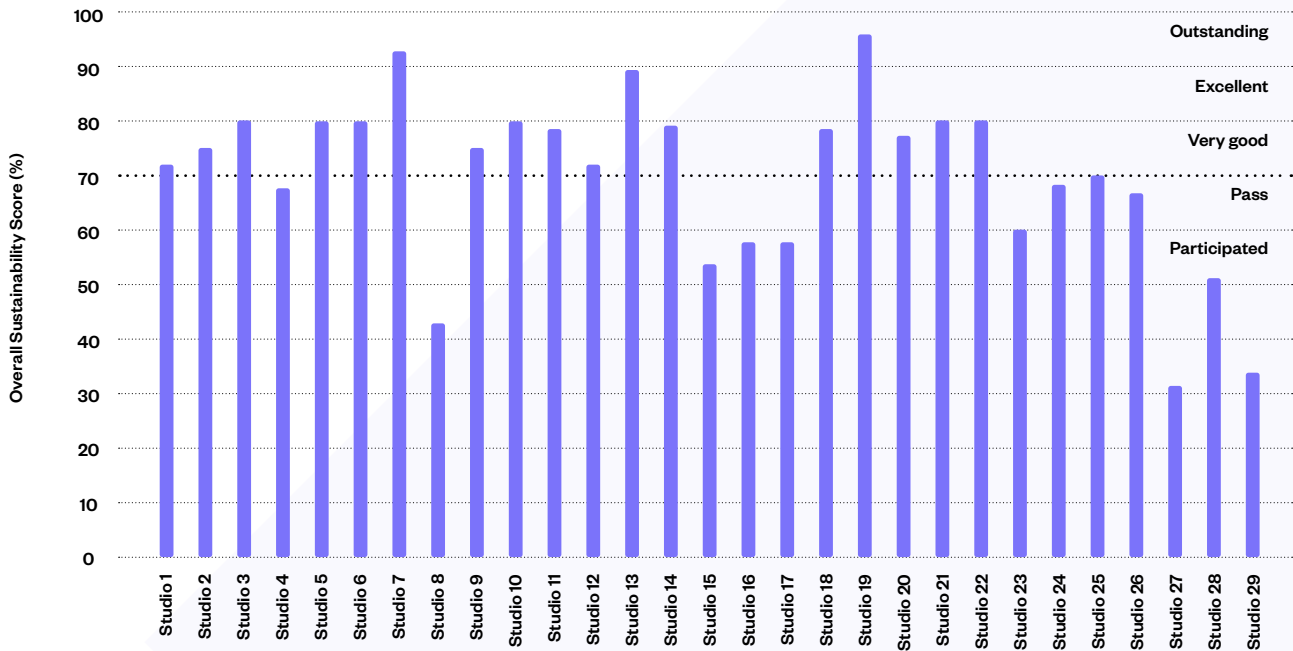
### Outsourcing

Sustainability is a group effort, and sometimes we need to work with suppliers to drive sustainable innovations. Some studios have outsourced waste management systems to help monitor waste levels and reduce what is sent to landfill by properly processing waste on-site.

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## Summary of 2023/2024 Data



Average studio score in 2023: 70%

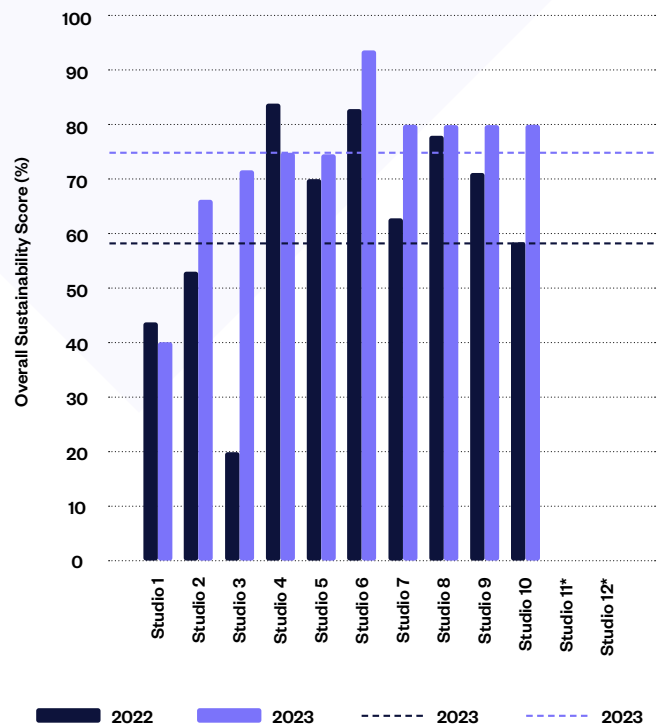
## Comparison of Studios' Overall Scores: 2022 vs. 2023\*\*

### Key findings

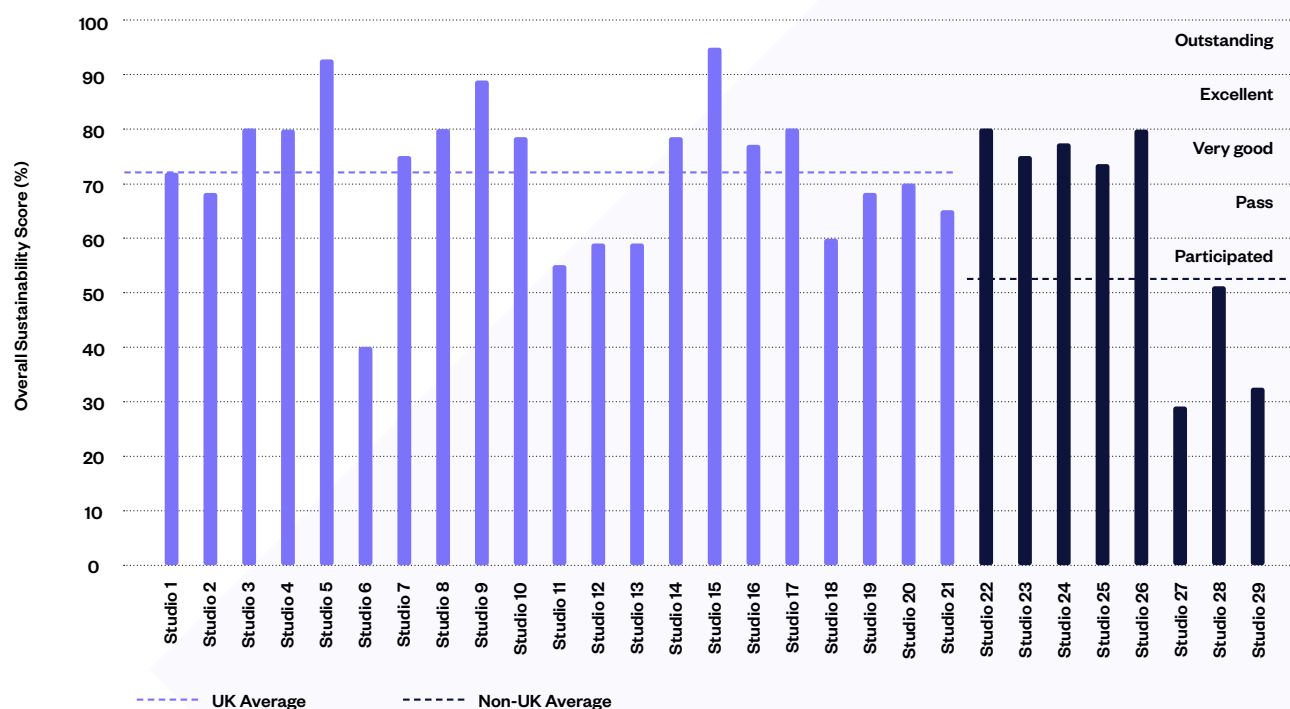
- In 2023, two studios scored “Outstanding” for the first time.
- The average overall score improved by 15% from 2022 to 2023.
- 8 studios improved their score from the previous year, while 2 studios’ scores dropped.
- 8 studios in 2023 achieved “Very Good” classification or higher, compared to 5 studios in 2022.
- The average increase in scores indicates that the personalised reports for each studio successfully identifies pathways for sustainability improvements.

\*Studio 11 and 12's results are not displayed, as they did not participate in 2023.

\*\*Studios' anonymised ID numbers differ from those on the previous page.



## Score comparison UK vs International Studios\*



### Key findings

- UK studios had an average score of 72% around 9 percentage points higher than non UK studios average of 63%
- 8 non UK studios participated in the 2023 Scorecard a huge increase from only 1 studio in 2022.
- Nearly two thirds of non UK studios received a score of “Very Good” or higher, despite having a lower average score than UK studios. (This is greater than the proportion of UK Studios that received a “Very Good” score or higher.)

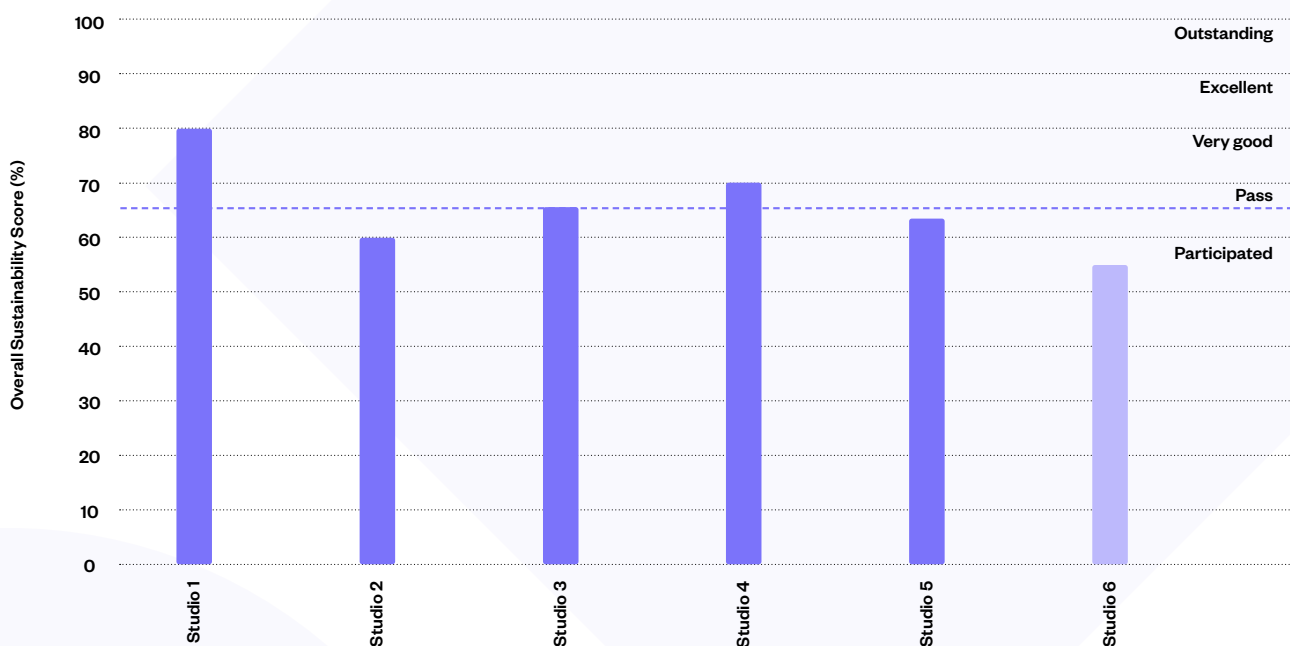
\* Studios’ anonymised id numbers differ from those on the previous pages.

## Score comparison: Welsh Studios

### Key findings

In 2023, BAFTA albert launched the [Screen New Deal Transformation Plan for Wales](#). The project created a roadmap for net zero carbon and zero waste in the film and high-end TV industry in Wales and beyond. Wales was chosen as the pilot cluster for the Screen New Deal because of its place as a significant UK production hub, annually producing an annual £4.24 billion turnover (2022) and employing almost 45,000 people.

One of the first actions to come out of [Screen New Deal](#) was the sponsored participation of five Welsh studios in this year's Standard. It is the first country to be able to set a benchmark for studio impacts as the majority of studios in Wales participated. The studios performance is shown in the graph here.



Studio 6 received a score of "Participated", as it did not report on all mandatory credits. If it had, Studio 6 would have received a score of "Pass" at 55%.

\* Studio 6 is not included elsewhere in the report but is shown here to help more fully illustrate sustainability progress of studios in Wales.

\*\* Studios' anonymised id numbers differ from those on the previous pages.

### Highlights include:

- 5 out of the 6 studios in Wales participated in the 2023 Scorecard.
- The majority of studios scored 'Good' with one studio achieving 'Very Good'.

## Summary of 2023/2024 Data: Climate

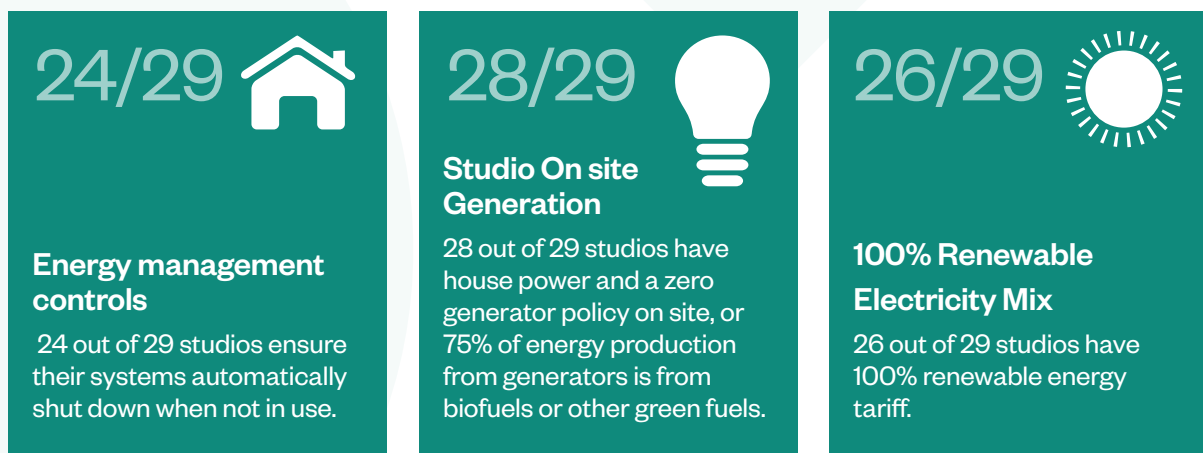
The climate theme is the highest weighted category to reflect its impact on the climate crisis. Credits for this section can be earned across a number of topics including energy demand management, energy generation, resource consumption monitoring, water efficiency and transport emissions.

The scorecard prioritises high impact measures including the use of LED lighting across the studio, incentivising productions to utilise LED lighting providers and ensuring the studio has 100% renewable electricity sourcing. These measures should be seen as a part of the standard practice and are accessible levers through which studios can minimise emissions. This section also includes credits for the restriction of diesel generators on site, including production generators, as they can have considerable impacts on the environment and staff health. Credits can also be gained for on site renewable energy generation which could include solar PV or, in some cases, wind turbines. The final section of the climate category looks at reducing transport emissions and offers credits for studios who have completed climate risk assessments. Credits are also available for the provision of EV charging spaces and the use of zero emission vehicles.

### Studio Performance

In this year's cohort, there was a varied level of scores within this category ranging from 26% to 90%. The average score for this category was 61%. The majority of studios scored highly in relation to minimising the use of on site diesel generators which is a really positive indication of the industries transition to sustainable production power generation. In addition, approximately 90% of the studios scored credits for their renewable energy tariffs, which is a great improvement. Over half of the participating studios offer EV charging on site, and the vast majority of studios provide zero or low emission vehicles for users and visitors. This shows that studios are investing in infrastructure which will support their journey to decarbonisation.

One area in which studios did not score as highly was in relation to climate risk assessment. Less than half of the studios have undertaken risk assessments. These documents evaluate how impacts associated with climate change (e.g. higher temperatures, changes in precipitation patterns etc.) may impact their studio's operations in future. In addition, water management is also an area that many studios fell short on less than half of the studios implemented leak detection and water recycling measures.



*Average points scored per studio 19/31*

## Summary of 2023/2024 Data: Circularity

The circularity theme focuses on the procurement, use and disposal of materials associated with a given studio and its productions.

The film and television industry produces a huge amount of waste, a large proportion of which currently ends up in landfill. This category aims to change that by helping avoid waste wherever possible through incentivising the re use and improved management of waste streams, including maximising recycling rates. Credits can be earned across a number of topics including waste management, procurement of materials, responsible production and consumption services and the reduction of single use plastic.

The scorecard incentivises accurate and reliable waste data reporting, awarding credits for the availability of monthly data from waste contractors on waste volumes and recycling rates. It also encourages studios to take responsibility for, and report on, waste produced by productions, with the aim of ensuring this waste is both effectively managed and included in reporting. Credits are awarded for site wide use of environmentally certified materials including sustainably sourced (100% FSC / PEFC / SFI Certified) timber and low VOC paints and solvents. A significant number of credits are also awarded to studios that promote on site sharing services between studios and productions and encourage charity donations of materials and resources between studios, productions, and local communities.

The final section of this category focuses on single use plastics. Credits are awarded for having a policy that supports the elimination of single use plastic across the studio site and productions. A simple measure that many studios have implemented is the provision of water fountains which helps to reduce plastic water bottles.

### Studio Performance

For the group of studios that took part there was a varied level of scores for this category ranging from 14% to 100%, with the average score being 73%. In several cases, studios provided very positive evidence showcasing circular economy principles in action. For example, partnerships with community organisations to donate materials, props and costumes at the end of productions. Also, the vast majority of studios receive monthly waste and recycling data from contractors, which allows studios to understand their waste and identify reduction solutions.



Average points scored per studio 15.6/21

## Summary of 2023/2024 Data: People

The people theme focuses on the wellbeing and care offering provided to the people using the studio sites.

Specifically, the scorecard awards credits for the promotion of mental health policies, programmes and strategies that seek to address the diverse factors that influence cognitive and emotional well being. This can include mental health first aid services, childcare provision and amenities such as showers, lockers and online shopping deliveries to improve people's quality of life and relieve stress. Credits can also be achieved through the promotion of active travel including designated walking routes across the site and the provision of cycle parking. This extends to ensuring the site has accessible and inclusive design strategies to reflect the diversity of current and future users. Finally, credits are also awarded for proactively supporting and enhancing community development through community engagement and actively supporting employment, training and skills opportunities for all.

### Studio Performance

Participating studios received varying scores for this category ranging from 0% to 100%. The average score received was 78%, with over half of studios scoring 90% or above and 11 studios achieving 100%. This indicates a generally positive approach to wellbeing across the majority of studios. Most studios scored highly in relation to both the availability of mental health programmes and policies and the provision of on site mental health services. Studios also scored well on the provision of segregated, accessible and inclusive walking routes and on site secure cycle parking with showers, changing facilities and wellbeing amenities.

The majority of studios also performed highly on their outreach efforts. 22 of the 29 studios achieved credits for providing both outreach and employment opportunities to the local community and investments into community schemes and programmes.

One area of weakness was the provision of childcare services, with only half of the studios providing services. Whilst not all studios have the space to provide these services on site, provision of childcare vouchers can also enable studios to receive a credit.

24/29



#### Mental Health Programmes and Policies

24 out of 29 studios promote good mental health and well being.

23/29



#### Community Investments

23 out of 29 studios support local development.

22/29



#### Equality, Diversity and Inclusion (EDI) Training

22 out of 29 studios provide EDI training for all studio employees.

*Average points scored per studio 9.4/12*

## Summary of 2023/2024 Data: Nature

The nature theme focuses on the provision of green and biodiverse spaces on studio sites as well as responsible food sourcing for studio staff and productions.

In this section, standard credits are awarded for studios who responsibly source their food. It also rewards the provision of schemes or initiatives which promote healthy, ethical, seasonal, and plant-based food options across all site catering, e.g. vegetarian, vegan options, certified produce. In addition, it rewards efforts that support the donation of excess food.

### Studio Performance

In this cohort there was a varied level of scores for this category ranging from 11% to 100%. The average score for this category was 72%. The majority of studios scored highly in relation to schemes and initiatives that promote healthy, ethical and seasonal food options across all site catering. In addition, studios also scored well on the provision of sustainable on-site catering options available to productions. Provision of food donation services for all surplus food provided by on-site catering services would be an important next step for studio operator-controlled spaces, as well as reducing the impact of production catering, and ensuring that food waste is appropriately handled.

Many studios responded positively to the provision of accessible green and biodiverse green space on site. This year the scorecard allowed studios to count access to accessible green spaces adjacent to the studios even if they didn't own it. We understand that given the variations in site constraints, this may be more of a challenge to some studios and as such studios aren't negatively scored if they can't accommodate this.



*Average points scored per studio 6.6/9*



# Summary of 2023/2024 Data: Management

The management theme focuses on the integration of sustainability into organisations’ governance structures and how this relates to individual staff members.

Governance focuses on the internal responsibilities, controls and practices to maintain compliance with regulations, industry best practices and corporate policies. It also looks at what this means for individual members of staff within the company, including access to training and awareness building activities.

Specifically, this section awards credits for ensuring a robust and coherent approach to sustainability is woven into the management and governance structures of an organisation to ensure that they can deliver sustainable improvement. It also aims to incentive the provision of sustainability training for all staff, and that a culture of learning, sharing best practice and knowledge is nurtured.

## Studio Performance

The participating studios’ scores ranged from 0% to 100%. The average score for this category was 74% with seven studios scoring 100%. The vast majority of studios who scored highly have organisational sustainability targets in place that are regularly monitored and reviewed. In addition to this, over three quarters of studios achieved credits for having robust supply chain management policies.

The majority of the studios received credits for providing sustainability training to their employees. Nearly three quarters of studios also received credits for providing training to productions. Most studios achieved credits for encouraging sustainable behaviours through employee initiatives, including bike loan schemes, reusable water bottles and green car schemes. One area of weakness was that only a third of studios engaged with independent assurance and verification processes for their data. These processes can bring miscalculations, oversights and improvement to light, increasing the accuracy of the data and in turn supporting studios to create more impactful sustainability strategies. In the future, the Standard will aim to encourage and support studios seeking verification for the data they are reporting.



Average points scored per studio 5.2/7



## Appendix A

### Participating Studios

BAFTA albert would like to thank all the studios that contributed to the creation of the Studio Standard, and those that participated in the 2023 Studio Standard reporting process. In 2023, 29 studios from the United Kingdom, United States, Canada, Belgium, Hungary, Germany and Italy participated. These studios range in size, medium and large, as well as operational model (e.g. film stages vs. TV studios).



**WOLF STUDIOS WALES**



sky production services



**RD STUDIOS**

sky studios  
ELSTREE

## Appendix B

### Further detail on how the Studio Standard is assessed

The Studio Sustainability Standard consists of a series of criteria that assess the sustainability activities of studios, divided across 5 themes – Climate, Circularity, Nature, Management and People. These criteria are complemented by an additional Data section, where studios are requested to submit annual sustainability performance data across a range of categories. Studios are required to report against these criteria through self-assessment, supplementing their responses with associated evidence. Studios are able to select a 12-month reporting period within the previous 18-months.

The submissions of studios are subsequently reviewed, including a thorough audit of a sample of the supporting information. The commentary provided as part of the submission is an important consideration in the review process, providing valuable context in terms of direction of travel, challenges and opportunities.

Within each theme, the criteria is framed in the form of a yes or no question, or occasionally as a question with a series of alternative possible responses. The Standard is designed to be straightforward in use, without the need for specific training or a background in sustainability. As such, it is intended to be accessible to any size of organisation. In the sixth category – data – studios are rewarded for the provision of data in different categories, rather than the level of performance. The performance is of course important, but the Standard is very much about the direction of travel rather than absolute judgements on performance, which would be practically impossible given the varying contexts.

On completion of the review process, studios receive a rating in addition to an individual feedback report. This report details the performance of the selected studio within each category compared to the rest of the cohort. Further feedback includes performance highlights and suggested areas of focus to improve the score going forwards. The commentary provided by studios is

## Appendix C

### Further detail on how the evidence is audited

**As part of the 2023 Studio Sustainability Standard process, an independent audit was conducted for a sample of five studios to verify credits and scores achieved through the Scorecard.**

The audit reviewed evidence provided by studios as part of their scorecard submissions and assessed the level of compliance of the evidence against each key performance indicator (KPI). Where applicable, recommendations were provided to the studios to improve outcomes and data collection for future scorecards.

The audited studios were randomly selected and reflected a range of geographies and maturity in terms of sustainability and scoring in the Standard.

#### **Key findings:**

- Two of the five studios audited were found to have insufficient or partial evidence for at least 1 KPI. Four of the five studios received recommendations to improve their evidence provision.
- The audit demonstrated that studios are taking positive steps to improve sustainability outcomes. This was particularly evident in community outreach, skills initiatives and opportunities around reuse of materials and props.
- Compliance differed significantly between each theme. For instance, the Management theme received the most non-compliances.
- Studios would benefit from improved monitoring and visibility of data to support with developing value stories and to identify improvement opportunities.
- Studios should aim to clearly evidence the narrative and figures provided to ensure that the credits can be validated.



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ARUP