

**team love**

# Our 2024 Sustainability Report

An insight into our company's governance  
and environmental & social impacts.

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# Introduction

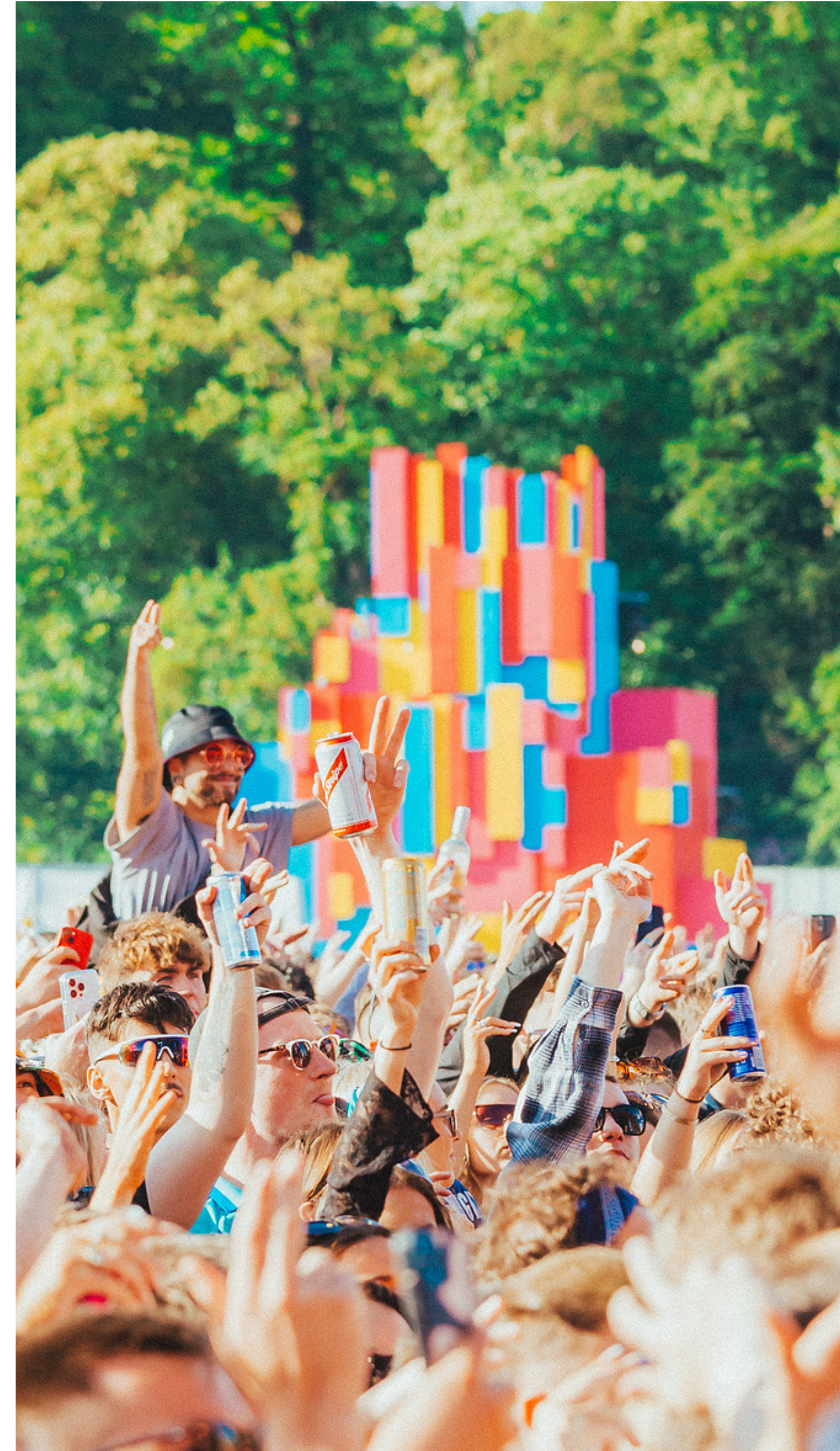
01



## Introduction

In 2022, we released our first sustainability impact report for our company Team Love. The aim of the report was to provide an insight into the environmental, social and economic impacts of our festivals after coming back from the pandemic. We wanted to create a benchmark of our standards, a year zero, identifying our best practices alongside areas for improvement. In 2023, our two biggest festivals - [Love Saves the Day](#) (LSTD) and [FORWARDS](#) - were externally assessed by [A Greener Future](#), who attended both events and calculated our full carbon footprint. We're very pleased to announce that Love Saves The Day & FORWARDS were awarded "A Greener Festival 2023 – Commended" status. Commended signifies a well-managed, environmentally aware festival going beyond expectation to make positive change. We had so much data and juicy stats to share that we decided to deepen each of our festival's sustainability identities by producing individual reports for [LSTD](#), [FORWARDS](#) & [Waterworks!](#) We also took all the key takeaways from the assessments and worked on improving our systems and reducing our impacts in 2024.

Now, with this second Team Love report, we hope to further demonstrate our commitment to transparency, accountability, community, curiosity and meaningful growth. We are in no way perfect, we are constantly learning, sometimes failing, retweaking, listening, improving and creating!



## Context

Festivals are powerful agents of change and a key for creating social connections in the current socio-cultural climate. Our events are part of a wider ecosystem and their wellbeing relies on the wellbeing of so many stakeholders from the live music industry, including other festivals like us. Despite the many challenges inherited from the pandemic, increased global inequalities and climate-collapse, the UK music industry has continued to thrive and hit a record £7.6 billion in terms of Gross Value Added (GVA) to the UK economy<sup>1</sup>. However, the deepening challenges are still threatening UK music's world-leading status. We are alarmed to see that 72 UK festivals had to postpone, cancel or completely close in 2024<sup>2</sup> - alongside **37%** of nightclubs closing since March 2020<sup>3</sup>.

More support is required from government bodies to reduce the economic instability for grassroots music and increase climate resilience to avoid many people being unable to access cultural events in the future. We welcome the DCMS 'call to the industry to introduce a voluntary ticket levy to protect grassroots venues or the government's commitment to support the creative industries with increased funding opportunities<sup>4</sup>. However, we share the AIF's disappointment that the government hasn't explored different models of VAT to support the economic resilience of venues<sup>5</sup>. This is echoed by audiences, with more than 40% of people surveyed by **LIVE**<sup>6</sup>, a representing body for the UK music industry, supporting different initiatives such as:

- Using part of VAT on tickets to reduce carbon emissions related to live music events and associated audience travel.
- Using part of VAT on tickets to reinvest in the live music industry

- Lower VAT on tickets to ease the pressure on grassroots music venues and independent festivals<sup>7</sup>

Over the last two years, outdoor events and festivals in the UK have also faced many challenges, from excessive heat to heavy winds<sup>8</sup> & rainfall, impacting their operations, associated costs and the audience's experience<sup>9</sup>. Alongside rising production costs, event organisers have to plan for ever-more likely severe weather scenarios and increase their site's resilience while the lasting cost of living crisis is continuously impacting audiences and is still a major factor for people's ability to access live music (particularly for young people). The LIVE audience trend survey is highlighting that **27%** of people surveyed feel like "everything is expensive" and **20%** have less disposable income.

Now more than ever we need to nourish and support grassroots networks and communities by:

- taking everyone on the journey for a fairer, kinder and greener future
- providing platforms for education, growth, critical thinking and debate
- funding forward thinking ideas
- amplifying positive stories & desired behaviours

Source:

<sup>1</sup>[This Is Music Report Reveals Sector Contributes Record £7.6 Billion To UK Economy](#)

<sup>2</sup>[John Roston on LinkedIn: A statement from AIF CEO<sup>3</sup><https://ntia.co.uk/the-last-night-out/>](#)

<sup>4</sup>[Funding for UK's growth-driving creative industries confirmed in the Budget - GOV.UK](#)

<sup>5</sup>[https://www.linkedin.com/posts/johnrostron\\_a-statement-from-aif-ceo-john-rostron-on-activity-7262845282831200258-fbwX/?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/johnrostron_a-statement-from-aif-ceo-john-rostron-on-activity-7262845282831200258-fbwX/?utm_source=share&utm_medium=member_desktop)

<sup>6</sup>[LIVE](#)

<sup>7</sup>[LIVE](#)

<sup>8</sup>[Rises to 57% amongst Folk fans and 54% amongst 18-24s -](#)

<sup>9</sup>[Storm Lilian disrupt flights and Leeds Festival](#)

<sup>9</sup>[Extreme Weather affecting music festivals](#)

## Context

Although we are adding our voice to that of the wider industry in highlighting the challenges we face collectively, we are also constantly inspired by the growth of an ecosystem of organisations, events and artists who are paving the way for change. Through a collaborative approach, many individuals and organisations are working together to rethink our systems, inspire new practices and provide forward-thinking solutions. Some significant milestones & campaigns have happened in 2024 and we have collated some of them below for you to explore in your own time:

- A Green Events Code of Practice has been trialled by 10 local authorities and 60 festivals took part in the pilot.
- The **5%** for FESTIVALS campaign was launched by the AIF.
- Bristol Nights launched the A Ticket for the Future proposal to establish the first Bristol Music Fund and support the grassroots scene in the city.
- Attitude is Everything released No Climate Action Without Us, the first toolkit for events at the intersection of sustainability and accessibility.
- BetterNotStop released the 2nd edition of their More Than Music report, analysing the social and environmental impact of 100 UK festivals.
- The No Festivals On a Dead Planet sustainability guide for audiences created by Music Declares, Boomtown, Shambala and Team Love was downloaded over 9,000 times.
- ACT 1.5 (Bristol show) showcased a ground breaking application of the Tyndall Centre's road map to Decarbonisation for Live Music led by Massive Attack - they just released their impact report! They also produced Act 1.5 Phase Two in Liverpool, supporting a decarbonisation plan at city level with creative industries at its centre.
- LIVE GREEN released, Contracts for Climate, a contractual clause template for artist's booking contracts, supported by some of the largest talent agencies.
- Coldplay, Live Nation, Warner Music Group (WMG) and Massachusetts Institute of Technology (MIT) have announced a working group to create an Assessment Report of Live Music and Climate Change in the US and the UK.
- Vision2025, now Vision for Sustainable Events, has announced it will release its third edition of their Show Must Go On Report, launching a new 2030 Strategy for the outdoor events industry.

## Who are you?

We are an independent, Bristol-based, event production company platforming innovative content and musical programming to create engaging, exciting and high quality experiences for our audiences. Social & Environmental responsibility is central to our work, producing events which contribute to wider change in the local community and beyond.

“We believe that events & festivals can act as test beds for society through piloting emerging industry initiatives that can support new processes & practical implementation more widely.”

## What are your core values?

We take pride in producing high quality, inclusive events that can be enjoyed by everyone that attends while fostering creativity, diversity and cultural engagement. REWORDING: Team Love aims to enhance and promote the wellbeing of communities local to event our sites and beyond!

Run on teamwork and co-leadership, Team Love is committed to the happiness, welfare and development of those who work for and with us. We promote social cohesion and do our best to foster an honest, fair, positive, open-minded and forward-thinking attitude.

We take our ecological & social responsibility seriously and are committed to implementing ongoing systematic changes. We use an intersectional ethos to reduce the negative impact of our events while creating and amplifying positive change and actions. We actively seek out collaborations and partnerships and use commercially charged work to subsidize projects committed to social change.

By sharing and communicating our ethos and purpose across our team, partners, artists and suppliers, we hope to take everyone with us in our journey towards a sustainable long term future. By publicly reporting our challenges and successes, we foster transparency and holding ourselves accountable.

## Which events are you reporting on?

Since 2021, we've been focusing our data gathering & impact monitoring specifically on three of our events - [Love Saves the Day](#) (2 days, 30k cap), [FORWARDS](#) (2 days, 30k cap) and [Waterworks](#) (1 day, 15k cap). This is due to a number of factors:

- These events all happen in the UK, we know the legislation & frameworks well
- We have full management of the site & production operations at these events
- They are our biggest events and therefore where we can make the biggest impact



## How did you record & monitor all the data in this report?

We use a mix of surveys, qualitative/quantitative data capture and feedback forms to gather everything we need. Our Sustainability Team records data using spreadsheets and then a mix of free tools to calculate our carbon footprint including the [Julie's Bicycle Creative Climate Tool](#), [Onboard:earth's travel calculator](#) and [The UK Government Conversion Factors for greenhouse gas \(GHG\) reporting](#).



## Why are there variations of methodology & scope of impact each year?

There are a couple of reasons for this:

- We've been learning a lot! Since we started our journey in reporting our social & environmental impact we have improved our data collection, streamlined processes and grown our carbon literacy across the teams.
- We've been using different methodologies! As mentioned previously, we were externally assessed by A Greener Future in 2023 leading to a full CO2 analysis. This allowed us to go more in depth and calculate a wider scope of impact such as procurement and food. In 2022 and 2024 however, we used Julie's Bicycle tools which only cover carbon calculation for waste, water, wastewater, energy and audience transport. Julie's Bicycle also refined and updated their carbon calculation methodology during this period, which means that some emissions are represented differently even between the two years where their tools were used.



**What info can you give us about your other events this year?**

**Love International** is a week-long festival taking place in Tisno, Croatia. We are very aware that the artists, crew and public transport to this event creates a huge amount of aviation related emissions. We are looking at providing sustainable travel alternatives options to our public to encourage slower and greener travel. Although we bring along some of our sustainable production practices, we do not have full control over the site's management which makes it harder to implement the initiatives we have in the UK. However we've been recording our travel impacts, donating to EarthPercent, providing reusable ashtrays and raising awareness on our social channels. Alongside this, **The Garden** has put in place some initiatives like:

- Reusable cups at the bars onsite
- Recycling bins across site
- Shuttle buses to Barbarellas which is a late night festival venue located XX from the main site.
- Veggie & Vegan food options available across all traders serving at The Garden



[Silver Hayes](#) is an area within [Glastonbury Festival](#) for which we became co-ordinators in 2022. Glastonbury Festival has always been a leader in sustainability with their LEAVE NO TRACE ethos and you can find some of their amazing initiatives [on their website!](#) We apply their sustainability guidelines to our production and amplify their audience awareness campaigns across the Silver Hayes area.

In this report, we mainly focus on our work with Big Team CiC and The Information area within Silver Hayes however we also take our key sustainable production initiatives and materials with us to the Farm! For example, our site store arrives at Glastonbury from LSTD, then will be taken to FORWARDS, meaning that many of our production and site materials are being reused across all of our events!

[Act 1.5](#) was a one off event on The Downs with whom we shared our FORWARDS site in 2024. The event was a ground breaking application of the Tyndall Centre's [road map to Decarbonisation for Live Music](#) by Massive Attack and their team. They have just produced [Act 1.5 Phase Two in Liverpool](#), supporting a decarbonisation plan at City level with creative industries at its centre.

For us, this means that some of the environmental data from FORWARDS had to be split with Act 1.5 and we worked together to introduce some great initiatives across site for both shows such as the composting of our food waste & serveware!

We also shared our Waterworks site at Gunnersbury Park with [Before Midnight by Annie Mac](#) & [DnB All Stars this year](#). Most of Team Love and Waterworks's environmental & social initiatives were implemented across all 3 events. However, this means that some environmental data had to be split equally across all three shows and might not reflect the direct impact of each live event day completely accurately..



### Our 2024 Targets

### How did we do?

#### ✓ Increase our recycling rate by 7%:

Our average recycling rate is **57%** across events and we saw an overall improvement of practices onsite. Waterworks scored an impressive **65%** recycling rate, however in less positive news LSTD's has decreased to **50%** from **53%**.

#### ✓ Focus on improving energy efficiency:

By sharing our site on the Downs with the Act 1.5 event, we learned a lot about renewable energy and supported their initiative of powering the site with **100%** battery generators for their show. We are now starting a focused three year power audit and implementation process to identify what alternative power sources and practices will provide the best bespoke solutions for each of our sites in the future.

#### ✓ Increase our shuttle bus usage by 10%:

We're super happy to see more of you taking the shuttles to our festival sites, we saw a **40%** increase in bookings for LSTD & **57%** for FORWARDS compared to 2023

#### ✓ Increase compost loos in the public arena by 20%:

Over **70%** of toilets across site at LSTD and FORWARDS are compost loos which is a **20%** increase from 2023!! At Waterworks, all our toilets are compost apart from the accessible units and the dressing room toilets.

#### ✓ Increasing our food sustainability credentials & creating a green trader award:

**65.7%** of all our traders have food credentials compliance results between a 60 to 100 grade. For a first year of compulsory credentials, it's a promising start and we're looking forward to supporting their journey towards better & fairer practices!

#### × Improving demographic data collection with a specific focus on artists:

Although we added a section for artists to add their EDI data, few actually filled the form. We are speaking with other stakeholders and are keen to explore an industry level initiative that would support events to record this data sensitively and accurately.

#### ✓ Keeping our event as affordable as possible whilst continuing to offer a high quality show:

Our Bristol shows day tickets stayed under £50 and weekend tickets under £100. We continued to offer instalment payments plans, low income & students discounted tickets alongside NHS ticket schemes to all our UK shows.

#### ✓ Develop Big Team CIC placement scheme focusing on developing next step career opportunities on site including Next Level and Capture FORWARDS projects

Production career placements were provided at all our UK shows (and in Silver Hayes at Glastonbury Festival). Some of these placements were delivered as part of the Festivals Pathways project, part of the [Our City 2030](#) initiative and produced in collaboration with [Babassa](#). 6 Bristol based musical artists took part in the Next Level programme and performed on stages at LSTD, Silver Hayes and FORWARDS. While 4 emerging Bristol based photographers participated in the Capture FORWARDS programme and also shot at Waterworks.

#### ✓ Focusing The Information and Kids area on themes of imagination, creativity, local communities & building a better future:

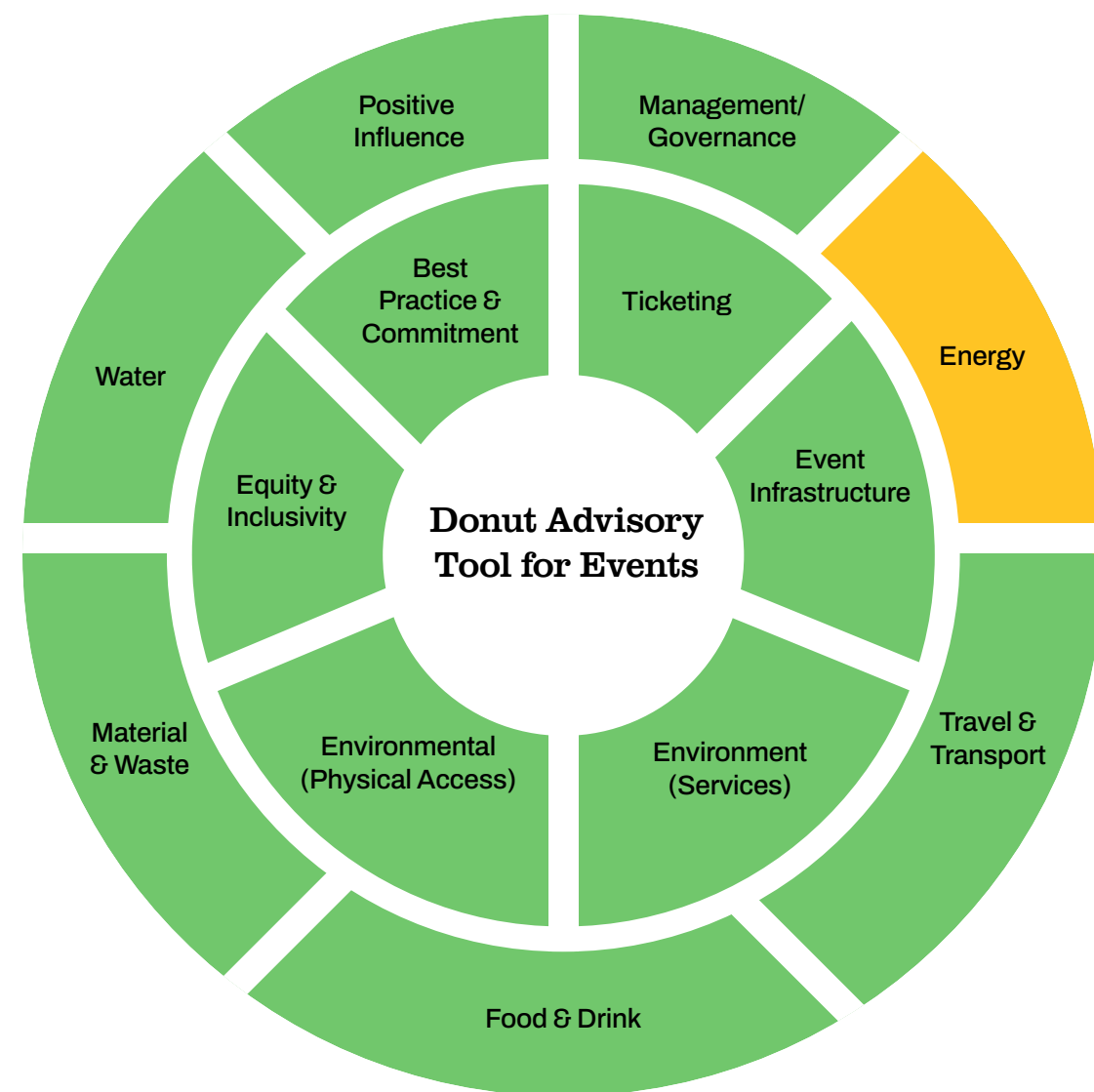
Our main theme for this year Optimism as a Political Act was weaved throughout The Information & Kids Area programming with activities for people of all ages to engage in. We also invited our partners, network and attendees to take part in [Town Anywhere at FORWARDS](#), a unique hands-on creative visioning experience bringing the future to life through time travel, imagination, making and co-creating.

## Green events code of practice

Following 10 years of leading the sustainability strategy for the outdoor events sector, the Vision: 2025 group developed a draft Green Events Code of Practice " to help answer the fundamental question; 'What does good look like?'"<sup>10</sup> Its aim is to provide UK local authorities and events with a consistent national approach to minimum standards for sustainability practices. This year, a pilot was launched involving 10 local authorities (including Bristol) with 60+ events trialling this new assessment method. They released the pilot's key findings in a juicy report you can [read here](#).

We've been very lucky to be part of this pilot activity - both LSTD & FORWARDS have been assessed using the Donut Advisory Tool for Events (DATE with GECOP as a standard).

We have received positive results for most areas of impact apart from Energy for both Love Saves the Day and FORWARDS\*



\* "The next step recommended by GECOP to improve our Energy impact is to plug into the grid! We are working with Bristol City Council and WECA to explore future possibilities and will find the best alternatives if creating grid connections isn't possible on our sites."





# Environmental Impact 02

## Transport

Event attendees can be powerful agents of change; by engaging audiences in low-carbon travel campaigns, partnering with local authorities and transport providers, and focusing on fairness and feasibility, we can work hand in hand with our attendees to embed sustainable travel habits<sup>11</sup>.

Transport often accounts for the biggest part of an event's carbon footprint. Despite most of our events being inner city festivals, transport is still a big part of our impact. As part of our pledge to transparently discuss the environmental impact of the music industry it is necessary for us to share our crew and contractor travel impact, alongside the impact of audience transport.



The public shuttle was popular in 2024 and we saw an increase in uptake of **40%** for LSTD & **57%** for FORWARDS compared to 2023

### What did we do in 2024:

- Accessible shuttle available for audiences, and free for our crew
- Electric scooter and bike park at public entrance
- Promote low-carbon travel by sharing public transport services and routes on our socials, website and email comms
- Use of electric and hybrid plant machinery, towerlights and site vehicles
- Crew, contractor and trader travel details captured via deal memo
- Artist travel data section added on advancing form
- Partner with Onboard:earth to measure travel CO2e and balance these emissions

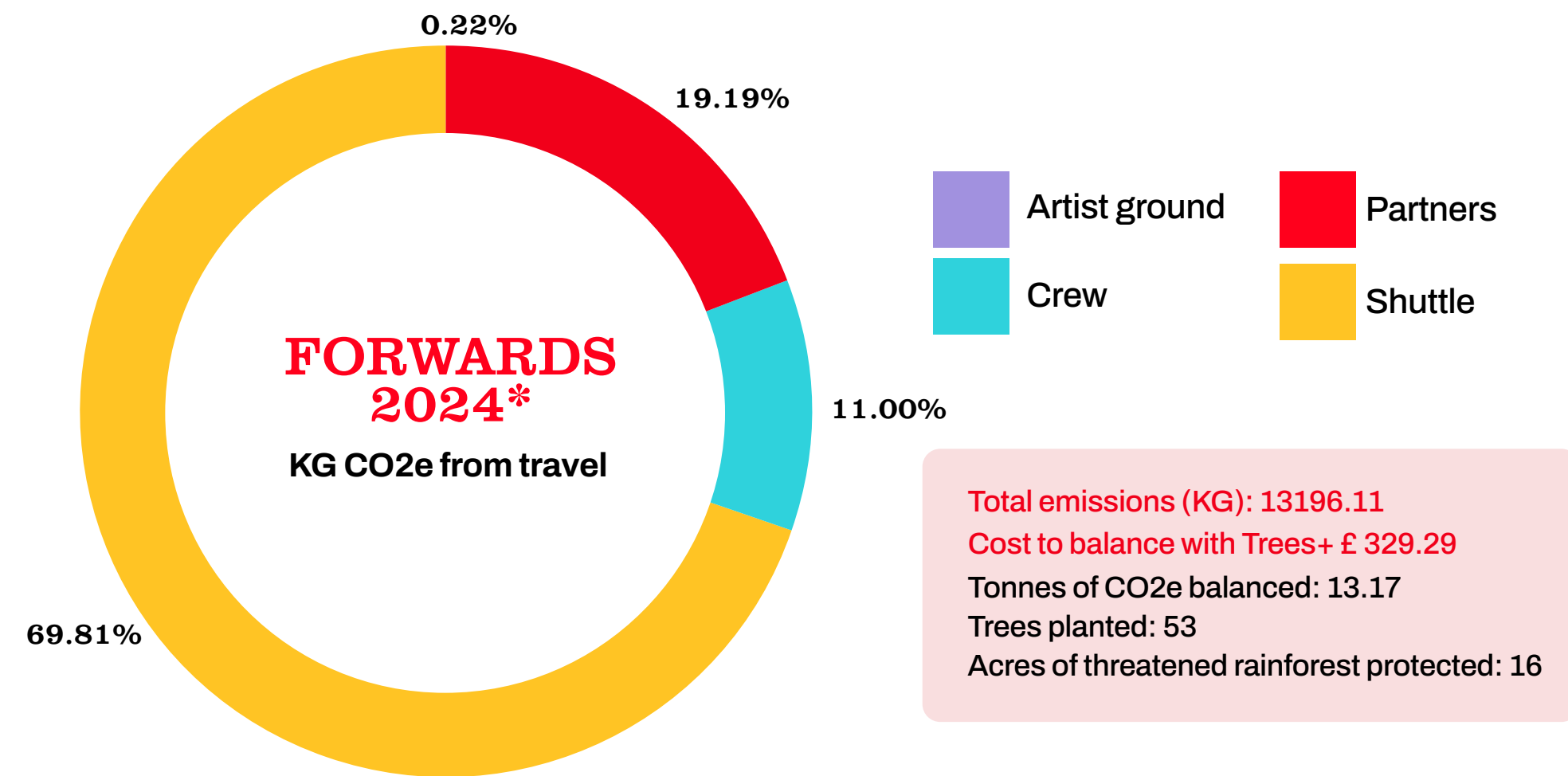
### What's next for 2025:

- More accurate travel data gathering processes before, during & after event for production teams & contractors
- Extend data gathering to Bar staff, security & stewards
- Amplification of sustainable travel campaigns
- Shuttle bus data capturing (crew & artist use)
- More accurate artists travel data gathering process
- Better ways to balance our unavoidable emissions
- Design and implement ways to reduce our emissions

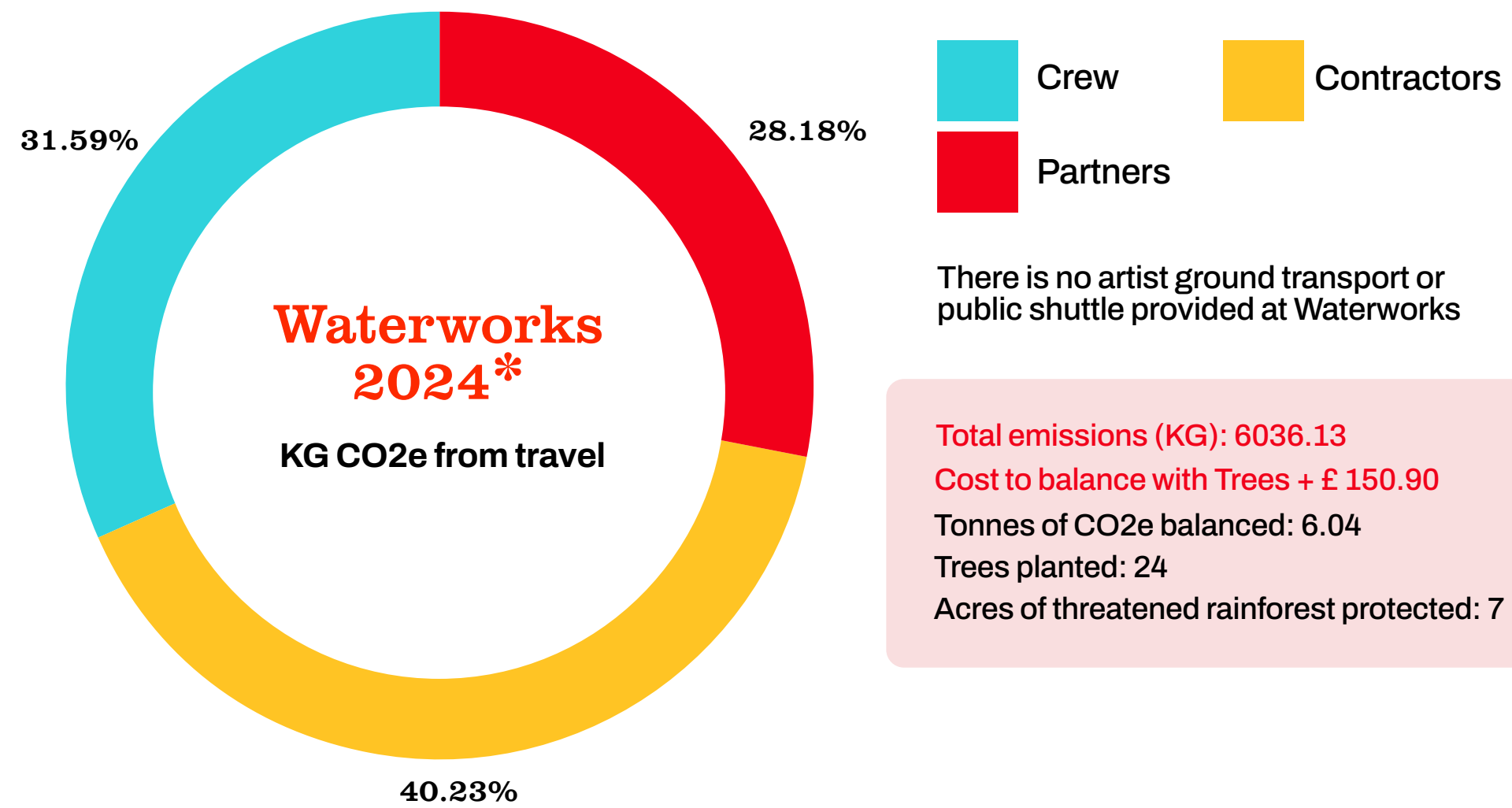
Source:

<sup>11</sup> <https://juliesbicycle.com/uploads/2022/11>

# Environmental Impact

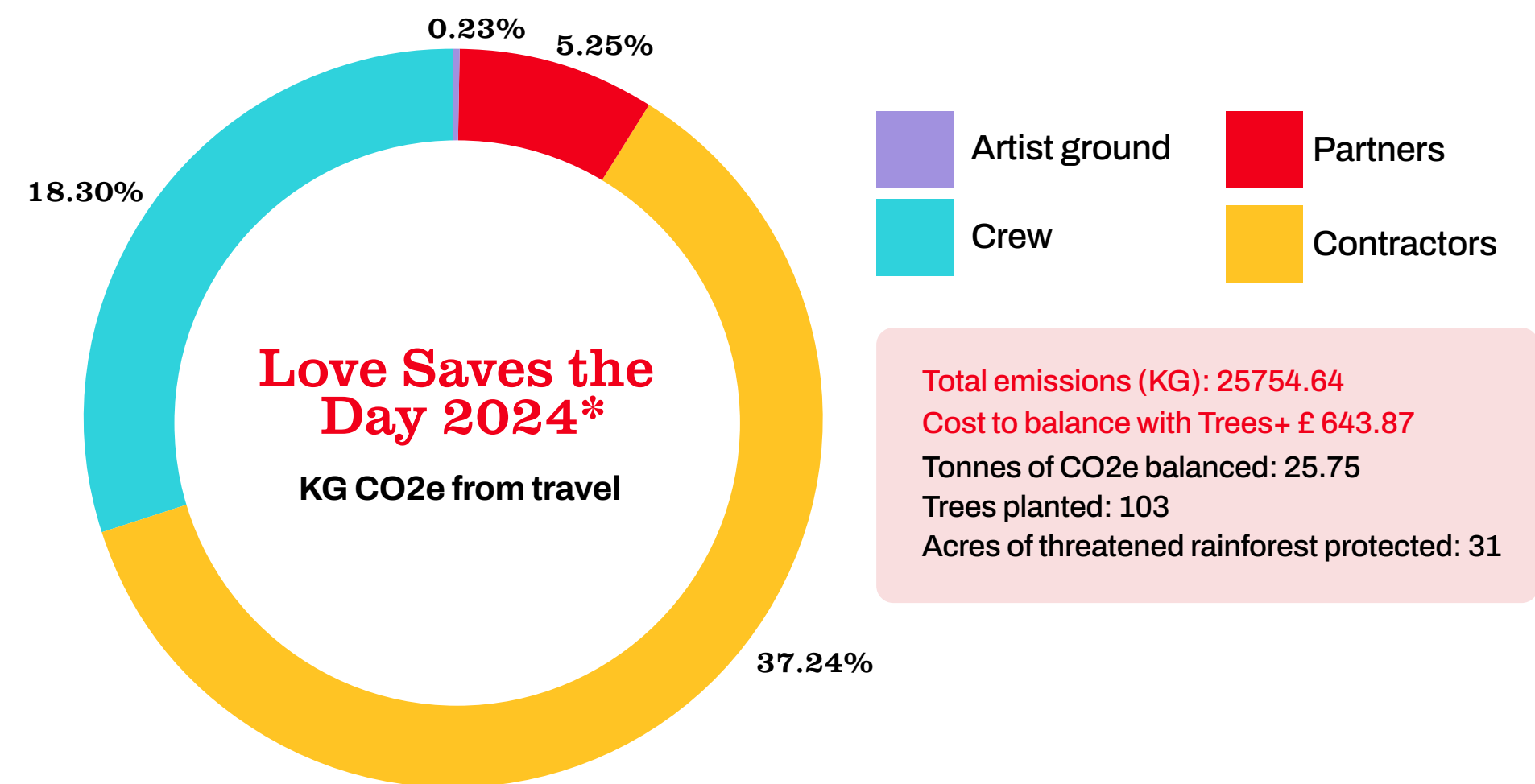


Total emissions (KG): 13196.11  
 Cost to balance with Trees+ £ 329.29  
 Tonnes of CO2e balanced: 13.17  
 Trees planted: 53  
 Acres of threatened rainforest protected: 16



Total emissions (KG): 6036.13  
 Cost to balance with Trees + £ 150.90  
 Tonnes of CO2e balanced: 6.04  
 Trees planted: 24  
 Acres of threatened rainforest protected: 7

There is no artist ground transport or public shuttle provided at Waterworks



Total emissions (KG): 25754.64  
 Cost to balance with Trees+ £ 643.87  
 Tonnes of CO2e balanced: 25.75  
 Trees planted: 103  
 Acres of threatened rainforest protected: 31

Total emissions (KG): 179,778.53  
 Cost to balance with Trees+ £ 4,317.61

\*The tonnes of CO2e include crew, contractors and traders travel data collected ahead of the show and shuttle buses data from bus provider.

## Site vehicles

We're very happy to say that we use HVO fuel for all the plant machinery on our sites and the tower lights used are either Solar powered or Hybrid (depending on availability for shows). In 2023 and 2024 we used a mix of HVO and Electric buggies. There are some limitations for use of electric buggies on festival sites, but we continue to explore ways to increase their use where possible.

	Love Saves The Day	FORWARDS	Waterworks
% Electric	0%	57.14%	0%
% HVO	100%	42.86%	100%

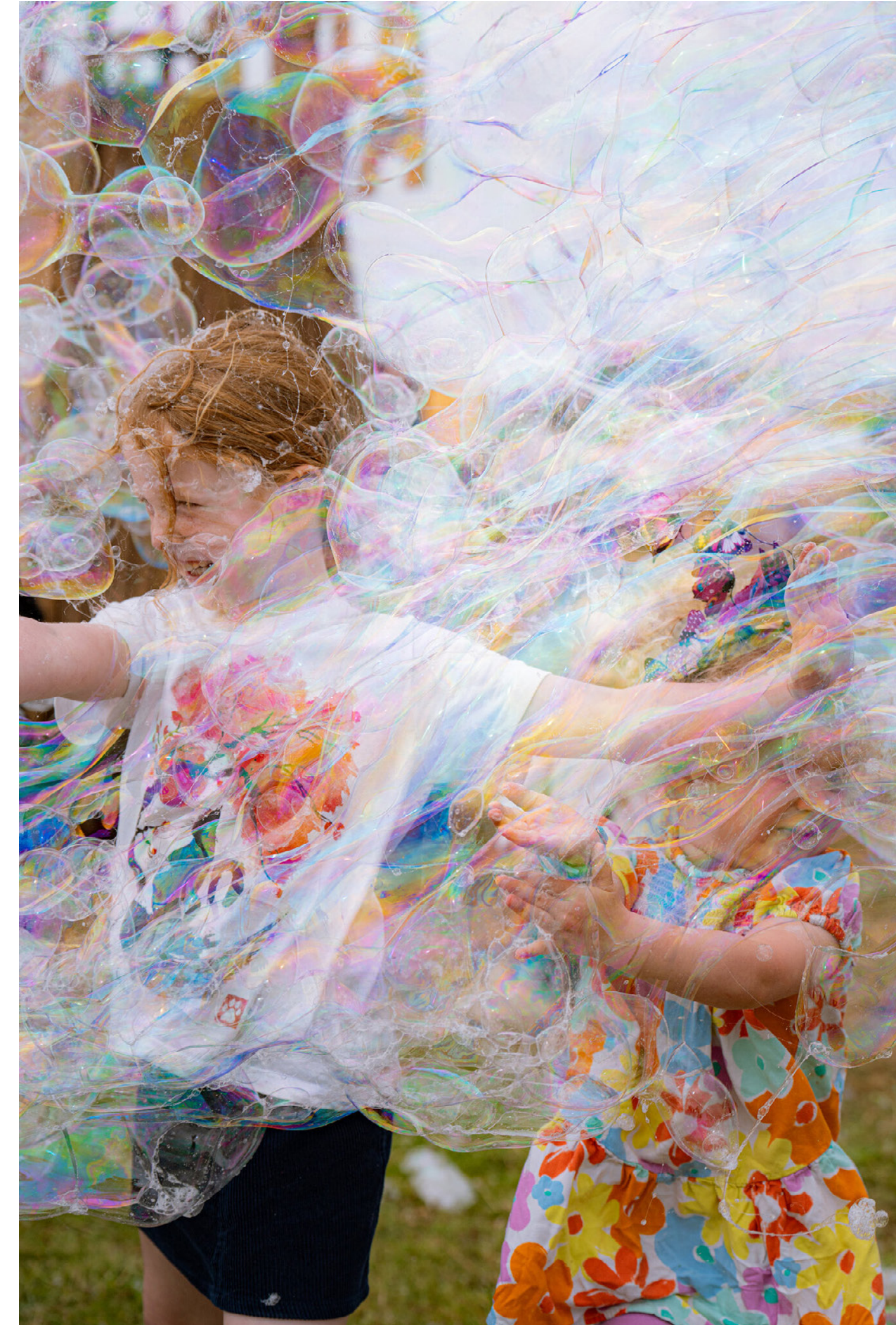
## Love International

For the first time we evaluated how much it would cost to balance all our public shuttle, artists and crew travels to Love International. We've embedded this figure in our 2025 budget, committing to balance unavoidable emissions. We are very aware that the artists, crew and public transport to this event creates a huge amount of aviation related emissions. We are looking at providing sustainable travel alternatives options for our public to encourage slower and greener travel.



## Onboard: Earth

A festival industry response to tackling the travel impacts of live events. On average, audience travel contributes to **80%** of an event's emissions! Onboard:earth enables events, audiences and artists to balance unavoidable transport emissions, through funding environmental restoration projects. In 2024, we balanced the unavoidable travel emissions from our crew, contractors and partners at Love Saves the Day, FORWARDS, and Waterworks, donating a total of **£1124.06** to fund environmental restoration.



## Waste

If everyone consumed & lived like people in the UK we would require the resources of 2.6 Earths<sup>12</sup>. Therefore it is essential that we transform our way of consuming and our relationship to materials & waste, especially in the Global North. This is an opportunity to consider everything we use, which should be embraced as a resource to be reused, repaired, repurposed or regenerated!

One of the main aims for this year was to increase our recycling rate across all events by **10%** and we're very excited to say that our recycling rate averaged **57%** across all our UK events. By working closely with our Waste Contractors, Greenbox, we're getting better each year at identifying what materials come to site and how we can refuse, reduce, repurpose or recycle them! We also introduced food & serveware composting at FORWARDS which helped us achieve our highest recycling rate to date.

Source:

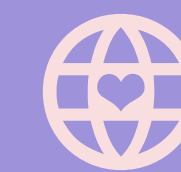
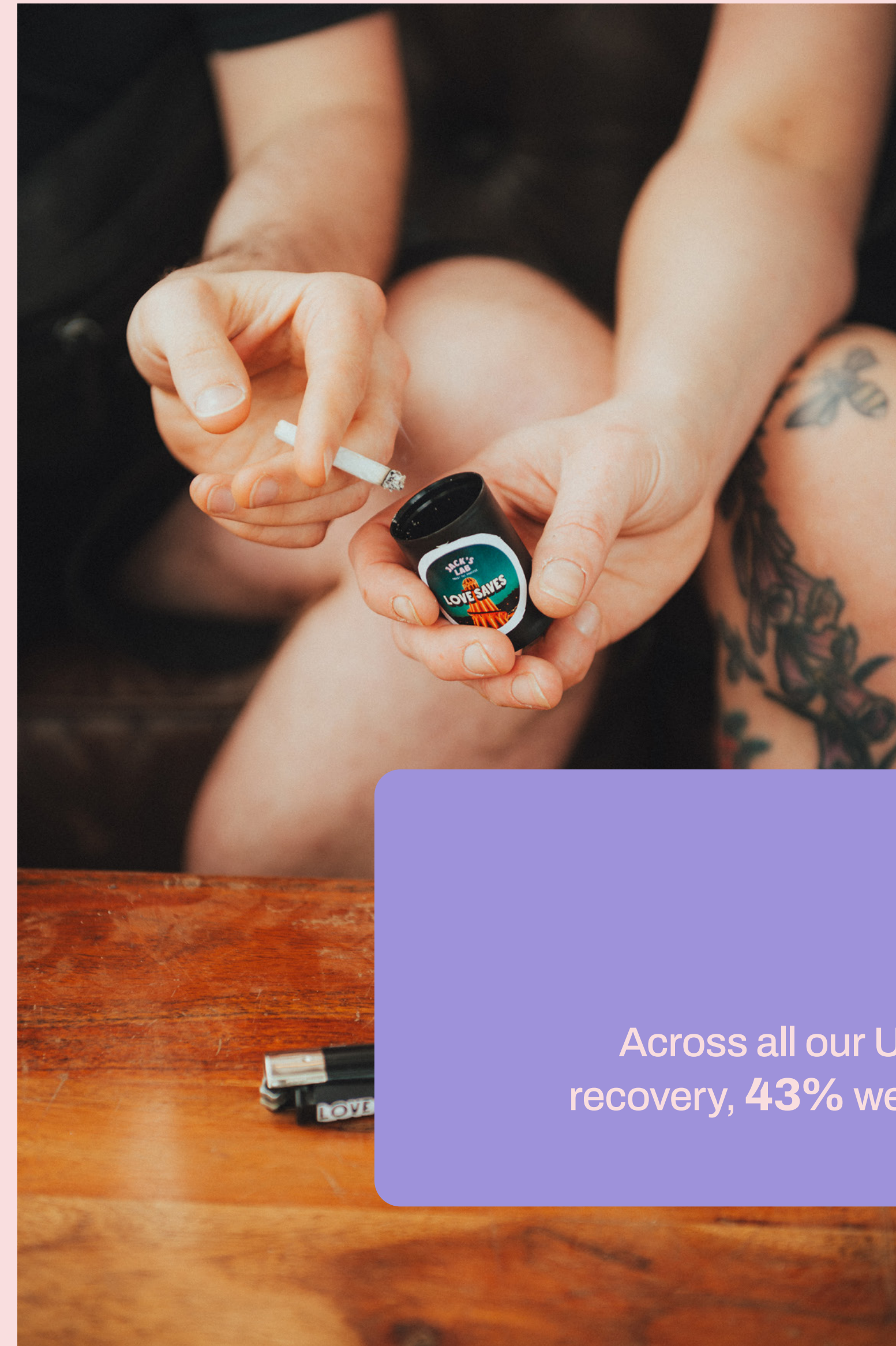
<sup>12</sup> <https://overshoot.footprintnetwork.org/how-many-earths-or-countries-do-we-need/>



Waterworks scored an impressive **65%** recycling rate, FORWARDS achieved another milestone with **60%** recycling rate! Sadly, wet weather on Sunday morning made it harder for the litter pickers to recover clean recycling items, this could have contributed to LSTD's recycling rate decreasing to **50%** from **53%**.

### What did we do in 2024:

- Continue to eliminate single use items and plastic BOH
- Encourage everyone onsite to bring their own water bottle and crew / artists to bring their own reusable cups
- Reusable cutlery & serveware at crew & artist catering
- Provide free personal ashtrays
- Provide vape bins across site
- Food & serveware composting
- Conducting an onsite Waste Audits
- Working on our back of house practices to reduce waste
- Increased office bins for sorting waste in production areas
- Reusable cable-ties for scrim
- Installation, deinstallation techniques and storage systems to support maximum reuse of scrim
- Improved collection systems for reusable cups



Across all our UK Events, **57%** of our waste went to energy recovery, **43%** went to recycling which includes **8%** to compost!

**Waste LSTD**

Table showing the waste types compared to their total emissions.

Waste type*	UNIT	Total Emissions
Animal waste	0 tonnes	0 kg CO <sub>2</sub> e
Comingled recyclates	4 tonnes	3,923 kg CO <sub>2</sub> e
Construction materials	6 tonnes	2,269 kg CO <sub>2</sub> e
Electrical & electronic	0 tonnes	0 kg CO <sub>2</sub> e
Food	1 tonnes	8,261 kg CO <sub>2</sub> e
General - Mixed materials	18 tonnes	63,414 kg CO <sub>2</sub> e
Hazardous materials	0 tonnes	0 kg CO <sub>2</sub> e
Packaging and consumables	7 tonnes	5,180 kg CO <sub>2</sub> e
<b>TOTAL</b>	<b>36 tonnes</b>	<b>83,047 kg CO<sub>2</sub>e</b>

**Waste FORWARDS**

Table showing the waste types compares to their total emissions.

Waste type*	UNIT	Total Emissions
Animal waste	0 tonnes	0 kg CO <sub>2</sub> e
Comingled recyclates	0 tonnes	0 kg CO <sub>2</sub> e
Construction materials	0 tonnes	107 kg CO <sub>2</sub> e
Electrical & electronic	0 tonnes	0 kg CO <sub>2</sub> e
Food	4 tonnes	21,843 kg CO <sub>2</sub> e
General - Mixed materials	8 tonnes	28,325 kg CO <sub>2</sub> e
Hazardous materials	0 tonnes	0 kg CO <sub>2</sub> e
Packaging and consumables	7 tonnes	10,145 kg CO <sub>2</sub> e
<b>TOTAL</b>	<b>19 tonnes</b>	<b>60,419 kg CO<sub>2</sub>e</b>



\*All calculations made using Julie's Bicycle - Creative Green Tools

## Waste Waterworks

Table showing the waste types compared to their total emissions.

Waste type*	UNIT	Total Emissions
Animal waste	0 tonnes	0 kg CO <sub>2</sub> e
Comingled recyclates	0 tonnes	0 kg CO <sub>2</sub> e
Construction materials	6 tonnes	1,844 kg CO <sub>2</sub> e
Electrical & electronic	0 tonnes	0 kg CO <sub>2</sub> e
Food	1 tonnes	6,790 kg CO <sub>2</sub> e
General - Mixed materials	15 tonnes	51,436 kg CO <sub>2</sub> e
Hazardous materials	0 tonnes	0 kg CO <sub>2</sub> e
Packaging and consumables	7 tonnes	10,343 kg CO <sub>2</sub> e
<b>TOTAL</b>	<b>29 tonnes</b>	<b>70,413 kg CO<sub>2</sub>e</b>

Source:

<sup>13</sup>FORWARDS only

\*All calculations made using Julie's Bicycle - Creative Green Tools

### What's next for 2025:

- Develop soft plastics collection across all of our sites
- Work towards a 3 to 5% increase in recycling rates
- Improve composting of food waste & serveware and introduce across all of our events
- Create more wooden signage that can be reused across events
- Audit our suppliers packaging
- Increase reusable cup collection rate by 10%
- Eliminate single-use plastic by 2027 (GECOP)



## Contractor Spotlight

### Greenbox Events

Greenbox is a trusted leader in sustainable event waste management, combining decades of experience with innovative strategies to keep events clean, safe, and environmentally friendly. We love how they tackle waste challenges before they arise and adapt seamlessly to the dynamic needs of our different events.



## Initiative Spotlight

### Food & Serveware Composting

In 2024, we composted our FORWARDS festival food waste and serveware, napkins, and cutlery into nutrient rich soil and mulch, giving it a completely new life! We saved 4 tonnes of serveware and food waste from general waste! Making this happen required a collaborative effort, between our incredible food traders, bars, and partners who ensured they had certified compostable serveware, our bin stewards who engaged our audiences in the initiative, our audiences who used the correct bins, and of course Greenbox who ensured our bins were sorted correctly.

## Partner Spotlight

### Jack's Lab

Jack's Lab donated old camera film pots to us, and we gave them a second life as ashtrays! The ashtrays were handed out for free to our audience, crew and artists to reduce the amount of cigarette butts dropped everywhere from the beautiful beach in Tisno, to the grounds of Ashton Court Estate.



## Procurement & Materials

We commit to applying and promoting a REFUSE - REDUCE - REUSE - REPURPOSE - RECYCLE framework as much as we logistically can. Through ongoing training and communication, the core team is committed to do their best to source sustainable products.

The way we run our production presents an opportunity to reuse materials and items throughout the season from LSTD in May all the way to Waterworks that take place in September. Last year, AGF recognised our efforts and LSTD was nominated in the Circular Festival category for our procurement practices, but there's still room for improvement! Our main focus for the next couple of years is to capture in more detail what gets reused and repurposed across our events.

### What's next for 2025:

- Build upon our procurement guidelines for everyone working on our events
- Create a recommended supplier directory
- Audit contractors to find sustainable packaging alternatives
- Capture more accurately onsite ordering practices
- Strengthen audit systems for our site store between festivals
- Better identify & highlight our circular practices
- Capture procurement & materials data



## Custom Products

### Hope and Glory x Love Saves the Day

We partnered with Hope and Glory to create some vibrant LSTD football kits! The EcoKit uses rPET fabric, made from recycled plastic bottles that have been melted down to produce a fine yarn. Hope and Glory use a dry-dye concept with zero water consumption and zero waste-water called sublimation to colour their t-shirts and shorts – setting a high standard for eco-efficiency and reducing energy consumption by **50%**

### War Child X The Right to Dance

War Child is the only specialist charity for children affected by conflict. For more than two decades, they've been working towards ensuring a safe future for every child living through war. They deliver life-changing services and support in communities affected by conflicts to keep children safe and help them to heal and learn for the chance of a better future.

They partner with music organisations through The Right To Dance, a new fundraising model that reframes the idea of a donation, through the shared values and collaboration of the underground music community. We worked together to collaboratively produce two t-shirts, one for Silver Hayes and one for Waterworks, with sales supporting the Right To Dance movement.

[Click here to buy a Silver Hayes Tshirt](#)

[Click here to buy a Waterworks Tshirt](#)



## Custom Products

### Love International

Love International x Magic Castle Tshirts were printed in Croatia using Native Spirit. The Tshirts were made of organic cotton, the item's supply chain journey can be traced by scanning a QR code inside the Tshirt. However additional and more unusual merch items, such as hand fans and incense were made using available providers such as Main Aim and Agaric Fly with no evidence of strong sustainability ethos available.



### Teemill x Team Love

In 2024, we produced all of the crew merchandise for our UK Shows with Teemill, a circular merchandise provider. All items were made to order with organic materials and plastic-free packaging. Teemill's merchandise can then be sent back instead of being discarded and the fibre will be reused in their factories, powered by renewable energy!



Partner Spotlight : Chilly's



Chilly's mission has always been to accelerate the adoption and everyday use of reusable products. Chilly's achieved B Corp certification, launching their first range of products using **90%** recycled stainless steel. We created LSTD and Waterworks reusable water bottles available for our audience to buy on site.

### Creative Build

We ask our creative & build partners, contractors and partners to respect our ethos and the guidelines below:



- Reduce, reuse, recycle policy implemented to maximise the life span of production materials and reduce the need for new materials
- Systems implemented to use spare materials and leftover paint
- Oyster clips and natural twine to be used in place of plastic cable ties
- Fabric and poly woven bags in place of single use plastic bags for storage and transportation of set items
- Packing blankets and ratchet straps to replace pallet wrap for securing pallets
- Elimination of single-use plastics and the use of polystyrene, polycarving, glitter and expanding foam
- Use of chemicals and solvents is heavily restricted
- All timber to be FSC (Forest Stewardship Council) Certified
- Grey water to be disposed of responsibly, using IBCs on site
- Bring reusable cup & bottle to use onsite



### **Creative Collaboration: Hidden Corners**

We have worked closely with Hidden Corner Designs for over a decade. They are behind most of the iconic stage designs at our festivals, enchanting thousands of people across our dancefloors. Hidden Corners is a Bristol-based creative duo that cares for sustainable design and build practices at each stage of the project. They aim to provide creative, beautiful and safe structures while thinking about the longevity of our stages and building on their aesthetic each year.

## Energy

A key part of decarbonising our industries is to move away from fossil fuels while supporting a rapid but fair energy transition with climate justice as its centre. The Tyndall Report<sup>14</sup> recommends Outdoor Events to move away from diesel generators by 2025. We're very happy to say that we started using HVO Fuel for our generators in 2018 and introduced a Hybrid Generator in 2022.

These first steps helped us reduce our impact throughout the years but we are committed to continue our journey towards renewable energy powered festivals. We have an on-going working discussion with Bristol City Council and WECA to test and implement long-term solutions that will power events happening in the city more sustainably, by sharing our energy consumption data and auditing our power requirements from the start of the build all the way to the end of the de-rig.

Source:

<sup>14</sup> <https://documents.manchester.ac.uk/display.aspx?DocID=56701>

\*All energy calculations made using Julie's Bicycle - Creative Green Tools

## LSTD

ENERGY	UNIT	Emmissions
Bottled Gas (litres)*	1,460 litres	2,274 kg CO2e
HVO	10,975 litres	6,526 kg CO2e
<b>Total</b>		<b>8,799 kg CO2e</b>

\*Traders usage

## FORWARDS

ENERGY	UNIT	EMMISSIONS
Bottled Gas (litres)*	538 litres	837 kg CO2e
HVO	9,636 litres	5,729 kg CO2e
<b>Total</b>		<b>6,567 kg CO2e</b>

\*Only 6 traders sent us the data of their gas consumption

## Waterworks

ENERGY	UNIT	EMMISSIONS
Bottled Gas (litres)*	1,214 litres	1,890 kg CO2e
HVO	6,492 litres	3,860 kg CO2e
<b>Total</b>		<b>5,750 kg CO2</b>

\*Traders usage



### Contractor Spotlight: ImpressionOne

We have been working with our power contractor, ImpressionONE, for over 7 years, so they deeply understand the unique requirements of our shows! Each year we work together to monitor and adapt our energy approach, increasing efficiency as we learn more.

ImpressionONE has just invested in advanced energy monitoring equipment which will help us build a more detailed picture of our site as we test, implement and refine future approaches to power. For example, in 2025, we will pilot the use of solar panels on our office cabin roofs!

## Food & Drinks

The food system is estimated to contribute to as much as **30%** of global GHG emissions<sup>15</sup> and is one of the biggest causes of biodiversity loss. What we eat, how we source it and how much we waste therefore has a direct impact on our rapidly changing climate. Everyone has a part to play in ensuring we can continue to access food, and ensure our food is good for people, climate and nature.

Bristol is a city bursting with food-lovers, independent restaurants, food growers and producers who are committed to sustainable food practices. By prioritising local, nutritious, and ethically sourced food at Team Love events, plus working with our food traders and audiences to reduce and redistribute waste, we can form a fairer, more resilient food future.

Our food and drinks operations made up to **20%** of our events' carbon footprints, as calculated by AGF in 2023. With this in mind we plan to focus on minimising the impact of food and drink over the next three years, through increasing the provision of low-carbon plant-based meals, using local suppliers, reducing food waste and monitoring energy use at our event.



**This year, we made most of our sustainable food guidelines compulsory, organised our first Traders Town Hall, and tested composting food serveware into nutrient rich soil at FORWARDS!**

### What did we do in 2024:

- Compulsory food and drinks policy including the use of organic, locally made, higher welfare, and fairtrade products
- Supplier guide of local, ethical food growers and products in collaboration with Team Canteen CIC and our traders
- Piloted a Green Trader Award
- Worked on our waste recovery
- Onsite trader sustainability audit
- Traders all to offer at least one vegan and veggie option
- Gather data on energy and gas usage for each stall
- Staff catering provides healthy, nutritious and meat free meals
- Food for artists is centralised in our catering tent, reducing waste

**Food**

We're very happy to say that **65.7%** of all our traders have food credential compliance results between a 60 to 100 grade. For a first year, it's a promising start and we're looking forward to continuing to support their journey towards better & fairer practices!

SALES	LSTD	FORWARDS	WATERWORKS
Meat	52.55%	48.43%	49.60%
Veggie	34.73%	29.65%	29.95%
Vegan	12.72%	21.92%	20.45%

**What's next for 2025:**

- Host regular trader mixer event, to continue building working relationships and understanding with our traders and to get feedback on future initiatives and partnerships
- Improve our traders application form to collect more data on applicant's sustainability and staff wellbeing practices
- Streamline our systems & data gathering processes
- Formalise a food redistribution initiative with Team Canteen CIC
- Food & Serveware composting for all our Bristol events
- Create individual veggie/vegan menu plan for each event



Initiative Spotlight: LSTD x Wildfarmed x Andy Cato



Our team had the chance to visit Andy Cato (Groove Armada) Wildfarmed site to discuss his journey into regenerative farming. The videos were shared to our LSTD public on social media for Earth Day, celebrating the future of food and regenerative agriculture!

Traders Spotlight



This year, for the first time we recognised the Traders who achieved the highest sustainability standards at our shows with our pilot “Green Trader Award”.

**Thank you to the businesses that went the extra mile!**

Traders Spotlight



**Hidden Pizza**

Ethically and environmentally sound pizza, created using regeneratively farmed flour (Wildfarmed), cheese and meats from Somerset based farms and producers (Brue Valley Dairy and Somerset Charcuterie), and using only organic vegetables (Riverford Organic).



**Falafel**

Committed to serving nutritious, fresh, plant-based meals that naturally produce less carbon emissions, and sourcing produce sustainably.



**Tasty Ragga**

Increased their plant based menu, offering delicious homemade Ital Stew and bean burgers, and committed to using non toxic cleaning products all season.

## Catering

Catering is central to crew wellbeing and every meal contributes heavily to safeguarding physical and mental health onsite especially at busy times. Shona Graham began heading up our crew and artist catering at the same time she created her Bristol cafe Emmeline, 8 years ago. Both spaces were set-up with an ethic of social and environmental care at its core; Shona and her team operate a zero waste attitude, distributing any excess prepared food to crew on site or to the wider community wherever possible. The food they serve is wholesome, balanced, nutritious, tasty and primarily vegetarian. It is presented in reusable serveware and cutlery which is returned and washed after use.

Our festivals & Emmeline also support [Team Canteen CiC](#). Since its creation in 2020, the CiC's ethos has been rooted in the belief in the importance of nutritious meals for all. More widely, [Team Canteen](#) has continued its work in the fight against food insecurity in Bristol (after starting out by delivering emergency food aid throughout the pandemic), by providing regular meal kits to local food clubs.



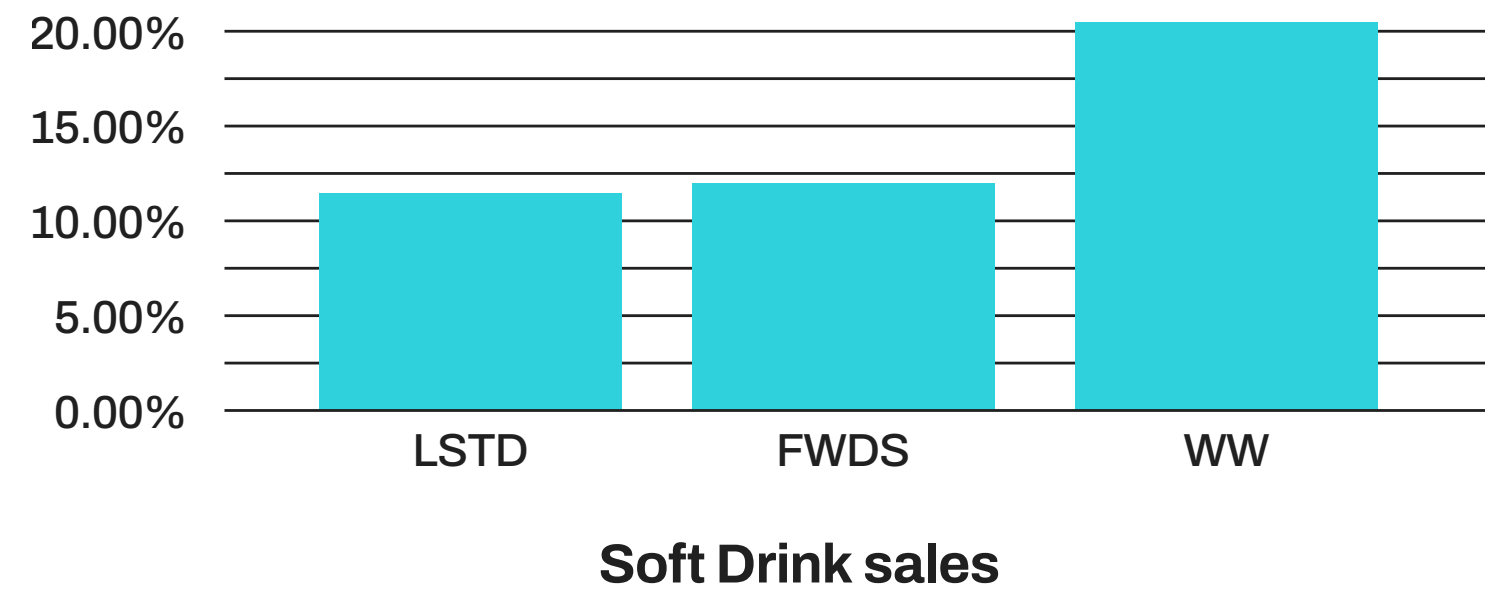
## Drinks



**52.9%** of drinks sold at our Refresh West Bars for LSTD and FORWARDS come from Bristol based suppliers!

**Our complete list of drink providers and partners -** Jubel, Aperol, Lost & Grounded, Buckfast, Brother's Cider, AU Vodka, White Claw, 6 Clock Gin, Duppy Share, Red Bull, Gin & Juice.

**70%** of our audience at Love Saves the Day & Waterworks returned their reusable cups to the bars, but our FORWARDS audience scored only **53%** of cups returned!



We are curious to know if more of you are drinking soft drinks at festivals. We have looked into our soft drink sales for the first time, let's see if it increases next year! We wish to make everyone feel included in their festival experiences and are looking at providing an improved non-alcoholic drinks range for all our sober & sober curious dancers!



**Contractor Spotlight**



**Refresh West**

Refresh West keeps us hydrated all season long with an array of locally and ethically produced drinks. We work closely with them on sourcing sustainably and reducing waste; we've had zero single-use plastic across our bars for many years now. In 2024, we banished Coca Cola products from LSTD and FORWARDS and instead sold delicious ethical softs made by Karma across our bars, traders as well as behind the scenes.



**Karma Drinks**

This year we partnered with Ethical drinks company Karma! They supplied organic fizzy drinks at all our events, from our traders and bars to our artist riders, which contributed to support cola growers, reforestation and community projects.

## Water & Sanitation

Water is a vital but often overused resource, and with climate change contributing to increased risk of a water supply deficit, we have an opportunity to reduce our usage, improve our existing infrastructures to avoid waste & support regenerative farming practices. With water use being a necessity for the public to keep hydrated, traders to cook food and keep their stall clean with, we put in place the below initiatives in 2024:

- Increased compost toilets in public areas onsite alongside the most commonly used portaloos
- Time controlled auto stop taps across site
- Sent all our FORWARDS waste water to Compoost’s new reedbed farm to be used as a resource (see more info below)



We have realised that the auto stop versions we have previously used are not accessible for some customers with restricted hand movement.

## Consumption & Emissions

### LSTD

Waste type	UNIT	
Sewage	89 m3	17 kg CO2e
Water	33 m3	5 kg CO2e
<b>Total</b>	<b>122 m3</b>	<b>22 kg CO2e</b>

### Waterworks

Waste type	UNIT	
Sewage	85 m3	16 kg CO2e
Water	n/a	n/a
<b>Total</b>	<b>85 m3</b>	<b>16 kg CO2e</b>

### FORWARDS

Waste type	UNIT	
Sewage	80 m3	15 kg CO2e
Water	100 m3	15 kg CO2e
<b>Total</b>	<b>180 m3</b>	<b>30 kg CO2e</b>

\*All calculations made using Julie’s Bicycle - Creative Green Tools

Toilets



	No. compost toilets	No. portaloos
Love Saves The Day	71.43%	28.57%
FORWARDS	78.05%	21.95%
Waterworks	100%	0%

What’s next for 2025:

- Continue to increase amount of compost loos across site
- Introduce accessible auto stop taps to make them useable for more of our customers\*
- Send waste water from of ALL of our shows to Compost reedbed farm
- Strengthen our water management plan across our sites by identifying areas of increased consumption

**Contractor Spotlight: Compoost!**

FORWARDS generated approximately 15 tonnes of solid waste, which was naturally composted before being returned to the soil. We also generated approximately 80,000L of liquid waste which was fed into a reed bed on Compoost’s farm, to allow their team to test flow rate and efficiency. The data from this trial will form the foundation of Compoost’s liquid waste processing into the future!



## Raising Climate Awareness

We see festivals, not only as places of hedonism and joy, but also as an opportunity to go beyond, helping raise awareness on issues we care about. Music and community are powerful agents of change and we're really proud to have been partnering with some leading organisations at the intersection of climate and music.

This year, Music Declares Emergency, Boomtown, Love Saves the Day, FORWARDS and Shambala came together to create a guide to being greener at a festival. Called NO FESTIVALS ON A DEAD PLANET, the guide showcases significant steps taken by all of us to improve our impact on the environment and future generations throughout the years. However, it is a recognition that to achieve a meaningful change, we need our audience's participation more than ever. The guide was downloaded more than 9,000 times demonstrating audiences interest in growing greener practices, Music Fans care!

For the third year in a row we partnered with Climate Live, EarthPercent and Music Declares Emergency to raise climate awareness at our Bristol shows - from playing their campaign movies on our Main Stage screens, to hosting their stalls and organising creative initiatives!

### What did we do in 2024:

- Pre-show communication on our sustainability initiatives & partners
- On stage screen messaging reinforcing pre-event comms
- Sustainability reminders sent to audiences through our app
- Artist guidelines in place in dressing rooms
- Artist interviews/campaigns on climate action
- Embedding our sustainability ethos throughout our programming\*
- Sustainability Volunteers conducting live surveys & answering our audience's questions about sustainability on site

**\*More information on our programming in the next sections**



## Our Green Team

We're hugely proud of our on site Sustainability Team who help us to collect important data and engage audiences in sustainability initiatives at our shows. They always come with an abundance of optimism, passion for future-proofing our festival spaces, and a willingness to get stuck in! Thank you!



# Social Impact

03



## Social Impact

### Accessibility

In 2023, we received SILVER certification from Attitude is Everything, which will be in place until 2025 at Love Saves the Day and FORWARDS. We also took part in a groundbreaking case study from A Greener Future on the intersectionality of accessibility and sustainability - helping in the creation of a new sustainability toolkit - No Climate Action Without Us!

In 2024, Harry Jones, Team Love’s Accessibility Lead, was also invited to join a panel discussion at Green Events & Innovation Conference on ways we can implement small changes through the toolkit and provide other live on-site solutions.

The DIVERSE Sensory Calm Space returned at both LSTD & FORWARDS, providing a tent specifically designed for autistic and neurodivergent people to take time out in a quiet, safe and calm space.

**We provide as standard the facilities below at our festivals\*:**

- Personal assistant / Companion tickets
- Viewing platforms / areas
- Accessible parking
- Accessible toilets
- Lowered bar areas
- Induction hearing loops
- Assistance dogs welcome
- Accessible map
- Accessible box offices
- A dedicated accessibility team on site for the duration of the event



## Accessibility

SHOW	LSTD	FORWARDS	WATERWORKS
PA TICKET	90	111	6
MOBILITY DEVICE	19	34	1
VP	67	118	2
SENSORY SPACE	48	62	n/a
PARKING SPACE	34	36	0
DROP OFF	44	36	0
TOILETS	78	125	n/a
WALK-INS	n/a	26	4
<b>TOTAL APPROVED</b>	<b>123</b>	<b>50</b>	<b>2</b>

\* Additional facilities provided depending on the event and site

### Initiative Spotlight

#### Give Vision

We trialled the Give Vision headsets at FORWARDS 2023 and we bought them back in 2024, offering headsets to help audience members with visual impairments to experience the sights, as well as the sounds, on both our stages. The headset stimulates the photoreceptor cells in people’s eyes to help them regain some vision by beaming the footage from the onstage camera into the headset frame.



#### Accessible Compostloo

Our Accessibility Co-ordinator worked independently with our supplier to design a compost toilet unit suitable for wheelchair users. It provided a bigger space and incorporated handles, a frame and additional light while being environmentally friendly!

## Accessibility

### What did we do in 2024:

- Expanding the Big Top viewing platform (LSTD) to meet demand.
- Better reasonable adjustments data gathering processes in place for artists, crew & attendees
- Making changes to improve the arrival and exit process for customers who have a disability.

### What's next for 2025:

- Deepen our understanding of the Intersection of sustainability & accessibility
- By starting to embed some of the No Climate Action Without Us recommendations into our operations
- Continued staff training and awareness within our core team
- Grow the accessibility team and organise placements and training in collaboration with Big Team
- Working with the new AiE charter and applying it to our festivals with a view of FORWARDS becoming our first Gold certified event



## Inclusive Programming

In their [More than Music Report](#), [betternotstop](#) highlight the gender disparities in the music industry by sharing that, although **50%** of music degree students identify as female, only **20%** of musicians signed to record labels and **15%** of music festival headliners are women. Every year, we commit to booking a fairer and equitable line-up and try our best to represent a wide scope of artists from the UK & Beyond. We also submit our artist line-up gender balance data to KeyChange which helps us assess our commitment to gender equity, redesign opportunities for local, new and underrepresented talents to play at our events.

We are recording other demographic data as well as gender, to monitor representation more widely but, in the last few years, we've found ourselves slightly limited by the way artist data can be gathered. We are hoping to work with our industry networks to explore ways that events could collect this information without the artist having to publicly disclose personal information. Alongside this, we have added new clauses in our confirmation of offers to reflect our environmental and social ethos - engaging artists and their team further.

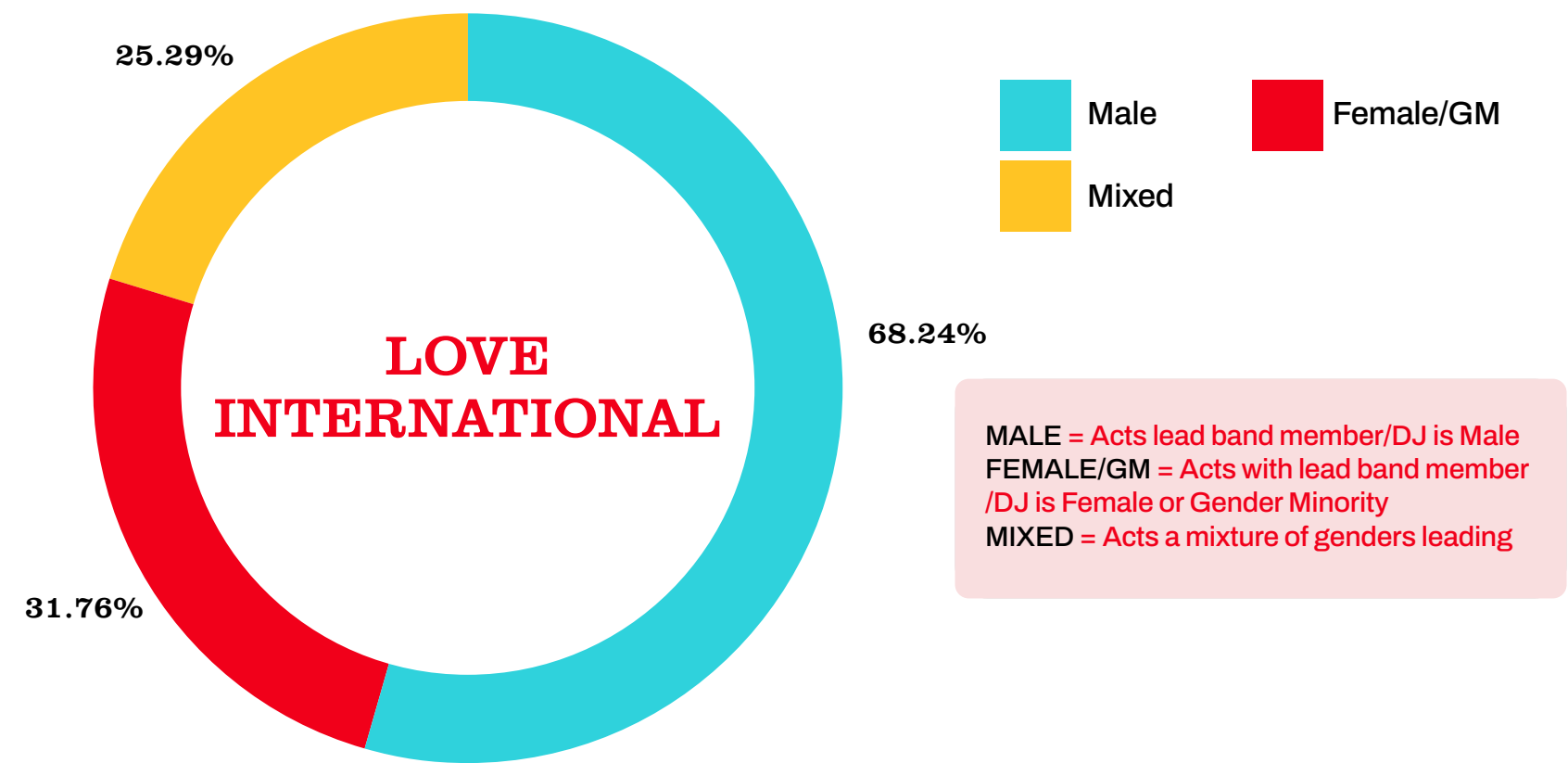
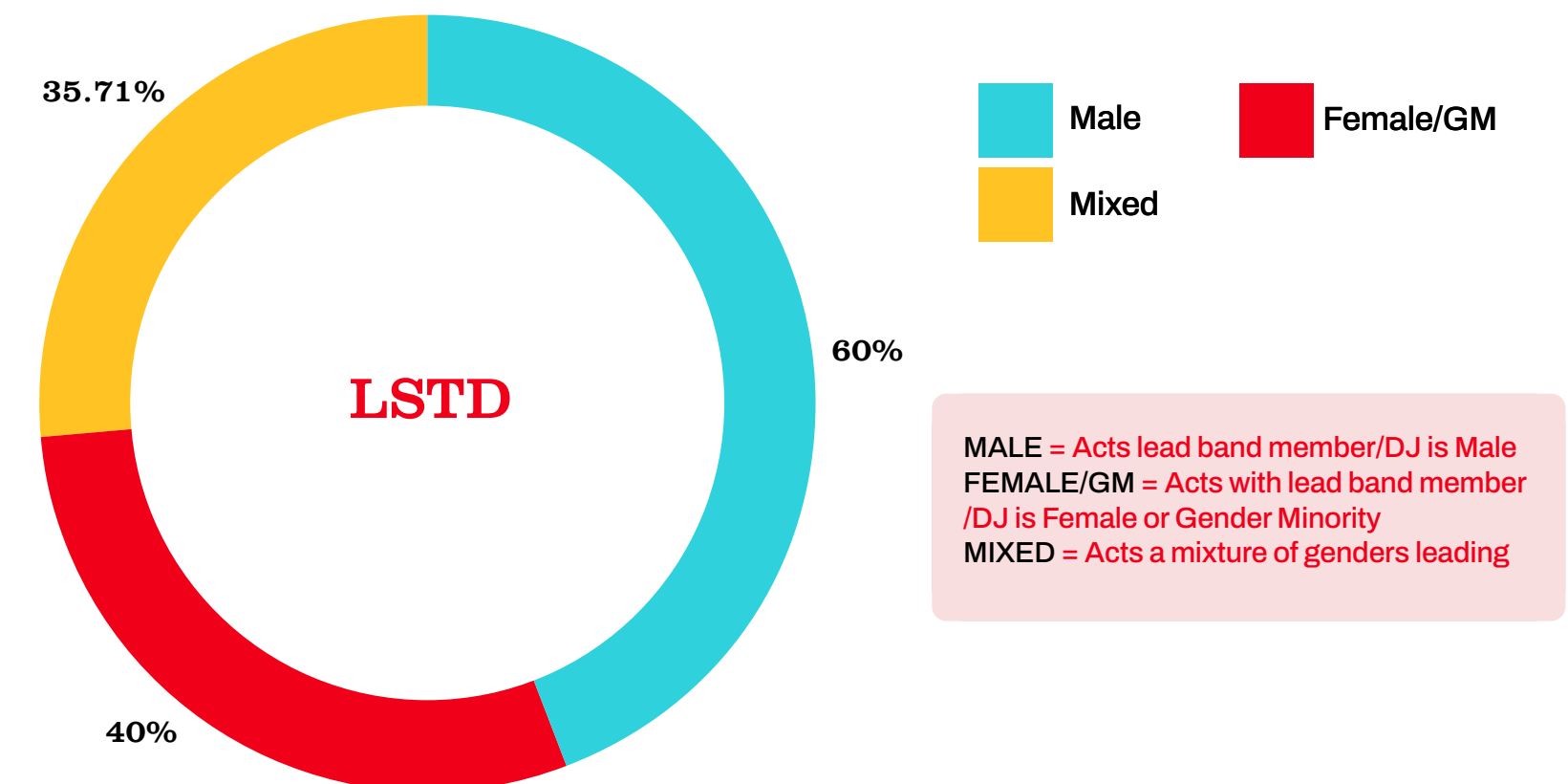
We continue to support Bristol based talent by working with local promoters and networks to programme emerging and exciting artists! We are always proud to be a platform for local artists to start their careers, some of whom have gone on to headlining stages at our festivals!

### Partner Highlight : Saffron

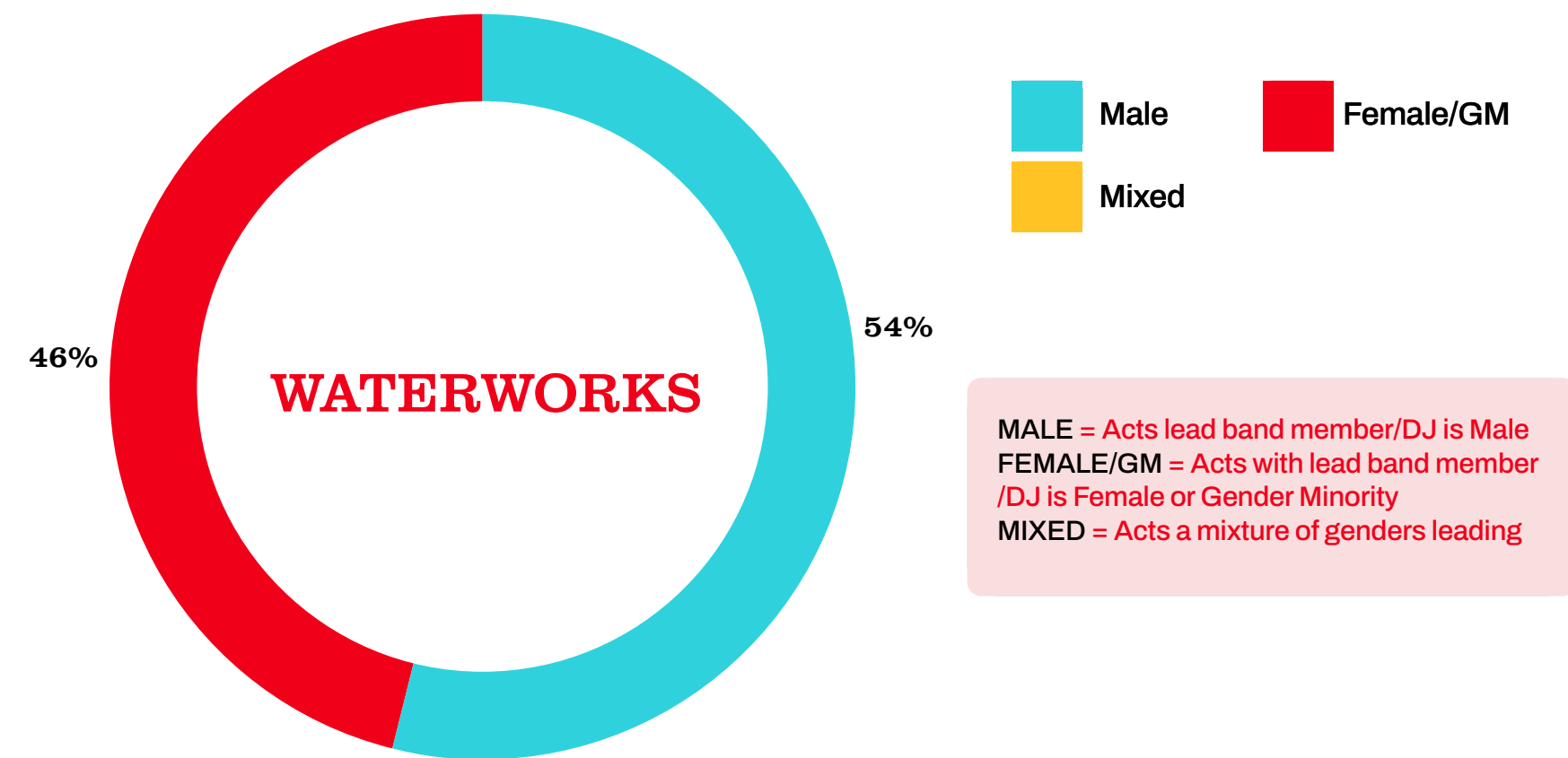
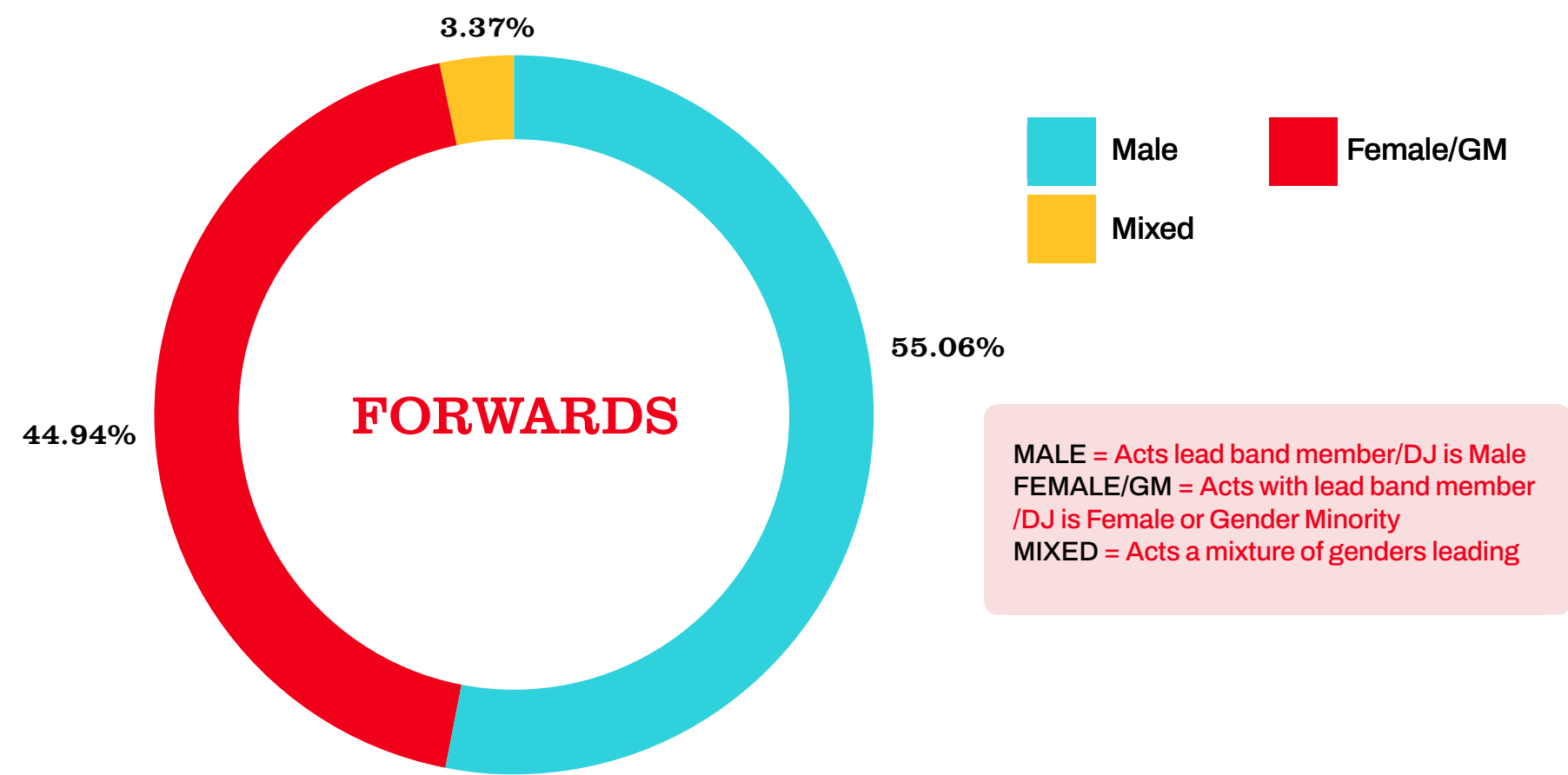
Since 2017 we've been working closely in partnership with Saffron, a Bristol based non-profit providing music tech & music industry workshops, training and community to women, transwomen and non binaries. Saffron's unique approach harnesses the power of music technology as a creative vehicle to bring about societal shifts, leading toward a more equitable world.



**Inclusive Programming**



# Inclusive Programming



## Big Team CiC

Big Team CiC was originally established in 2019 by Team Love Productions as a proactive response to the lack of representation within their own workforce and the festival industry as a whole. Since then, Big Team CiC has grown and has started working with multiple festival partners to provide a wide-range of opportunities for 18-30 year olds who have traditionally been excluded from the industry. Their long-term goal is to make festivals more inclusive spaces by diversifying the groups who create, contribute to and attend them.

Their four main strands of work are the following:

- Production Careers - professional opportunities, training and development
- Creative Development - support, mentorship and performance experience
- Network - facilitate connections and collaborations
- Outreach - engage, inform and relationship building



Team Love have been continuing to support Big Team's work by:

- Providing in-kind workforce time (including for industry workshop delivery, supporting outreach, admin and HR support).
- Providing space and development for pilot project activity and data collection at our festivals and workplaces
- Sharing office resources and equipment
- Direct financial contribution to organisational running costs
- Increasing paid production placements at our events:  
Production placements were provided at all of the UK shows we worked on. We also worked with Babbasa to develop the Festival Pathway as part of the Our City 2030 project.
- Continuing to host their creative programmes:  
6 Bristol based artists took part in the Next Level programme and performed on our stages at LSTD, Silver Hayes and FORWARDS. While 4 Bristol based photographers participated in the Capture FORWARDS programme.
- Hosting behind the scenes site tours again!  
46 young people took part in our festival site tours ahead of the event gates opening. During the tours, they get to meet key team members who discuss their journey in the music industry and what their roles entailed, giving them an insight into the different components of a festival production.

## Big Team CIC

As Big Team’s work has been deepening and new creative partnerships growing, we’re excited to see what new projects and initiatives they will focus on next. With this in mind, our main objective for 2025 is to work towards a collaborative multi-year plan with Big Team to streamline and re-frame our ongoing working relationship and develop a sustainable coexistence model as two independent entities.



"Big Team enjoys working with Team Love to nurture the careers of emerging professionals in the festival and events industry, providing resources and support to the next generation of producers, promoters and specialists, while making the industry more inclusive and accessible to those traditionally excluded. This collaboration is more than just skill-building, we work to break down barriers to support those who have typically been excluded from this industry have access to its opportunities, whilst creating a workforce that has representation and inclusivity running through. Our partnership will continue to grow and be a beacon for not only young people from diverse backgrounds but other festivals and organisations to form new social impact initiatives."

Big Team CiC Co-ordinators

## Placements

	LSTD	FORWARDS	WATERWORKS	SILVER HAYES
<b>PLACEMENTS IN 2024</b>	24	27	19	20

“I want to say thank you for allowing me to have the amazing opportunity of working with you all. I never expected to ever attend a festival, let alone work at two; I also never expected to meet so many people I would come to respect, admire and consider as my friends. Thank you for the work that you do, for walking the walk even better than you talk the talk - you are opening doors for so many people, and you may never understand the impact you have on all of us. It has been an incredible privilege to get to know all of you!”

### Placement feedback

### Partner Spotlight: Aspiration Creation Elevation CIC

Aspiration Creation Elevation CIC (ACE) and Big Team CIC have an ongoing working relationship focused on social impact partnership, built on a shared vision to tackle barriers that prevent young people from reaching their potential. ACE empowers disadvantaged young people through arts activities, role model guidance and inspiration. Jazpa (Big Team Outreach Lead) works with ACE on outreach and Darren (ACE Director) sits on the Big Team CIC Advisory Board.

### Bollo Brook Youth Centre

Big Team CiC has partnered with Bollo Brook Youth Centre to provide 13 placements at Waterworks in London. Based on a supported & collaborative approach the placements aimed to share an immersion in the festival industry for young people local to our event site. They received advice on gaining more experience in the industry and how these skills can be transferable in other roles or areas outside of the creative industries.

## Re-Hires

We re-hired 15 previous Big Teamers across our events this year in Accreditation, Artist Liaison, Social Media, photography and videography. For many Big Teamers, their goal is to operate independently in festival work and it is very exciting to see them being directly hired by our Department Managers after initially meeting on a placement in previous years!

“I think I mostly achieved my goals for my placement. I wanted to become more confident putting myself out there and integrating more into the community. Being in the environment of constantly meeting new people and making connections really boosted my confidence. I feel that I have got to know the people that I've worked with and feel that I could reach out to them again in future.”



## Key Big Team x Team Love Collaborative Projects

### OurCity2030 Pathway Into Arts & Culture

OurCity2030, launched in 2022 by Babbasa as part of a Bristol-led broader One City Plan, aims at fostering a fairer and inclusive future for the city. OurCity2030 was created “to specifically support 2,030 young people from low-income households into median salary roles by 2030”.

Designed by **Big Team CiC** & **Babassa\*** as a “progression pathway to diversify the festival industry through paid placements for a cohort of people aged 18-30”, “the Arts & Culture Pathway sees a group of organisations coming together to improve access for young people from underrepresented groups”. The aim of the project is for young people to gain new skills, experiences and knowledge of working in the creative industry. Collaborators in the 2024 Pathway also included Glastonbury Festival, Boomtown, Bristol Pride, GMC Events, Plaster and Continental Drifts’ Festival Lab.

**204 applicants  
for 10 placements**

Big Team Assistant, Team Love Operation Assistant, Team Love site crew, Bristol Pride Office Assistant x 2, Boomtown Operations Assistant, Boomtown Music Office, Plaster Marketing Assistant, GMC Site Crew x2

\*With support from Arts Council England

“Everyone I worked with was really welcoming....I felt super welcomed. Glastonbury was obviously amazing, it’s great that the team worked with all these cool women as well, absolute boss women and everyone was super nice and....really helpful.”

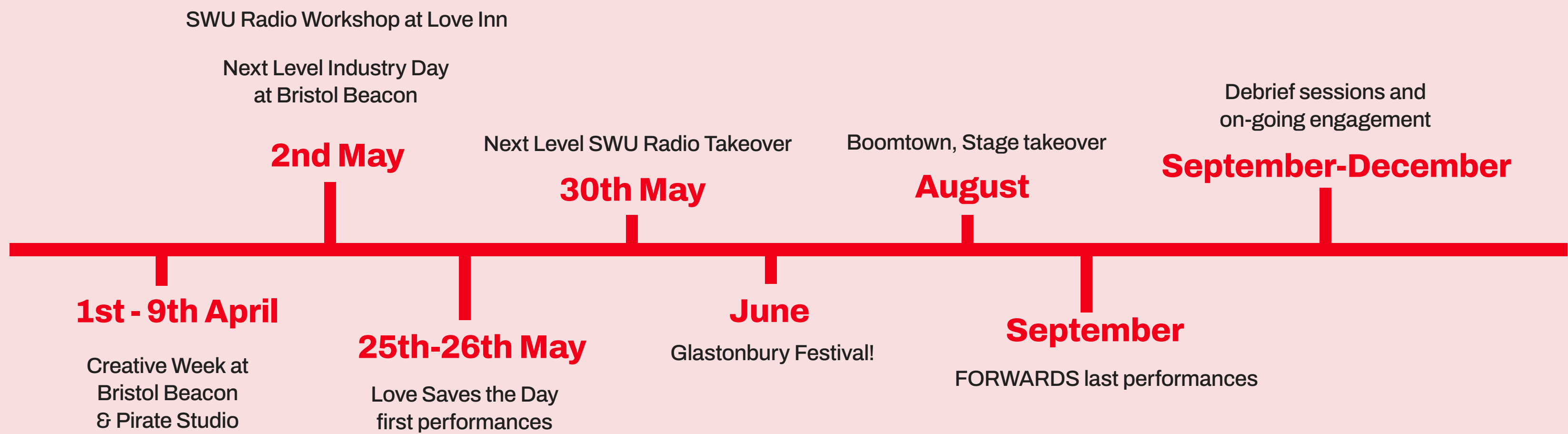


## Next Level 2024 Cohort

**We've received 91 applications for 4 Next Level participants**

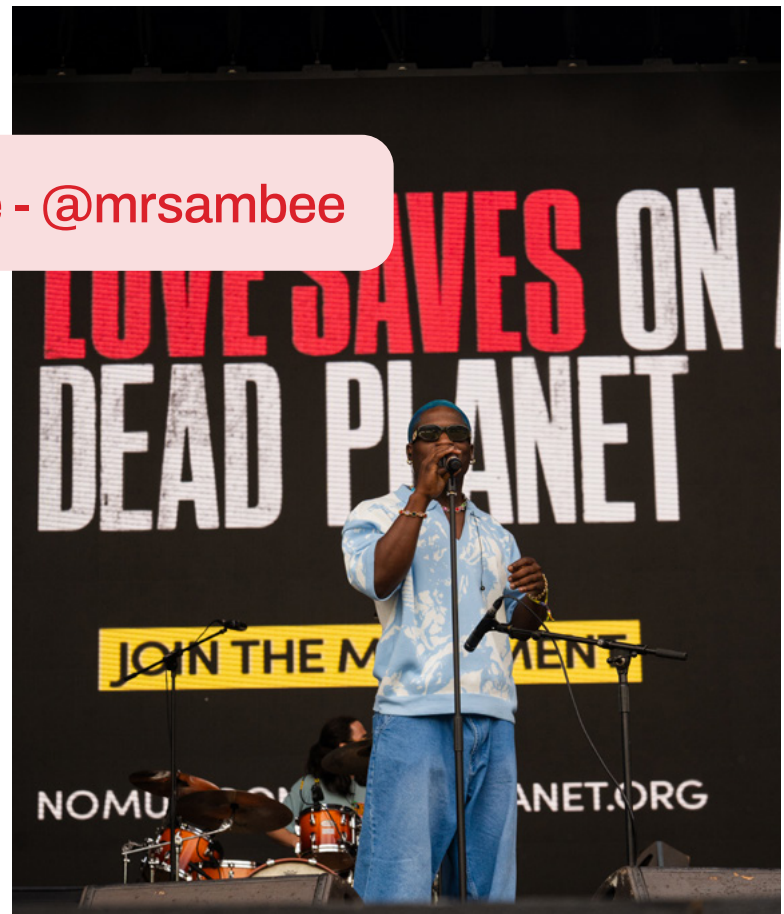
Running for the third time, Next Level is “a collaborative Artist Development programme supporting singers, rappers & MCs aged 18-30” in Bristol produced by Big Team and [Bristol Beacon](#) working collaboratively with a number of other industry partners - Pirate Studios, SWU FM, HeyWhat!, Boomtown. The programme supports the selected artists to take the next steps in their career by providing different workshops, creative studio time and guidance from mentors.

Team Love supports the program by offering an invaluable insight into booking & artist logistics processes at festivals with a workshop led by our Bookings Team and hosting the SWU Radio Workshop at the Love Inn. Alongside this, we offer opportunities to play at our UK festivals including at Silver Hayes (Glastonbury Festival) - giving the successful applicants first-hand experience in growing their stage presence & fan base.



Next Level 2024 Cohort

Sambee - @mrsambee



Rellz & Micz @rlzmusic & @yb.micz



Ava Zarate - @avazarate

Marns - @marnsofficial



Ssadcharlie - @ssadcharlie

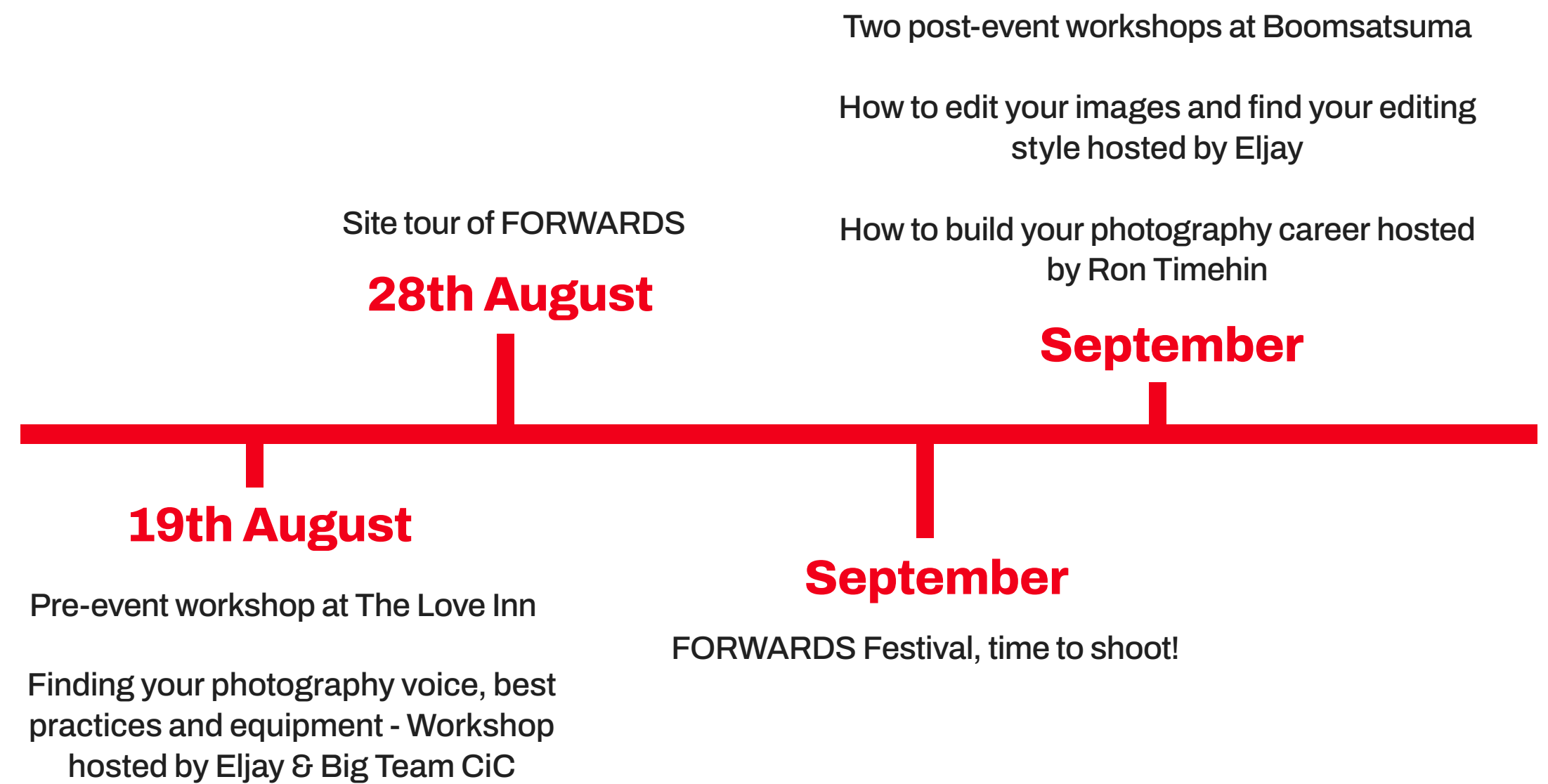
Laura Dia - @lauradiaforever



# Capture FORWARDS 2024

**49 applicants 4 participants**

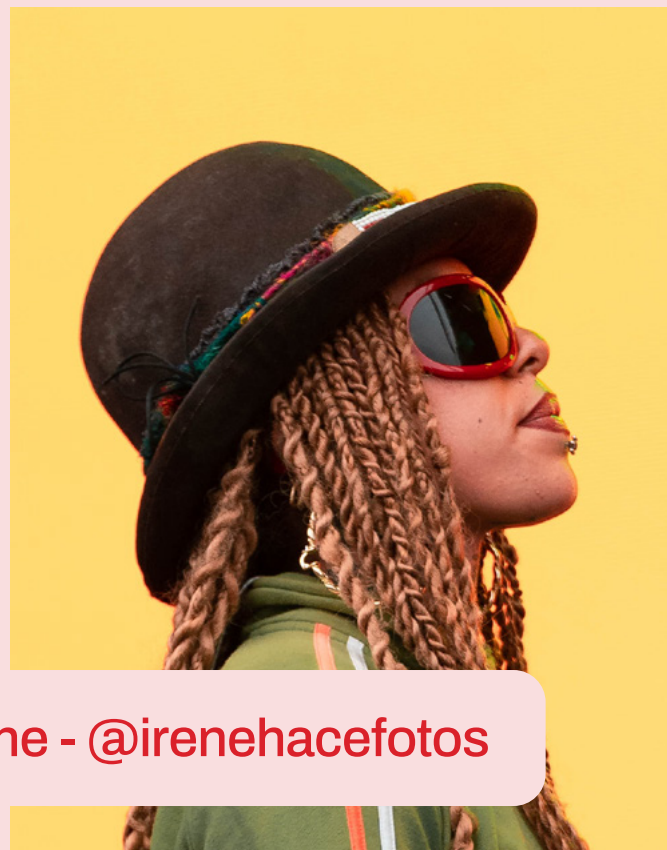
Launched in 2021 by Big Team & FORWARDS, Capture FORWARDS offers photographers between 18-30 the opportunity to gain experience photographing in live events by shooting at the festival. Supported by partners like Sony UK, Adobe, Films@59 and Boomsatsuma, the development programme includes practical and theory workshops alongside mentorship by industry professionals and previous alumni. All participants were also given their next freelance photographing opportunity at Waterworks in London and have continued to shoot for the club season in Bristol at local venues such as Bristol Beacon, Lakota, Loco Club and Hospitality events.



# Capture FORWARDS 2024



Kayleigh Bricknell - @12kmedia



Irene - @irenehacefotos



Jahiem Williams - @jahiem.jpg



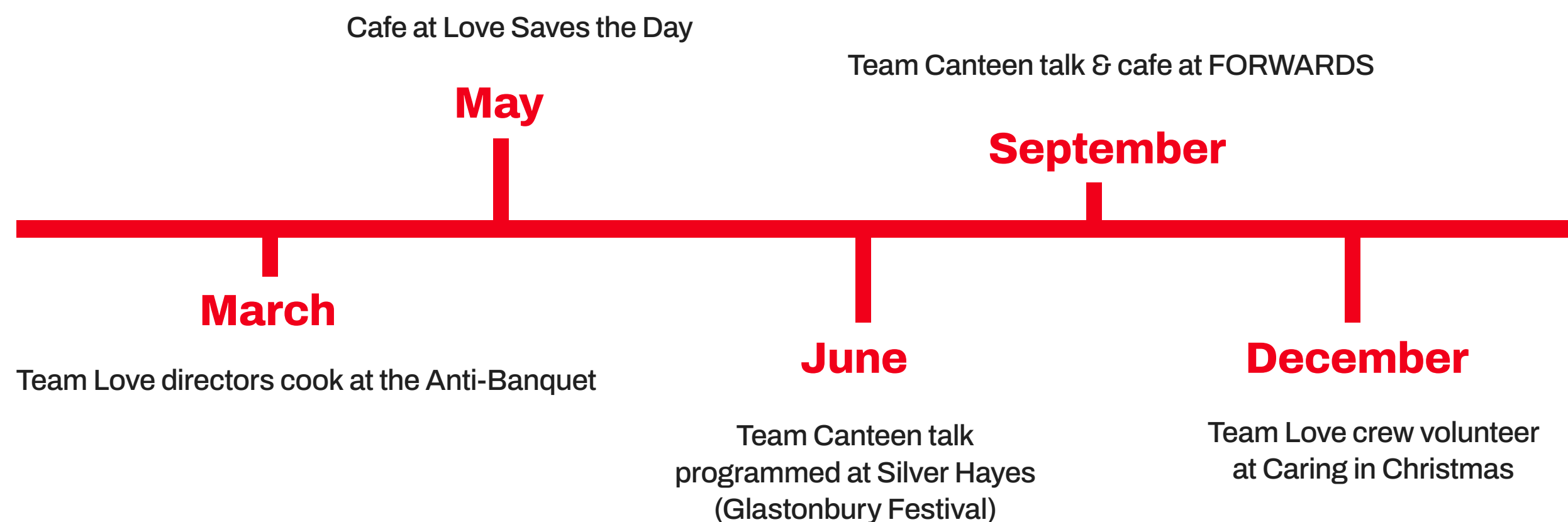
Samuel Wilson - @samuelwilsonphotography

“ My experience in the programme has been great, it's hard to believe that you can have an opportunity and experience like this. It's great to feel that professionals recognise your art and see your potential and that you are going to learn from people who have gone through the same situation as you and how they have struggled to get to the top of their career. The team has been amazing as well as the people the team introduces you to, it really feels like a community of artists and media workers. A very safe environment, everyone has each other's backs, and no matter how new you are to the industry everyone treats you on the same level. My skills have improved incredibly fast thanks to the guidance of the mentors, the team and the other members of Capture FORWARDS. It has been an unforgettable and very enriching experience, which has pushed me to want and be able to do this full time.”

Capture FORWARDS participant feedback

## Team Canteen CIC

Team Canteen CiC was founded to help reduce food insecurity in Bristol, supporting grassroots food organisations already working within the city. Team Canteen aims to bridge the gap between hospitality businesses and existing local initiatives to increase access to food. It is run by a cohort of Bristol hospitality and event businesses - Bianchis Group, Emmeline, The Love Inn, The Pipe and Slippers, The Pony Family and Team Love.



We helped raise over **£3500** by hosting the Team Canteen cafe at Love Saves the Day & FORWARDS.



We contributed an estimated 50 Team Love Staff Volunteer Days across Team Canteen projects below.\*

\*The number of days volunteered by our staff was estimated from our Time Log, we're aware that extra time has likely been spent and will be looking at improving our logging systems in response.

## FORWARDS x Team Canteen Partnerships

### Wogan Coffee

Team Canteen launched their own coffee blend with local roasters Wogan Coffee which we use in our offices off & on site, and across the Team Canteen Coffee sheds. £1 is donated from every kg to TC, to date over 1300kg were sold!

### Arbor Ales

Arbor Ales produced a Team Canteen IPA “One For The Team”. Since it first got commercialised, over 12,000 ales sold with 50p from each purchase going towards TC projects.

### Tony's Chocolonely

For a second year, FORWARDS partnered with Tony’s Chocolonely, this time focusing on raising money and awareness for food vulnerability and equitable chocolate trade. We created Team Canteen chocolate bars sold onsite and in local shops to raise funds for the CiC.

### Oatly

Oatly is partnering with Team Canteen to bring FORWARDS their best oat-based products, and to help assess our relationship to dairy from audience to crew.



## The Information

Produced at both Silver Hayes (Glastonbury) and FORWARDS, The Information Stage is a space dedicated to discussion, examination, debate and understanding on today's current affairs and cultural issues. By giving a platform to inspirational experts, artists, writers and thinkers from across the social and political spectrum, we wish to amplify the role of festivals as agents of change. The talks are curated to question and discuss key current socio-economic, political and cultural issues that reply to our ethos covering themes such as climate crisis & creative industries, inclusivity, drug harm reduction, the housing crisis, black excellence or sex-positivity.

In 2024, we amplified the role of The Information area at FORWARDS by further developing The Interactive & The Imagination spaces on each side of the stage, and bringing Channel 4 as our presenting partner. These spaces aim to provide our audiences with direct calls to action & to spark their imaginations, while giving a space for other organisations to connect and showcase their work on the ground. Topics discussed during the panels are also weaved through The Interactive & The Imagination.

This year, our overarching value for the area was **OPTIMISM AS A POLITICAL ACT.**

This defined our state of mind when facing the challenges of today's world and societies. We firmly believe that a better future is possible and examples of positive changes can be found all around us. We wish to shine a light on hopeful optimistic narratives, embedded in transformative actions and acts of solidarity.

The below charities and CICs have been promoted by or directly involved with The Information over the last two years:

War Child, Big Team CiC, Team Canteen, EarthPercent, Climate Live, (Youth Climate Action) XR, Lit in Colour, Bristol Queer Parents, BASE (Banner making), Protect the NHS, Bristol Refugee Rights, Borderlands, Music Declares Emergency, Bristol Defend Asylum Seekers Campaign (BDASC,) Patients not Passports.



## The Information



## Social Impact

**"To think forward is to think positive.  
Hope is an action.  
Small actions can have a big impact."**



**Initiative Spotlight : Town Anywhere**

Town Anywhere, led by Ruth Ben-Tovim & Rob Hopkins, brought a wide cross section of people in Bristol together to imagine, build and then inhabit a positive vision of the future. The project was then exhibited at FORWARDS where the festival audience added elements and thoughts to the cardboard build town of the future.

[You can view the video here](#)



## Kids Area

Part of our mission is to ensure the experience of festivals and live music are accessible to next generations alongside a fairer and thriving future. A study led by The Lancet where they asked young people about their feelings and thoughts on climate change, found that “more than 50% reported each of the following emotions: sad, anxious, angry, powerless, helpless, and guilty”<sup>16</sup>. We believe it is our duty of care towards children and young people to provide playful platforms to:

- Empower them to be part of a community
- Nurture their imagination
- Open new pathways and possibilities
- Envision a hopeful future



The Kids area is part of **FORWARDS** every year, offering activities primarily aimed at children between 0-12 years old and featuring immersive shows and exciting workshops...



Source:

[16https://www.thelancet.com/journals/lanplh/article/PIIS2542-5196\(21\)00278-3/fulltext](https://www.thelancet.com/journals/lanplh/article/PIIS2542-5196(21)00278-3/fulltext)

## Building Active & Creative Communities

- **Campus Skateboarding:**  
A non-profit organisation that has utilised the positive energy and the influence of skateboarding to engage with children and young people. They brought a team of dedicated instructors to support any kids who wanted to give it a try & had live graffiti artists working with the theme of 'celebrating Bristol's Skate Scene'.
- **Access Creative College:**  
A UK-based independent training provider specialising in industry-focused popular music and creative education. They provided a fully equipped set up for children to get involved with, playing musical instruments/dj equipment, enhancing passion and creativity for music.
- **Hype:**  
A local urban dance community for under 18's They engage the local community whilst exposing children to the passion of dance and two of their groups performed at the festival.

## Engaging With Nature

- **Avon Gorge Wildlife:**  
The Avon Gorge & Downs wildlife project, launched in 1999, set up a stall to engage with young people on the importance of the local biodiversity in the area directly surrounding the FORWARDS site.
- **Generation Soil CIC (formally 50 ways to cook):**  
Generation Soil aims to nurture the health and well-being of people and the natural environment across Bristol, through providing circular food education. They organised workshops throughout the day that looked at the food system as a whole and provided hands-on experience with composting and how to grow your own food.
- **EarthPercent:**  
A project by EarthPercent and the Joseph Rowntree Foundation, inspired by Brian Eno, co-founder of EarthPercent - the Sing Wild Seeds workshops engaged young people in discovering how songwriting can help us envision new futures.
- **NO MUSIC ON A DEAD PLANET:**  
This year Music Declares Emergency provided young people with the chance to design a t-shirt at the festival! We created nature and music related drawing prompts encouraging children to design their vision of the future!

## Nurturing New Skills

- **Playscape:**  
Playscape encourages escapism through play by creating, making and investigating. They offer games design & development, in addition to playsessions for children and adults. Loose parts were provided, made from recyclable materials. Play Workers engaged in competitions, challenges and explored the theme of 'accidental learning' through an exploration of balance, forces and motion.
- **Explorer Dome:**  
Science outreach organisation that cover aspects of physics, chemistry, biology, environmental sciences and engineering. The shows are designed to support and enhance science learning at all key stages
- **Bristol Libraries:**  
Bristol City Council provided arts council funding to support a project that focuses on breaking down some of the barriers that have traditionally prevented people from accessing their services. They set up a stall where they showcased book and storytelling sessions.



# Governance Impact

04



## Governance Impact

### Team Love

Over the last 5 years, we have been deepening our social and environmental governance both internally and externally. By refining our processes, monitoring our impact and collecting further data, we've been laying the groundwork for a meaningful transition. The change we seek, is a long lasting one and it requires deep systemic shifts and vibrant community collaboration. It is crucial that the ecosystem of creatives, contractors and organisations in live events continue to lead on better, fairer and greener practice. Together, we carry a shared responsibility to ensure future generations can experience the sound of live music and the power of collective joy.

As we continue to develop and streamline our governance approach, our main goal is to bring everyone along on the journey. We measure our success by the on-going and flourishing relationships we have with all of our stakeholders. We're committed to having reciprocal conversations, learning from our stakeholders and providing the tools, information and understanding needed to develop a collaborative social and environmental responsibility. To support this goal, we are starting a wider-scope three year auditing process, looking outside of our immediate network, with a view to engaging all of our key contractors, partners and suppliers. This will help us identify opportunities and challenges in transitioning to a fairer industry whilst supporting our collaborators with the tools they need to succeed.



## Team Love

Team Love’s vision is constantly nourished by an incredible workforce dedicated to our shared goals and values. Our foundation is built on teamwork and co-leadership, driven by the passion, curiosity, creativity, and resilience of our team. We do our best to foster a culture where clear communication and collaboration across teams help everyone understand and appreciate each other’s roles. We actively work towards creating inclusive workspaces and aim to support the individual development and personal wellbeing of our team. Our values are woven through everything we do and whilst we recognise that we don’t always get things right, we do always strive to create clear channels for feedback and are committed to constructively learning from our mistakes to support our ongoing development and continued learning as an organisation.

### Internal (Crew Training, communication and Equity provisions)

- Regular training opportunities in inclusion, diversity, accessibility, mental health & wellbeing and sustainability
- Policies, Chains of command and Code of Conduct shared to wider team
- Weekly team meetings for office staff to discuss each department’s current activity to promote understanding and collaborative working
- Paid volunteering days available for permanent staff to support charities and community organisations of choice
- Enhanced parental leave policy, flexibility & support network available for parents in the office
- Onsite Kids Club/Creche available during onsite days for extended core staff

- Tailored support available for staff who have access needs from qualified Accessibility Officer
- Mental Health & Wellbeing program of free activities all year-around

### External (Company Outreach and Industry leadership)

- Shadowing opportunities and paid placements delivered in partnership with Big Team CiC, Babassa and Saffron
- Open and inclusive recruitment processes for PAYE and freelancer roles
- Participation in interviews with students from various universities for their environmentally and socially centred research projects
- Work with Bristol music led schools to support the growth of the next generation of industry professionals like Access to Music & BIMM
- Participation in research linked to governing industry frameworks like the Green Events Code, Act 1.5, Future Festival Tools, Bristol Nighttime Economy and AIF Board
- Participation in various industry surveys to continue to feed our data into wider industry research
- Attendance at conferences, talks and workshops such as GEI, Festival Congress, Ava Festival and the Showman’s Show

## Team Love

### What we will be focusing on in 2025:

- Create better processes to capture demographic data of crew and artists
- Start a three year auditing of our stakeholders
- Strengthening existing industry and local networks
- Make the full transition from 'HR' to a People, Culture and Wellbeing department
- On going commitment to use data collection and data analysis to inform our future plans and strategy
- Working towards being Real Living Wage accredited by 2030, which would require sign up from all employing companies across site
- Continue to develop ongoing and collaborative relationships with partner organisations who specialise in areas of focus such as sustainability, accessibility & EDI to deliver practical implementation at TL events
- Set up working group with key suppliers to share and implement best practice



## Mental Health & Wellbeing

We are committed to provide a shared understanding and language around taking care of ourselves and being empathetic to others. Throughout the years we have increased our mental health and wellbeing support to crew, artists and attendees\*. Developed by our People and Culture department, the initiatives take place throughout the year with an increased support as the season starts. We also offer a range of training opportunities with various providers, from an introduction to wellbeing to Mental Health First Aid certification.

*\*Attendees initiatives can be found in this report, under the section Safe Events*

## Culture of Safety

As an organisation we understand the value of and are committed to developing a culture of safety, not only within the organisation, but through all of our communities and events.

Demonstrated in our established company values, through our expectations around conduct (link to code of conduct), and by our actions in responding to both safe and unsafe behaviour. There is continuity of messaging running through all of our communications, internally and externally. The basis of which has been developed through training, and collaborative evaluation of feedback from all stakeholders. We actively encourage this feedback and continue to work on reporting and escalation processes which assure anybody, crew, customers, contractors or anyone we come into contact with, that issues raised will be heard and addressed.

Thank you to these organisations for helping spread our ethos of care and who provide specific services to keep our audiences safe : Safer Spaces, The Loop, Bristol Drugs Project, ITHINC, TTK Welfare and Event Paramedic Services!



## Mental Health & Wellbeing

### On site Toolkit

**Code of Conduct & Escalations** - A Crew and Artists handbook is provided, including our Code of Conduct and Escalation processes. This ensures the standard of expectation onsite is clear, and reinforces the support network we have in place should anyone encounter any issues onsite.

**Sign Posting** - Mental Health First Aiders are displayed (face, name and role) at the Production Office alongside traditional First Aiders. We also display contact details at both Production and Artists HQ for organisations who can be contacted via helpline, and who specialise in supporting those working in the music industry.

**Aim2be** - Onsite provision of wellbeing activities. The team goes and meets the different teams across site to offer support and time away including breathwork and massage, pre, during and post show.



## Industry Networks

Our identity is interlinked with our home town Bristol and the vibrant community of festivals and live events in the UK and beyond. We are proud to be part of these creative & collaborative networks which saw us develop, evolve and grow. We believe it is our responsibility to share our experiences, challenges, opportunities and knowledge to the wider industry and learn from them.

### We actively engage with:

- 01. [Association of Independent Festivals](#)** - we've been a member for many years but recently one of our directors has joined the AIF board to further demonstrate our commitment to build a better, fairer live events industry.
- 02. [Bristol Nights](#)** - proudly Bristolian we have been supporting the Bristol Night Time group since its launched and are active within its network.
- 03. [One City Culture Board](#)** - we've recently joined the cultural board of the Bristol One City project to continue to support a greener and fairer transition for our City!
- 04. [Vision for Sustainable Events](#)** (previously Vision2025) - as the organisation is about to release its third Show Must Go On report, an in-depth analysis of the impact of the live outdoor industry ; we've donated money to support its release and send all our events impact data to support the analysis.

## Partnerships

At Team Love, we put a lot of work into developing and growing partnerships that feel meaningful to us and bring value to our events. We work collaboratively with different types of organisations including community led groups, charities and commercial entities. By working with our partners we aim to:

01. Amplify shared values, missions and messaging
02. Support the growth of existing local and national community networks
03. Raise necessary funds and combine resources to support meaningful work on the ground in Bristol and beyond
04. Find economically sustainable pathways to support our events

### Partner Spotlight

#### Vision for Sustainable Events

We have been working in partnership with them for over 6 years, sharing sustainability knowledge, best practices, data, and attending their annual events. They are currently developing the 3rd edition of the Show Must Go On Report, which will bring a clear and ambitious 2030 climate action strategy for the sector. We donated **£2000** to the Show Must Go On Report fundraising campaign.

### Community Partners

Big Team CiC and Team Canteen CiC are two key partners across all our events and more details about how we work together can be found in the Social Impact section of the report. By partnering with them we collaborate with a wider network of organisations working in areas of food justice and equal access to opportunity



## Community Partners Spotlights

### Create Define Release

Local youth and community centres, Create. Define. Release (CDR) is a black-led music and talent development organisation with a deep heritage in the UK's grassroots electronic music scene. In 2024, Waterworks and Resident Advisor funded £12,000 into the Music Producer Club (MPC) project in collaboration with CDR, providing electronic music production training for students in local colleges and youth centres.

### My Cause

MyCause donate a portion of the money they get at festivals to charities chosen by their volunteers. The amazing volunteering team at LSTD, FORWARDS and Waterworks have helped raising a total of **£4,277** for 71 unique charities including The Mazi Project, Mind, WWF, Dementia UK, Abortion Support Network, Friends of In Touch, Greenpeace...

### Love Specs

Love Specs is the fundraising arm of Love Support Unite. Love Support Unite funds a programme in Malawi providing healthcare, education and skills training to ensure children and adults have the opportunity to survive, develop, grow and succeed. They sell their Love Specs glasses onsite at Love Saves the Day and raised **£1,537** thanks to our audience!



## Commercial Partners

We aim to work with corporate sponsors that share our values to strengthen our audience's experience in a way that is beneficial for all parties. We use research and **ethical consumer** guides to identify companies that we want to work with, prioritising collaborations which clearly align with our organisation's ethos.

By asking all our commercial partners to contribute to one of our pillars: sustainability, social and community - we can support onsite initiatives across our events thanks to their money or in-kind donations.

Thank you to Oatly, Wogans Coffee, Tony's Chocolonely, Karma Cola, Sony and Faith in Nature!

## Fundraising

This year, contributions raised from our ticketing levy and guestlist donations we've managed to raise **£99,490**.

Supporting Big Team, Team Canteen, EarthPercent, ACE, Saffron, Create DR



## Affordability

The current cost of living crisis has impacted events and shifted ticket buying habits for audiences. While we have faced an increase in production and artistic costs, we try our best to keep our festivals as affordable as possible. We provide different models of ticket purchasing such as:

- Instalment Plans - offer payment instalment plan to spread the cost of ticket
- Affordable tickets - offer a fixed price low income ticket for those who struggle to afford full price tickets.
- NHS ticket schemes - offer an NHS discount, which is delivered by [Concerts For Carers!](#)

Ticket Tiers, pricing increase analysis 2023 - 2024

LSTD	2022 - 2023	2023 - 2024
Day Low Tier	12.86%	13.92%
Day Tix High Tier	16.81%	7.91%
Weekend Tix Low Tier	6.92%	13.67%
Weekend Tix High Tier	-4.78%	8.68%
Low Income	0.00%	0.00%

FORWARDS	2023	2023 - 2024
Day Low Tier	First Year	0.00%
Day Tix High Tier	First Year	0.00%
Weekend Tix Low Tier	First Year	0.00%
Weekend Tix High Tier	First Year	3.91%
Low Income	First Year	0.00%

LOVE INTERNATINAL	2023	2023 - 2024
Weekend Tix Low Tier	First year post COVID	6.90%
Weekend Tix High Tier	First year post COVID	21.21%

# Conclusion

05



**LOVE SAVES**  
**SUSTAINABILITY - 1/5**

LEAVE NO TRACE  
Keep it clean.

Thanks to Jack's Lab you can collect free ashtrays from the festival supply shop.

Stub it out, pop it in your portable ashtray and empty it in a bin when you get the chance.

**LOVE SAVES**  
**SUSTAINABILITY - 1/5**

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**NO LOVE SAVES ON A  
DEAD PLANET**

**JOIN THE MOVEMENT**

[NOMUSICONADEADPLANET.ORG](http://NOMUSICONADEADPLANET.ORG)

We are incredibly proud of the work our team and partners accomplished in 2024 and everyone's incremental efforts to help us shift our practices to reduce our environmental impact while maximising our positive social impact. With this report, we hope to cultivate a relationship of transparency and accountability with our attendees, suppliers and partners, along with our home city - Bristol - and the events & music industry as a whole. This is our way of working towards a fairer and better planet, so that future generations may enjoy festivals, moments of collective joy in thriving and harmonious societies! We're now working forward to build upon this solid foundation.

For 2025, we have identified 5 areas of specific focus, with a view to implementing incremental changes that are practical and sustainable whilst maximising impact across the next three years:

- 01. Food & Drinks:** In 2024, we made all our trader sustainability requirements compulsory and organised our first trader town hall events. This helped us review our application process for 2025, improve our data collection and future communication with them. We are now working to create tailored plans for each of our UK festivals to drastically reduce our meat and dairy consumption by 2027! We will put an emphasis on healthy, nutritious and local food options - supporting a wider network of farms and food businesses in the south-west.
- 02. Circular procurement:** We identified that our procurement and materials management have inherently become more circular thanks to our AGF assessment in 2023, however we are yet to have a clear & embedded process to report on this operation. Our aim for 2025-2028 is not only to reduce material, packaging and items being brought to our sites, but to understand what is being hired, discarded or reused at all our events. Alongside this we are starting an audit process of all our external contractors from their policies, transport methods and material management. We hope that this will help us identify what tools and support they may need to shift their companies' practices.



- 03. Sustainable power:** We are starting a three year process of in depth analysis, planning and implementation with a view to significantly reducing our power consumption / reliance on HVO fuel. Throughout this process we will be collaborating closely with our long-term power contractor, bringing in specialist consultants, exchanging information with the wider industry and testing new solutions. Our aim with this project is to create a tailored power plan for each of our individual UK events that takes into account the unique disposition of our sites and operations, whilst providing long term solutions for practical implementation that can be shared more widely.
- 04. Holistic economy:** We are committed to develop an internal and external economy which takes an inclusive and holistic approach to our development. Our aims for 2025-2028 are to shift our economic power away from companies whose impacts will go directly against our ethos and values. This requires a higher level of due diligence literacy for our team and we will work to provide tools and processes helping them identify the points of contention/ collaboration. As part of this work we are investigating our banking and pensions investments and finding more ethical solutions.
- 05. Intersectional solutions:** Part of our DNA is to listen, learn and do our best to improve. We are deepening our commitment to put in place solutions and initiatives that are intersectional by working in close collaboration with [Accessible Events](#), [Soliphilia](#) and [Big Team CiC](#). By reframing our inter-department collaboration across Accessibility, Sustainability, People & Culture and Equity, Diversity & Inclusivity, we are looking to strengthen our working practices; building understanding and empathy for other people's situations / priorities / nuances and allowing everybody's voice to be heard and factored into change. For the next three years we will support our team and stakeholders with industry specific training and toolkits, empowering them to make holistic decisions. We are also focusing our efforts in growing solidarity networks and initiatives with our existing partners.



Our goal is to create bespoke tailored plans for our events, carefully detailing and planning responses to the specific conditions and requirements of each of our festival's individual sites, creative identities, audiences and ecosystems. Our ethos “**Pilot, Implement and Refine**” is a key part of bringing all our stakeholders along and working collaboratively with them to support a wider transition to a fairer and greener future.

We've identified some key targets, each of which are linked to the areas of focus outlined above\*.

- Achieve a **80%** compliance rate to our food & drinks guidelines and continue to work in collaboration with our traders for greener practices.
- Increase recycling rate by **3 to 5%** (depending on the event) and keep our kg of waste per person below 0.50kg.
- Reduce our HVO fuel consumption by **10%** and audit our event sites to create tailored impact reduction plans.
- Introduce an internal supplier/brand partnership directory including Boycott, Divest and Sanction guidelines.
- Create a solid and measurable due diligence system for commercial partnerships.
- Increase financial value of partnerships by multi touch point partnerships ethos.
- Build a full, clear and accurate picture of in-kind work carried out by Team Love staff in support of Big Team and Team Canteen CiCs etc.

- Completion of a 3 year strategic partnership plan with Big Team CiC and continue to support their onsite Team Love programs.
- Work towards AiE gold certification at FORWARDS in 2026 and at LSTD in 2027.
- Completion of a recruitment strategy that takes into account the specifics of our industry and different type of employment & pathways into festival work.
- Improve our artist KeyChange data collection systems and support greener, safer and fairer artists liaisons practices.

**\*It is important to note that due to our tailored approach the results will vary from festival to festival, the targets above are aimed averages across our shows. They will also be informed by the key learnings from our pilot activity and recommendations from our team & partners. We will specifically report on these areas of work for the next reports and are looking forward to sharing more information with you!**

**Thank you for taking the time to read our impact report!  
We'd love to hear your thoughts, feedback, and any ideas on  
how we can continue to do better.**

**We've created a feedback form for you to fill [HERE](#)**

**Thank you to everyone who created, contributed to  
or attended our festivals the last two years!**

**team love**

**soliphilia**

