

Tangente

Sustainable Development Policy

2024 / 2027



Our commitment to sustainability:
Culture, people and the planet together with socioeconomic players and communities.

INTRODUCTION

Sustainability is all about awareness-building and education in our cultural, social, environmental and economic spheres. This process celebrates continuous improvement even in the smallest gestures and recognizes that daily awareness of our environmental impact is already a reflection of sustainability principles.

The goal isn't to aim for perfection, but to constantly think of ways to do better and reframe our actions to increase their positive impact. Everyone can contribute to a better understanding of their environment and impact at their own scale.

This Policy describes how TANGENTE intends to integrate sustainability into its not-for-profit business model, consistent with its mission and values. TANGENTE has the power to positively influence its entire ecosystem and benefit current and future generations.

Through our activities, stakeholders and, of course, our team, we commit to promoting culture in an environmentally friendly way by taking concrete action toward reducing our footprint.

MISSION

Tangente is the only contemporary dance presenter in Québec dedicated to promoting emerging artists. It is fully committed to supporting the artists it welcomes and has the fundamental mission of stimulating artistic creation and innovation, captivating audiences through bold programming, and revitalizing contemporary dance in Québec (1-artists 2-audience 3-community). To further this mission, its core goals are to encourage emerging artists in their explorations, help them develop their professional skills, and offer the best conditions for a successful production.

Per this Policy, our team strives to incorporate sustainability principles in its mission.

VISION

To accomplish its mission, Tangente commits to offering professional services to emerging artists, providing access to its two intimate dance stages, its state-of-the-art equipment, individual support from a curator, access to a professional stage manager, and media visibility through the promotion of its programming. It also has the mandate to strengthen its ties with the community through productive partnerships with the dance and cultural community in Montréal, including festivals and specialized schools. Tangente aspires to be a national leader in contemporary dance presentation and is proud to be an incubator for new currents driven by emerging artists.

Sustainability is reflected in Tangente's daily commitment to continuous improvement and influence, with culture as a lever for the socioecological transition.

OUR VALUES

Tangente is defined by its values: generosity, active listening, courage, and respect. **Generosity** is reflected in the team's commitment to supporting emerging artists' vision, encouraging their artistic projects, and finding solutions to ensure their works

are presented in the best way possible. Generosity also means setting personal interests aside for the common good.

Active listening is key because it fosters empathy, openness and co-operation, deepens reflection and encourages compromise in decision-making.

Courage is understood as the strength, energy and willingness to explore while leaving room for artistic risk and error. Courage permeates every stage of creation, up until the work is revealed to an audience. It helps artists discover themselves and bare themselves to others. Courage also lies in one's ability to learn from their mistakes and push through obstacles.

Respect is fundamental for Tangente. It's about appreciating others' differences, seeing them as strengths in a society that seeks to improve inclusion and better community living. Genuine respect and esteem for others builds confidence, wellbeing and safety, creating the best conditions for success and supporting our mission and mandate.

OUR COMMITMENT

When it comes to sustainability, we aspire to work with other stakeholders to set an example for organizations in our field. Accordingly, all our future initiatives will align with our financial objectives while also supporting our social and environmental principles.

OUR GOALS + SCOPE

Sustainable management is consistent with our fundamental principles. When possible and where our human resources allow it, we will embed it into every aspect of our organization with the help of our employees, artists, creators, audience, partners, clients, and suppliers in Québec.

ACTION AREAS

CULTURE

- > Recognize culture's role as a lever for socioecological transition and a force for strengthening Québec's identity
- > Protect and promote our cultural wealth, heritage and identity, and approach artificial intelligence (AI) as a lever for innovation in our projects
- > Promote contemporary dance culture and emerging artists in Montréal and beyond
- > Present a variety of high-quality works that reflect the artistic vitality of contemporary dance
- > Support emerging artists' creations by leveraging the presentation models developed by Tangente
- > Make culture accessible to everyone, including young people
- > Enrich the cultural offering by putting forward participative activities and cultural mediation initiatives that connect artists and their works with the public
- > Promote culture as a lever for sustainable economic growth both locally and regionally

ECORESPONSIBLE BEHAVIOUR

- > Foster consultation, cooperation and partnerships to achieve if not exceed our environmental goals in the cultural sector
- > Ensure (and promote) collaborative leadership in our co-ownership of ÉDIFICE WILDER – Espace danse to better manage waste and reduce our greenhouse gas (GHG) emissions
- > Support environmentally-responsible water use, including by reducing access to single-use plastic bottles
- > Encourage and facilitate sustainable transit
- > Adopt practices to optimize our energy use
- > Report transparently on progress and best practices

WORK ENVIRONMENT

- > Promote a safe and comfortable work environment to support employees' growth
- > Incentivize employee wellbeing, for instance by facilitating physical exercise and promoting healthy lifestyles
- > Foster better work-life balance
- > Adopt organizational practices that encourage employee development
- > Work with cultural sector peers to promote wage equity in our market

RESPONSIBLE PURCHASES AND PROCUREMENT

- > Encourage local and environmentally-friendly consumption
- > Offer local and environmentally-friendly consumables at our bar and during events
- > Encourage responsible supply approaches to meet our technical and administrative needs

ENVIRONMENTALLY-FRIENDLY STAGE

Our environmentally responsible actions include:

- > Adopting best water use practices, including by installing water fountains and self-serve stations
- > Procuring products from Québec businesses
- > Using environmentally-friendly maintenance products
- > Reducing waste and managing it responsibly
- > Making residences available to artists
- > Presenting participative productions
- > Promoting sustainable transit for all stakeholders

By making these commitments, Tangente seeks not only to contribute proactively to a crucial cause, but also to set an example for its community, be it by welcoming artists and the public or by carrying out social and artistic actions that have a positive impact on the collective.

ECORESPONSIBLE ACTIONS

1. Energy use

We aim to reduce energy use in our productions and improve its efficiency, including when heating or cooling our facilities.

2. Responsible digital technology use

Digital technologies have helped businesses use less paper, but their environmental impact, including GHG emissions arising from data centre construction and operation, must also be taken into account.

3. Eco-designed materials and environmentally friendly furnishings

We strive to adopt environmentally friendly purchasing practices to reduce our footprint (recycled paper, low-power computers and lightbulbs, refillable ink cartridges, etc.) and take suppliers' environmental commitments into account in our decisions.

4. Waste sorting

We recycle all recyclable waste like paper, cardboard, glass and plastic. We send ink and toner cartridges and lightbulbs to specialized recycling centres. We also evaluate all other waste to find takers for it.

5. Remote work and commuting

We foster a hybrid approach, with most employees working remotely two days a week, and encourage commutes by public transit, bicycle, or on foot.

POLICY REVIEW

This policy will be reviewed every three (3) years to ensure it remains relevant, up to date and tailored to TANGENTE's operating environment.