IMPALA

CARBON FOOTPRINT

JULY 2024 - JUNE 2025

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IMPALA's SUSTAINABILITY PROGRAMME AND ACTIONS

IMPALA's sustainability programme was published on 8th April 2021 and reviewed in November 2022. The programme sets an overall goal for the European independent music sector, with voluntary targets and voluntary tools, see more below.

- The overall ambition is to halve greenhouse gas emissions before 2030 and achieve net zero emissions before 2050 (or sooner if feasible), and measure and disclose greenhouse gas emissions on an annual basis. By 2026, we hope that a majority of our members will have adopted our Climate Declaration for Individual Companies.

- IMPALA's work is defined by its climate charter, see here. The charter is implemented by the IMPALA sustainability task force.

- We are also one of the founding supporters of the Music Climate Pact, which we encourage all members to sign up to.

- IMPALA makes voluntary tools available to members:
  - Voluntary guidance on reducing carbon, other sustainability tips.
  - Climate declaration (voluntary) for individual companies, aligning themselves to the IMPALA target.
  - A carbon calculator specific to the recorded music sector, powered by Julie's Bicycle and with the financial support of a core group of members who volunteered to help pay for the tool to be developed, see more here. The calculator is supported by Merlin, as part of their broader sustainability scheme.
  - In June 2023, following the European Green Week, IMPALA released its first membership Carbon Calculator report, accessible here. See the report for 2024 here and the latest report for 2025 here.

- IMPALA is a supporter of Murmur, a climate investment initiative founded by leaders in climate strategy and the creative industries, which enables the worlds of visual arts and music to play their part in combatting the climate crisis. In line with evolutions in climate science, there are more influential ways of compensating for your emissions than offsetting. IMPALA's overall climate investment policy is available here.

INDUSTRY INITIATIVES

- IMPALA is a supporter of the Music Climate Pact, initiated by the UK Association of Independent Music (AIM) and record labels association the BPI, as a response to COP26 and the urgent call for collective action to combat the climate crisis. Find out more and join the pact here.

- Murmur is a climate investment initiative founded by leaders in climate strategy and the creative industries, which enables the worlds of visual arts and music to play their part in combatting the climate crisis. Overseen by a panel of experts, Murmur's strategic climate fund will direct finance towards the most impactful climate mitigation work they can find.

- Music Declares Emergency is a group of artists, music industry professionals and organisations that stand together to declare a climate and ecological emergency and call for an immediate governmental response to protect all life on Earth.

IMPALA's carbon report

This report has been created using the IMPALA Carbon Calculator tool. Powered by Julie's Bicycle and supported by Merlin and Murmur as well as IMPALA's EU network grant, the Tool is based upon international best-practice guidelines contained within the GHG Protocol Scope 3 Standard to help us identify all relevant emission sources. Measuring emissions on an annual basis helps us to identify the areas of our business that have the largest environmental impacts and develop targeted strategies to reduce these. We also encourage our members to do the same.

Report scope

This report includes a detailed analysis of global scope 1, 2 and 3 GHG emissions for IMPALA's fiscal year (July-June).

The report covers emissions from the following activities:

- Offices: energy consumption, waste production
- Business travel: travel booked for staff
- Capital goods: the purchase of office furniture, IT equipment

For the full measuring scope of the IMPALA Carbon Calculator, please consult our membership carbon report, available here.

Thanks to calculator updates in April 2024, the tool is now able to display the report results on the basis of the GHG scopes (Scopes 1, 2 and 3), keeping up with climate science and Race to Zero/SBTI commitments.

The tool is revised constantly by IMPALA's task force and Julie bicycle updated to make sure members' carbon reporting is as robust as possible.

This also includes development in terms of internationalisation, especially when it comes to implementing different country factors in the tool for greater accuracy, starting with the US pilot project in 2025.

Methodology

Any carbon footprint analysis is based on a number of best estimates. All carbon conversion factors used for each activity are provided by Julie's Bicycle via the IMPALA Carbon Calculator and are updated regularly as new data arises.

Carbon reduction targets and pathways
IMPALA's goals are in line with the recommendations we are suggesting our members, which means halving our footprint by 2030 and achieving net zero emissions by 2050, or sooner if feasible. This will also depend on the developments in climate science.

Main impact areas and their mitigation:
In terms of emissions and reductions of IMPALA's footprint, we are focussing on our two primary areas of impact: business travel and energy.

1) Business Travel
Due to the nature of IMPALA as an organisation, most of our emissions come from business travel, in which we account IMPALA staff travel, as well as our member travel for the two in-person board meetings per year.

IMPALA doesn't own any company cars and all our staff bike, walk or use the public transport for their daily commute.

As expected, for this reporting period we noticed a rise in our overall emissions, following the post-covid 19 period.

We are establishing policies which would encourage less carbon-intensive travel options, where possible and include carbon caps for our staff and member travel.

2) Energy
Our second biggest impact area represents our office emissions.

In 2022 IMPALA moved offices, to a smaller, shared office space. We no longer have direct influence over our energy provider, but have asked our office provider to consider to moving to green energy provider and will continue to do so.

As of the 2023-2024 reporting period, home-working and the total number of working hours using home heating have been incorporated into the carbon calculator. This it has increased our reported emissions in this area.

For our own footprint work, this is what we've done so far:

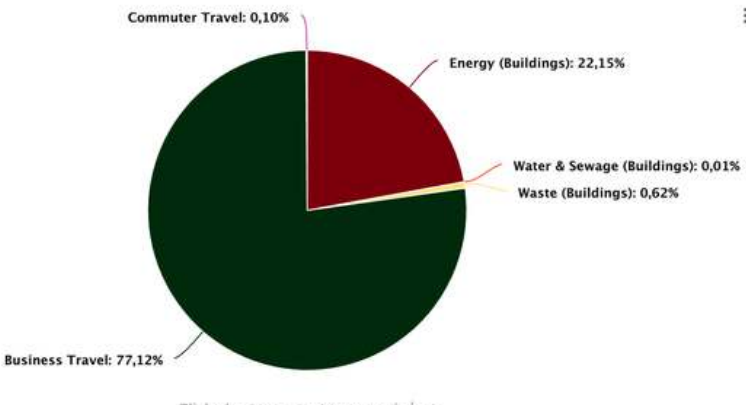
- Incorporate sustainability in IMPALA's mission, share expertise with members reflecting our goals in our communication materials - brochure, website, panels etc. and identifying this as one of our priorities.
- Set up a climate action task force, adopt a charter, publish a members programme
- IMPALA's new "Organisation with a Cause" scheme. A dedicated strand of our EU-funded programme that annually acknowledges projects tackling environmental challenges within the music ecosystem. For 2025, we selected Music Declares Emergency (MDE) Denmark as the beneficiary of the scheme for their work placing climate at the forefront of cultural discourse, industry transition and for mobilising the music sector to demand faster government action.
- Provide climate training through Climate Clinics for members, designed specifically for their region.
- IMPALA external catering is vegetarian and local.
- IMPALA board meetings are paper-free.
- We started reducing board meeting frequency in 2018 and are now down to 4 per year - 2 online, 2 in person.
- We coined a new policy "no single use travel" banning business trips that only serve one purpose (unless essential or expedient), inspired by campaigns to reduce single use plastics.
- We support relevant campaigns such as Music Declares Emergency and Julie's Bicycle, including in Brussels.
- Read here about the meeting with former Commissioners Gabriel and Timmermans.
- We sent Music Declares Emergency recommendations for labels to our members and asked them to sign the declaration.
- We calculate all the team's flights to measure our carbon impact.
- For office supplies we use a local, ethical and ecological provider Pandava.
- When we set up our office we sourced used furniture.
- We reduce printing to a minimum and recycle our waste in the office.
- IMPALA does not provide any company cars. All employees are encouraged to use public transport for their commute if they can't walk or cycle.
- Support Murmur, a climate investment initiative founded by leaders in climate strategy and the creative industries, which enables the worlds of visual arts and music to play their part in combatting the climate crisis.

Carbon Footprint Report

Total Carbon Footprint

IMPALA.org

2024-25: 30,77 tonnes CO2e



This table presents IMPALA's environmental impacts in Consumption and Carbon Dioxide Equivalent (CO2e) terms.

IMPACT		CARBON
+ Energy (Buildings)	22.15%	6,82 tonnes CO_2e
+ Water & Sewage (Buildings)	0.01%	2 kg CO_2e
+ Waste (Buildings)	0.62%	192 kg CO_2e
+ Business Travel	77.12%	23,73 tonnes CO_2e
+ Commuter Travel	0.1%	30 kg CO_2e
	Emissions Total	30,77 tonnes CO_2e

Emissions

2022-23

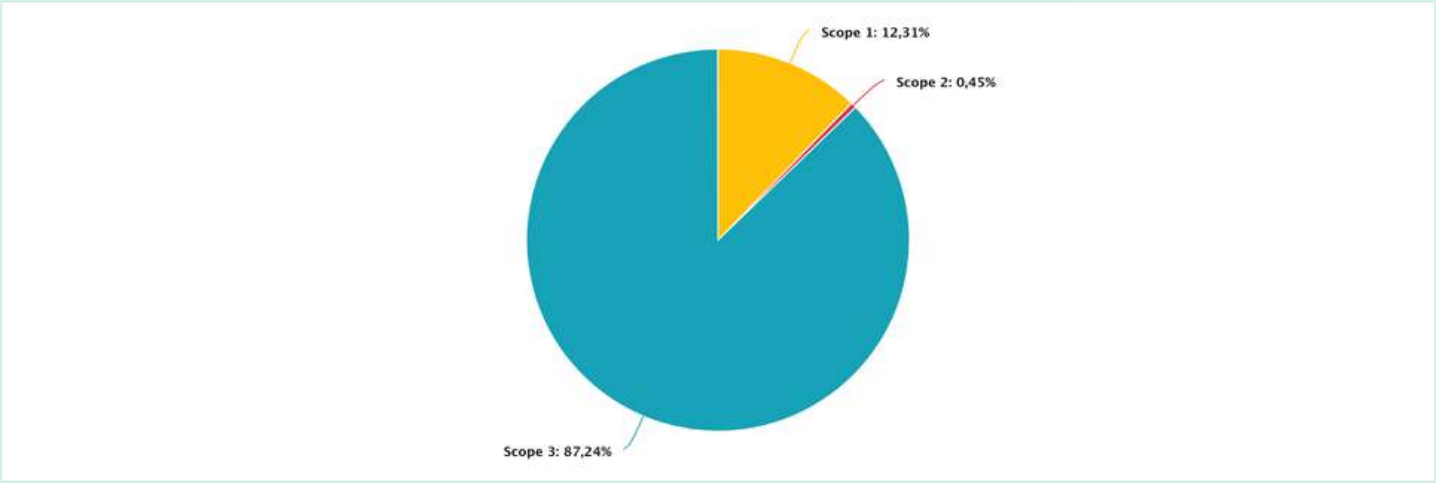


This table presents your organisation’s environmental impacts in Carbon Dioxide Equivalent (CO2e).

YEAR	ENERGY	WATER & SEWAGE	WASTE	BUSINESS TRAVEL	DISTRIBUTION	COMMUTER TRAVEL	ARTIST TRAVEL	MANUFACTURING	OTHER	TOTAL
24/25	6,82 tonnes CO2e	2 kg COe	192 kg CO2e	23,73 tonnes CO2e	0 kg CO2e	30 kg CO2e	0 kg CO2e	0 kg CO2e	0 kg CO2e	30,77 tonnes CO2e

Scope

2024-25

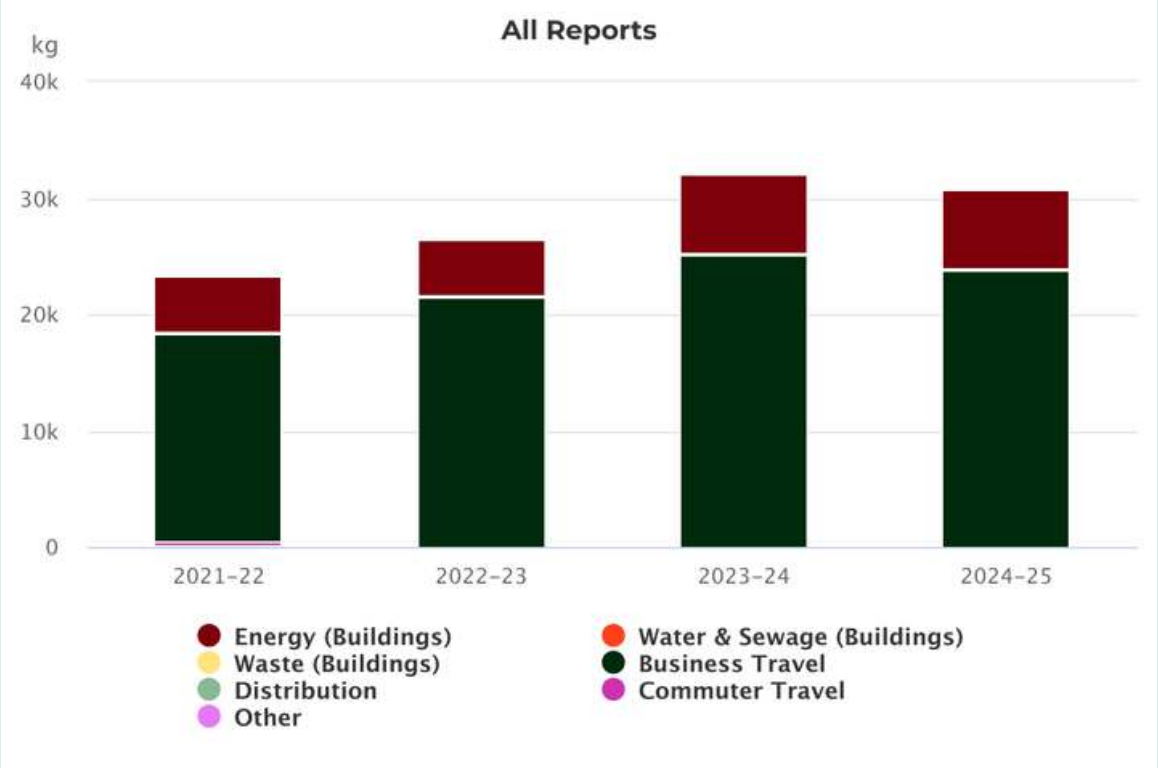


This table presents IMPALA's emissions split out into the different scopes.

- Scope 1 – direct emissions from sources owned by your organisation.
- Scope 2 – indirect emissions from purchased energy.
- Scope 3 - all other indirect emissions.

IMPACT		CARBON
+ Scope 1	12.31%	3,79 tonnes CO_2e
+ Scope 2	0.45%	140 kg CO_2e
+ Scope 3	87.24%	26,85 tonnes CO_2e
Total		**30,77 tonnes CO_2e**

COMPARISON



This table presents IMPALA's environmental impacts in Carbon Dioxide Equivalent (CO_2e) year-to-year.

YEAR	ENERGY	WATER & SEWAGE	WASTE	BUSINESS TRAVEL	DISTRIBUTION	COMMUTER TRAVEL	ARTIST TRAVEL	MANUFACTURING	OTHER	TOTAL
2021 - 22	5 tonnes CO_2e	2 kg CO_2e	164 kg CO_2e	18 tonnes CO_2e	416 g CO_2e	276 kg CO_2e	0 kg CO_2e	0 kg CO_2e	186 kg CO_2e	23 tonnes CO_2e
2022 - 23	5 tonnes CO_2e	2 kg CO_2e	164 kg CO_2e	22 tonnes CO_2e	0 kg CO_2e	30 kg CO_2e	0 kg CO_2e	0 kg CO_2e	0 kg CO_2e	26 tonnes CO_2e
2023 - 24	6,81 tonnes CO_2e	3 kg CO_2e	198 kg CO_2e	25,08 tonnes CO_2e	0 g CO_2e	30 kg CO_2e	0 kg CO_2e	0 kg CO_2e	0 kg CO_2e	32,12 tonnes CO_2e
2024 - 25	6,82 tonnes CO_2e	2 kg COe	192 kg CO_2e	23,73 tonnes CO_2e	0 kg CO_2e	30 kg CO_2e	0 kg CO_2e	0 kg CO_2e	0 kg CO_2e	30,77 tonnes CO_2e