

20 ÅR SOM GRÄNS-  
ÖVERSKRIDARE

# CIRKUS CIRKÖR

"Change the world with contemporary circus"

## *Sustainability measures 2015*

SOCIAL AND ENVIRONMENTAL RESPONSIBILITY



PHOTO: MATTIAS EDWALL

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# A WORD *from Cirkör's CEO*

Cirkus Cirkör is a non-profit organisation that produce performances and events, runs an educational program, courses, workshops and lectures. We work locally and regionally, all over Sweden as well as internationally. Our main circus hall and headquarters are located in Botkyrka, a southern suburb of Stockholm. Our vision is to change the world through circus. Cirkör is a values-based organization, with clear ideas and goals that we believe contribute to a more sustainable society.

In 2015, Cirkus Cirkör celebrated its 20th anniversary. All our activities were conducted under the birthday banner "Cirkus Cirkör – 20 years of crossing boundaries". In preparation for the anniversary, Cirkör's activities focused in particular on thematically highlighting BOUNDARIES AND BOUNDARY-CROSSING. Though this is perhaps hardly a new notion within the arts, it truly lies at the core of the circus itself and is Cirkus Cirkör's innermost driving force. Time and again, the skills of the artists led us to experience breathtaking shifts in what we ordinarily would imagine is possible for a human being to do. Through its mix of completely different disciplines, the circus reveals the beauty and strength of differences joined. This is powerful inspiration in a time when it is essential to develop both our own and our society's ability to see differences as an asset.

Botkyrka is a location that suits Cirkör in many ways. Here, people with roots in over 160 countries reside and more than 100 languages are spoken. The circus is a strong force for commitment and development, and for boundary-crossing both physically and mentally. At the heart of Cirkör is – and always has been – a welcoming and inviting spirit, both toward the audience and participants. It is therefore natural for us to be involved in various pro-

jects, and to develop circus activities for different purposes, in order to bring about progress and change through circus. The open house that we hosted as part of our 20th anniversary particularly catered to local residents.

These past few years, we have worked with greater and greater awareness on environmental issues, thereby widened our perspective on sustainability. In 2015, we applied to become and were accepted as signatories of the UN Global Compact. This means that we follow their 10 principles for sustainable businesses. These efforts are accounted for in our sustainability report, which also provides us with a tool for systematizing and clarifying our sustainability practices. Perhaps it will also inspire others. We hope you will find reading it rewarding!

Anders Frennberg  
CEO – Cirkus Cirkör



PHOTO: CHRISTINA SIMPSON



PHOTO: CHRISTINA SIMPSON

# WHAT IS *UN Global Compact*

AT THE "WORLD ECONOMIC FORUM" IN DAVOS in 1999, Kofi Annan, the United Nation's Secretary General at the time, encouraged businesses to take global responsibility. This led to the establishment of "The Global Compact", with principles concerning human rights, labor law, the environment and corruption.

These principles<sup>1</sup> are based on the UN's Universal Declaration of Human Rights, the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, as well as the UN's Convention against Corruption.

Based on these principles, companies and organizations that have signed the Global Compact undertake to work to adapt their operations and strategies so they contribute in a more sustainable fashion to the development of economies and societies. This requires them to work in accordance with the UN's principles, as well as to annually issue a report on their progress in this area. Companies and organizations from all sectors are represented among those committed to aligning their operations with these principles.

## AFFILIATION WITH GLOBAL COMPACT

Close to 13 000 companies and organizations in 170 countries have thus far joined the Global Compact. They can be found in both developing and industrialized countries and include everything from non-profit organizations and small companies to multinational corporations in every possible industry.

## REPORTING

Transparency is a vital part of the Global Compact, and among other things entails that all affiliated companies and organizations commit to annually publishing a so-called Communication on Progress, (COP) describing their efforts to comply with the Compact's principles. Cirkus Cirkör's sustainability report is also our COP and can be found both at [www.unglobalcompact.org](http://www.unglobalcompact.org) and [cirkor.se/en/aboutcirkor\\_sustainability](http://cirkor.se/en/aboutcirkor_sustainability).

## The 10 principles

### Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human rights, and
2. make sure that they are not complicit in human rights abuses.

### Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.

### Environment

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.

### Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.



# ABOUT *Cirkus Cirkör*

IN 2015, CIRKUS CIRKÖR CELEBRATED ITS 20TH ANNIVERSARY. Since its foundation in 1995, we have worked across boundaries, and in our circus heart there is room both for art and education. Art serves as our inspiration, pushes us to question, feel and desire to try and test things on our own. Education gives us the ability to see, understand and share our knowledge and insights.

Cirkör's has experienced amazing growth in its 20 years of existence. Today, we tour with productions in Sweden and around the world, offer courses and educational programs for adolescents and adults with and without disabilities, an upper secondary (high school) program in contemporary circus as well events for companies and other organizations. Cirkus Cirkör also runs Cirkör LAB (Laboratory for Artistic Brilliance), a space for creative development for artists and creatives from all over the world.

## WHAT IS CONTEMPORARY CIRCUS?

Simply put, the difference between traditional circus and contemporary circus is primarily that a traditional circus show takes place in a tent and includes acts with humans and animals. Contemporary circus has moved the circus onto the theater stage, and it is influenced by other art forms such as theater, dance, visual arts, music and street arts. Contemporary circus performances by nature dramatic and often have a narrative thread. There are contemporary circus companies that include animals in their shows, but this is far less common than in traditional circus.

## CIRKÖR HOUSE

Cirkör House is based in Alby, Botkyrka Municipality<sup>2</sup>. Alby is a suburb of Stockholm and part of the so called The Million Programme, a public housing project implemented in the 60s and 70s. Botkyrka has long and consciously invested in culture and creative occupations. At the center of this is Subtopia<sup>3</sup>, a creative cluster with some 80 participants who work with art and culture. Botkyrka Municipality opened its arms to Cirkör in 2000, when we moved into northern Europe's most up-to-date circus hall. Sweden and the world are our stage, but it is here that we feel at home.

## OUR VIEWS ON SOCIETY AND THE ENVIRONMENT

The circus is an inexhaustible toolbox for our artistic and educational efforts. It informs and inspires everything we do. Cirkör's watchwords are Cocky Community, Quality Madness and Collective Individualism permeate our entire organization.

Since our beginnings in 1995, educational pursuits have been as important to us as artistic ones. Cirkus Cirkör has worked in an investigative manner and been the driving force behind several social projects. We have brought the circus into collaborations with schools, elder care, people with disabilities and youth groups. We have chiseled out tools and expertise that we employ in our daily activities.

The circus gives rise to many unexpected encounters between different cultures and forms of expression, with an accepting and respectful approach to each unique individual.

**Cirkus Cirkör supports the UN Global Compact's Ten Principles for Human Rights, Labour, Environment and Anti-Corruption.**



PHOTO: CHRISTINA SIMPSON

## What we achieved in 2015

# CIRCUS – a tool for social inclusion

AT CIRKUS CIRKÖR WE WANT EVERYONE to feel that they have a place and that they are treated with respect. Contemporary circus has the advantage of being a means of expression that provides the same amount of space for everyone, regardless of language, aptitude, disabilities or socioeconomic background. Moreover, the circus rewards that which is different. Everything is possible and difference is divine!

Research<sup>4</sup> as well as our own experience shows us that circus has a positive effect on well-being, one's ability to focus and on self-confidence. In 2015, through workshops, lectures, shows, productions and continuing education/training, Cirkus Cirkör's educational activities welcomed some 25 000 children and adolescents, adults and seniors with and without disabilities.

## CIRCUS IN SCHOOL AND DURING LEISURE TIME

Cirkör creates meeting places for people of different backgrounds and with various physical, psychological and cognitive disability. Our educational division contributes to better public health and increased opportunities for children and young people to participate in cultural and physical training activities.

### Circus in school

Ideally, our educational activities begin with some form of inspiration. Seeing and experiencing first, followed by trying it oneself has a powerful pedagogical effect. Because contemporary circus has so many branches, each student has the chance to find something that suits, inspires and challenges them. Students can try tightrope walking, pair and aerial acrobatics and juggling. Often, students are surprised that they have the courage to do more than they imagined possible.

*"The students were overwhelmed! They wanted to practice circus every week!!! Terrific! Everyone should get to experience this!"*

Sörlidensskolan (school) in Örnsköldsvik, 2015

During the year, we visited 29 schools around Sweden. All in all, we welcomed 16 965 students, of which 9 990 experienced a circus show and a workshop and 6 975 participated in workshops only.

### Circus training

Cirkus Cirkör offers semester courses in Alby, Stockholm and Gothenburg, as well as holiday courses and drop-in training in Alby. These courses cater to people age 5 to adulthood, with or without disabilities. Course participants begin by learning basic circus techniques and move on to focus more on one specific circus discipline.



PHOTO: LINNEA SVENSSON ARBÄB

Physically active children have a stronger sense of self than children who don't move around<sup>5</sup>. Through an enjoyable and challenging circus practice, children also hone their motor skills and develop – through interaction/teamwork with other children – their ability to trust, collaborate and empathize.

### SEMESTER COURSES

During the spring and fall terms, Cirkus Cirkör's educational division offered 44 semester courses in circus and parkour. 1 658 people participated in these semester courses, including 15 with disabilities.

Thanks to grants from Botkyrka Municipality, we were able to offer Botkyrka residents a 600 SEK/participant discount on 28 of our semester courses. A total of 115 people from Botkyrka attended

### DROP-IN TRAINING

At Cirkör House, we offer drop-in practice twice a week, open to anyone who wants to test either parkour/freerunning or contemporary circus. Everyone is welcome regardless of their level. Drop-in sessions are not instructor-led, but teachers are on site to demonstrate and provide inspiration. 901 people took part in our 58 drop-in sessions.

### SUMMER HOLIDAY COURSES

During the summer, two courses for children and adolescents were offered in Alby with a total of 60 participants.

### FALL HOLIDAY COURSES

In 2015, for the second time, we offered a fall break course on the theme of fears, in collaboration with DIT/Subtopia and the theater school Scenskolan Fejm<sup>6</sup>. The participants, who were between 7 and 14 years old, had the chance to practice circus, dance, theater and working with theater makeup. With this course, we wanted provide adolescents from different parts of Stockholm county with an opportunity to meet. A total of 30 young people attended. The housing company Mitt Alby<sup>7</sup> sponsored the course, allowing 15 Alby residents to attend free of charge. The week concluded with a show for an audience of over 150 people. This project succeeded in reaching more adolescents from Botkyrka than previously, while many members of Cirkör's semester courses also attended. The mix of people was one of the things the participants most appreciated – besides having a good time and learning new tricks!



PHOTO: CHRISTINA SIMPSON

## Touring with The National Federation of People's Parks and Community Centres

For almost 20 years, Cirkör has worked with The National Federation of People's Parks and Community Centres<sup>8</sup> to provide more people around Sweden with contemporary circus and parkour training opportunities. During the summer, we visited 14 towns from Ronneby in the south to Luleå in the north. 1 666 children and young people attended these courses. Each weeklong course ended with a performance for friends and family.

## Circus training free of charge

### CHILL WITH CIRKÖR



PHOTO: JOHAN STOMBERG

Chill with Cirkör takes place at Cirkör House and is an example of an occasion when we open our doors and the world of the circus to everyone. This is a free trial circus session for the entire family. The atmosphere at Chill is relaxed and participants can train, have coffee and snacks and meet others entirely without demands or expectations. At Chill, people from various socioeconomic backgrounds meet.

Thanks to a focus on local marketing, and because we employed people with enormous local expertise to put up our posters, we managed to reach more people than before and have increased the number of participants from our area. Another reason for this increase is that we are now able, thanks to support of the housing company Mitt Alby, to offer parkour practice, which attracts many participants. However, reaching our long-term goal of having a majority of participants from Botkyrka Municipality has proved difficult.

- GOAL: The number of participants from Botkyrka should account for 50% of the total participants.
- RESULTS: : In spite of a 43% increase in the number of participants from Botkyrka – from 361 to 517 individuals – we have not reached our goal of 50 % of participants being Botkyrka residents. This is because the number of people from other municipalities continues to increase – from 684 to 876 people.
- GOAL: 8 sessions – spring term 4 times, fall term 4 times
- RESULTS: 8 sessions – March 1st, March 29th, April 26th, May 31st, August 30th, September 27th, 25 October 25th and November 29th.

## CIRCUS TRIAL SESSIONS

For the second year in a row, as part of Gothenburg's Culture Festival, we offered trial circus classes open to all. 800 children and adults attended our activities.

We were also present at Hjärta Botkyrka ("Heart Botkyrka") in Hågelby Park, where 300 people came to try circus training. This event is an annual culture and athletics festival organized by Botkyrka Municipality.

Arrangemanget är en årligen återkommande kultur- och idrottsfest arrangerad av Botkyrka kommun.



PHOTO: CHRISTINA SIMPSON

## ALBYS HJÄRTA ("ALBY'S HEART")

In 2015, Albys hjärta ("Alby's Heart") was inaugurated, a recreational center run by Botkyrka Municipality. The building houses several different activities and is open to children, adolescents and young adults. At the inauguration and naming ceremony, Cirkör took part with performances for an audience of about 400 people.

During the fall, three educators from Cirkör were on site to get acquainted with the young people. They talked, hung out and played games together. Later, the young people were invited to attend free circus practice at the center, a total of 12 sessions with approximately 30 participants each time. Our goal was to inspire these young people to regularly engage in circus training. This resulted in our decision to form a training group in the spring of 2016. These sessions are free thanks to the support of Botkyrka Municipality.

## CIRCUS FOR SENIORS

### Circus Senior de Luxe

#### SHOWS AND SEATED CIRCUS SESSIONS

The project Senior de Luxe, which began in 2014, paid visits to eight nursing homes in January and February 2015. We performed the show På flygande fot ("On the fly") and conducted seated circus workouts.

From the start, an important part of this project has been achieving a lasting effect after each visit. That is why staff at the nursing homes we visited received supplementary training. They were provided with a seated circus manual so that they could continue offering seated circus sessions on their own.

## SEMINAR

In March 2015, the Senior de Luxe project concluded with the seminar, "Culture as a driver of change within elder care", which was held at Cirkör House. The seminar was organized by Cirkus Cirkör in collaboration with The Swedish Dementia Centre and The Swedish Alzheimer Foundation.

The seminar targeted professionals within elder care and cultural professions, in order to spread inspiration, knowledge and experience from various cultural projects within geriatric care.

## GOALS AND RESULTS

- GOAL: 50 seminar participants
- RESULTS: Actual number of seminar participants, 74 people.

## PROJECT DOCUMENTATION

In June, the book "Circus Senior de Luxe" was published. The book is a summary, description and evaluation of the Circus Senior de Luxe project. It is our hope that it will inspire other cultural organizations to start their own projects intended for this older target group.

The book was sent to hospitals, libraries, nursing homes, municipalities, politicians from different government agencies as well as to our partners.

The book can be ordered free (excluding postage) from Cirkus Cirkör. Place your order via email: [cirkus@cirkor.se](mailto:cirkus@cirkor.se).

Read more about this project in "Cirkus Cirkör's Sustainability Report 2014".

*This project was funded by The Swedish Postal Code Lottery's Culture Fund*<sup>9</sup>.



PHOTO: ALEX HINCHCLIFFE

## CIRKÖR AT ASYLUM CENTERS

In November 2015, Stockholm County launched the grant "Culture for asylum-seekers". Cirkus Cirkör applied and was awarded funds to carry out its project Circus de Luxe at asylum centers. The goal of this project was to bring with us joy, a sense of community and an enjoyable activity. Circus de Luxe included the 30-minute show, *Dünya*, followed by an hour-long circus workshop where participants had the chance to try tightrope dancing, juggling and acrobatics. The project kicked off with rehearsals and planning in December 2015. We had time to visit one asylum center before the end of the year.

The Cirkör de Luxe artist-educators have roots in Guinea, Brazil and Sweden.



PHOTO: CHRISTINA SIMPSON

## CONTINUING EDUCATION FOR ADULTS

In February 2015, we offered the continuing education course "Circus training for children and young people". For five days, circus educators, middle school teachers and an administrator had the chance to learn more about children and young people's physical abilities. The participants received an introduction to Cirkör's pedagogy and a tutorial in circus pedagogy developed by the European circus organization Caravan. Michail Tonkonogi, professor of medical science with a focus on sports physiology at Dalarna University, gave a lecture on physical activity/training for children and adolescents.

*"An outstanding course on the importance of the instructor/teacher's role as a link between the artist's knowledge and the students desire to learn."*

Course participant



PHOTO: ANNA NERMAN

The participants were introduced to circus' pedagogical tools, which are based on characteristics represented by the various circus disciplines (e.g. pair acrobatics-cooperation), and also conducted workshop labs in their own school subjects. This gave them an opportunity to develop mental, social and physical goals in a fun and creative way.

- Number of participants: 8 people

*"Interesting people and encounters."*

Course participant

## CTF IN ACTION

Cirkus Cirkör is involved in the project "CTF in Action"<sup>10</sup>, a one-year project (October 2015-October 2016) supported by the EU's education and training fund, Erasmus+. "CTF in Action" is an extension of the project "Circus Trans Formation", which took place 2012-2014 as a collaboration between non-profit circus schools from eight countries and the Université Catholique de Louvain, Belgium. The project concluded in 2014 with a European seminar in Brussels. There, the circus arts were presented as a tool for social integration, in and outside of Europe.

Caravan also published the first European tutorial for people who wish to use circus as an educational tool in socially disadvantaged environments.

In order to be able to teach more educators how to use the tutorial "Circus Trans Formation", 20 new instructors from 10 different countries are now being trained through the project "CTF in Action". 20 teachers participated in the first class in Stockholm in 2015. Two people from Cirkus Cirkör are taking part in the project. In 2016 the group will meet in Tampere, Belfast and Brussels.



PHOTO: CARAVAN

## CIRCUS+

The project "Research on Youth and Social Circus Pedagogy", which is runs 2014-2016, created three surveys in 2015 that were sent to circus schools and potential employers as well as to circus artists/educators. These surveys map existing programs, job opportunities, educational paths and "wish lists" from all groups regarding continued training in various areas. The project has developed a common work profile and started work on a joint competency framework.

The results will be presented at a European seminar in Brussels in June 2016. Circus+<sup>11</sup> receives financial support from the EU's education and training fund Erasmus+.



# CONTEMPORARY *circus program*

The Contemporary Circus Program is an upper secondary school advanced program both for those who wish to devote their time in high school to evolving as circus performers, as well as for young people who are contemplating other professional paths but want to take advantage of this creative and enriching high school experience, while also benefitting from a solid academic education.

Cirkus Cirkör is responsible for the parts of the program dedicated to contemporary circus. All other instruction takes place at St Botvids Upper Secondary School<sup>12</sup> in Hallunda outside of Stockholm.

In 2015, 13 of the circus teachers at the upper secondary school were women and 19 were men. These teachers have roots in 11 different countries: Sweden, France, Mongolia, Spain, Israel, German, USA, Greece, England, Norway and Switzerland.

## Activities

To tie in with the anniversary year's theme of boundaries and boundary-crossing, all three grades at the secondary school were assigned the task of creating, in groups, a 15-minute circus presentation on the Borders theme. During Cirkus Cirkör's open house in February, the results were presented to members of the public who had come to celebrate our 20th birthday.

The upper secondary school (high school) students had the chance to take part in a number of events through Cirkör and were invited to see all the presentations made by companies in residence at Cirkör LAB.

The second year students performed the show Chapters five times at Riksteatern in Hallunda. A total of 450 children, adolescents and adults saw these free performances.

In the spring, Year 2 students took a study trip to Paris and its metropolitan area, where they saw performances and visited our partner schools – Ecole National des Arts du Cirque de Rosny-sous-Bois (ENACR), L'Académie Fratellini and the upper secondary school Ecole Nationale de Cirque de Châtellerauld (ENCC) – where they also trained with the schools' students.

The upper secondary school (high school) students had the opportunity to see several contemporary circus productions staged in Stockholm in 2015: Cirkus Cirkör's *Wear it Like a Crown* and *Underart*, The University of Dance and Circus' ensemble project *Infraröd*, Cirque Du Soleil's *Quidam*, Shake it Collaborations' *Miss U* and David Erikson's work in progress *Pink on the Inside*.

## Collaborations

Enhanced cooperation with the theater school Scenskolan Fejm and Subtopia on technical stage support at Riksteatern in connection with the presentation of Chapters.

For the fifth consecutive year, collaboration with the French company Cirque Isis<sup>13</sup>. For three months, three students took part in an artistic project in France to create and perform a Christmas show.



PHOTO: FRANS HÄLLQVIST

# CIRKÖR – *artistic activities*

AT CIRKÖR, WE CLEARLY SEE THAT CULTURE HAS A POWERFUL POTENTIAL to bring about societal changes. In 2015, Cirkus Cirkör celebrated 20 years of boundary-crossing and grassroots activism. As part of the celebrations, we produced *Borders* in collaboration with Malmö Stadsteater. Contemporary circus is an art form that moves seamlessly between nationalities. It also works across the boundaries between different genres, art forms and means of expression, beyond conventions.

## PRODUCTION – BORDERS

During the spring of 2015, Cirkus Cirkör and Tilde Björfors tackled the theme of "Boundaries" and "Boundary-crossing" in our production *Borders*, a collaboration with Malmö Stadsteater<sup>14</sup>. *Borders* celebrated the transboundary power of the circus at the same time as it shed light on the consequences of Europe's increasingly tight borders. Circus is entertainment, but can also be the carrier of the most painful stories.

*Borders* set was created almost entirely out of existing materials from previous shows as well as previously used materials from other sources.

- Number of performances: 18 (Malmö)
- Audience: 7 234 people

A printed program on the theme of displaced people was offered free of charge. This contained facts connected to the theme and suggestions for books and documents on the topic.

*"When I was little and took the ferry from Limhamn to Dragör, I used to try to sense where the border between Sweden and Denmark was. I couldn't understand how there could be a boundary in something like water, that is fluid and constantly moving."*

Tilde Björfors, Creative Director, Cirkus Cirkör

## A CALL TO ACTION

In connection with the performance of *Borders* at Malmö Stadsteater, work commenced on creating



PHOTO: FRANS HÄLLQVIST

a popular movement around civil society's commitment to migration issues. We initiated collaborations with a number of organizations and individuals who work for a more humane society.

Amnesty International and The Asylum Group in Malmö were present in the theater lobby to provide information about their activities.

Malmö's community theater/InterAkt, a theater group made up of asylum-seekers, performed a sample from their upcoming variety show for *Borders*' audience before its evening performance began.

Cirkus Cirkör donated profits from its sales of merchandise to The Asylum Group in Malmö – 2 934 SEK. Moreover, the audience was encouraged, through signs and program booklets, to support one of several selected organizations.

## PRODUCTION – UNDERART

*Underart is based on the story of Olle Strandberg's own crash. An earth-shattering, life-changing bang that could have signaled the end, but instead marked a new beginning and a way forward. The production premiered in Gothenburg on September 12th, 2014.*

In collaboration with Botkyrka Municipality and their Kulturella Allemansrätten ("Right of Public Access to Culture"), 430 ninth graders attended Underart – Ode to a Crash-landing.

## PRODUCTION – KNITTING PEACE

*Knitting Peace is a production full of yarn, tangles, lines and threads where questions about striving and knitting are interwoven with breathtaking artistry, looped live music and a suggestive set design. Can striving in and of itself make a difference? Is it possible to knit peace? The production premiered in Marseille on January 24th, 2013.*

During Knitting Peace's South America tour, artists from Cirkör conducted a special course in contemporary circus for a total of 87 professional/semi-professional artists from 3 cities: Montevideo, Buenos Aires and Santiago de Chile.

## KNITTING PEACE – THE EXHIBIT

As early as 2012, Cirkör launched a "Call to Knit", where we urged people all over the world to knit and send their pieces to us along with their answers to three questions: Why do you knit? What are you striving for? Is it possible to knit peace?

Thousands of knitted pieces have flowed in to us from knitting aficionados, schools, healthcare facilities and knitting artists. Our "Call to Knit" has been used in various ways by organizers during Knitting

Peace's world tour: knitting exhibits have been set up in theater lobbies, knitting cafés and philosophical evenings have been organized etc. Our "Call to Knit" has received a great deal of attention in the media and on social media.

On December 1st, 2015 the vernissage of Knitting Peace – The Exhibit took place at The Swedish Army Museum<sup>15</sup> in Stockholm. This was co-produced by the museum and Cirkus Cirkör. The exhibit is ongoing at The Swedish Army Museum, where the knitted pieces are displayed in the context of circus education, history and politics. A sort of peace demonstration in a time of great political unrest worldwide.

- Number of visitors 3 413 (2015)

## COLLABORATION WITH VÄSTMANLANDS TEATER

In the fall of 2015, a three-year collaboration between Cirkus Cirkör and the theater Västmanlands Teater<sup>16</sup> began. The overarching goals of this partnership are: to formulate, build and document a collaboration model for how an institutional theater's artistic expression can be broadened and how contemporary circus can be established in a county; to further develop Västmanlands teater's and Cirkus Cirkör's enterprises to work across boundaries, in new contexts and with a greater number of partners. For three years, under the terms of our agreement, we will undertake a number of productions and projects together. The first production, *Variété Cornichong*, premiered at Kulturnatten ("Culture Night") in Västerås on September 19th, 2015.

- Number of visitors at Kulturnatten ("Culture Night"): approximately 348



PHOTO: CHRISTINA SIMPSON



Circus  
Art  
Research  
Exchange



Culture

## THE EU PROJECT CARE

The EU project CARE – Circus Art and Research Exchange – presented its final report on March 26th, 2015 at Cirkör House in Alby. Here, experiences from the collaboration years 2013-2015 were shared. Conversations and exposés regarding this artistic research experience took place with creative directors, artists, directors and project team members. On the same day, the CARE report was launched, a magazine about the project that was later distributed at trade fairs, theaters and festivals all over Europe.

Within CARE, a total of 21 different activities were organized during 2013-2015, where directors, artists and other creatives met and collaborated in interdisciplinary labs, artistic conversations and meetings, seminars and residencies. CARE consisted of six European countries and seven partner companies: Cirk La Putyka/Czech Republic, Circo Aereo/Finland, Cahin-Caha and Un Loup pour l'homme/France, Nordic House/Iceland, Cirkus Xanti/Norway and Cirkus Cirkör/Sweden.

*"By creating a joint research lab and in various ways sharing our respective processes so that more people can take part in them, a freer research climate for the art form is created."*

Tilde Björfors, Creative Director, Cirkus Cirkör

CARE receives support from the Creative Europe Programme of the European Union<sup>17</sup>. Several partners have also received support from their respective countries, in Cirkus Cirkör's case from The Swedish Arts Council and The City of Stockholm.

Activities in 2015: The LAB "Artists in Research – fusion of forms" held in France with 11 participants, conversations about artistic research at the Biennale Internationale des Arts du Cirque in Marseille for an audience of around 100 people. Audience at the final report in Alby on March 26th: approximately 150 people.



FOTO: CHRISTINA SIMPSON



MIKSI

PHOTO: LOVE KJELLSON

## RESIDENCIES AT CIRKÖR LAB

Cirkör LAB is a residency space for artists and circus companies from all over the world, as well as for interdisciplinary research projects.

In 2015, in addition to labs and rehearsals of our own productions, we offered residencies to outside artists, performers and companies – from Sweden, Finland, Norway and USA – who work within the realm of contemporary circus.

- Dea and Saska film lab (SE)
- MIKSI Love Kjellson & Matleena Laine (SE, FI)
- Matleena Laine (FI) residency twice
- Clunker Circus (FI)
- Manor House (US)
- Alexander Dam & Yared Cederlund (SE)
- Tysta Tankar (SE)
- David Eriksson (SE)
- Clowns without Borders (SE)
- Isak & Petter (SE)
- Mikael Kristiansen (NO) including workshop
- Oskar Rask (FI)

In 2015, we hosted 13 residency presentations for an audience of around 800 people. These presentations are open to the general public.

## CARD 2

Cirkus Cirkör took part in CARD 2 – Circus Art Research Development at The University of Dance and Circus in Stockholm<sup>18</sup>, December 9th-11th. CARD is a conference with participants in circus research from all over the world. We took part in a panel discussion on our theme, borders. Several staff members attended the conference's various seminars. Around 25 people took part in the panel discussion.



FOTO: CHRISTINA SIMPSON

# ENVIRONMENTAL *measures*

WHEN CIRKUS CIRKÖR STARTED its operations, 20 years ago, with extremely meager finances, the staff were trained to be frugal in all their activities and to reuse all kinds of materials to as large an extent as possible. We have taken this mindset with us through-out the years, and it permeates our entire organization, which benefits both our finances and the environment.

Since 2007, when a few environmentally engaged employees began shedding light on Cirkör's environmental impact, we have gradually raised awareness regarding our footprint and the importance of working sustainably throughout our organization. We see our environmental efforts as part of our vision "to change the world through contemporary circus", as part of being a good workplace and a cultural organization that can inspire and influence the world around us. Since 2011, Cirkör has an environmental policy and guide, and since 2013 our environmental group has permanent members.

In 2015, Cirkör's environmental group continued work on structuring and implementing our environmental policy. We have committed to exclusively using electricity that carries Sweden's Good Environmental Choice eco-label<sup>19</sup>, to reusing and recycling office supplies and set elements as well as to sort and separate our garbage. More and more often, we also choose eco-labeled computers, promotional items and other supplies.

Cirkus Cirkör is an organization that tours, which entails a fair amount of air travel. Since 2013, we carbon offset all our air travel through the purchase of emissions allowances and retire these in order to contribute to decreasing the CO2 emissions currently sanctioned by the EU. We purchase emissions allowances through The Swedish Society for Nature Conservation (SSNC)<sup>20</sup>. During the past year, we toured in among other places South America, which entailed long flights for our ensemble and considerably higher carbon offsets for air travel than in previous

years. For 2015, we retired emissions allowances corresponding to 600 metric tons of carbon dioxide.

In 2015, we wrote our second sustainability report, "Sustainability Work 2014 – Taking Social and Environmental Responsibility". We became affiliated with the UN Global Compact<sup>21</sup>, The UN's network for the advancement of social and environmental responsibility in companies and organizations, with principles concerning human rights, labor law, the environment and corruption. Transparency is a crucial part of the Global Compact, which among other things means that all participants are bound to annually publish a so-called Communication on Progress (COP), where they describe their efforts to comply with these principles. Cirkör's sustainability report is also our COP and is published both at [www.unglobalcompact.org](http://www.unglobalcompact.org) and at [cirkor.se/en/aboutcirkor\\_sustainability](http://cirkor.se/en/aboutcirkor_sustainability).

Cirkus Cirkör has been a member of The Swedish Society for Nature Conservation (SSNC) since February 2014, and we strive to follow the association's recommendations.



## TRAVEL/TRANSPORTATION

### GOALS AND RESULTS

- GOAL: Minimize number of flights and take the train as often as possible.
- RESULTS: The majority of our domestic travel during the year was done by train. In 2015, we had several international tours, among others an extended tour in South America, which entailed a great deal of air travel. It is possible to travel to certain destinations in Europe by train. Still, time and cost considerations sometimes led us to choose air travel.
- GOAL: Help all within our organization to follow our routines for carbon offsetting air travel, raise awareness and communicate, both internally and externally, flying's negative impact on the environment.
  - » When signing agreements with external organizers and event clients, carbon offsetting costs are to be included in the contract. Organizers must undertake to cover 50% of the cost of carbon offsets for air travel.
  - » Retire emissions allowances in an amount that corresponds to the level of emissions caused by all our air travel.
- RESULTS: We carbon offset all our air travel, but we have not succeeded in including the passage regarding carbon offsetting in all of our agreements with organizers, thereby sharing offsets with them.
  - » Finalizing contracts with external organizers has proved arduous, in part due to the long-term planning tours require, but also because implementing the new routines within our own organization is taking a long time. Due to this, Cirkus Cirkör alone covered the entire cost of carbon offsets in 2015.
  - » According to our standard calculations<sup>22</sup>, our air travel accounted for estimated emissions of around 603 metric tons of carbon dioxide. For these we paid 120 673 SEK to The Swedish Society for Nature Conservation (SSNC) to retire the corresponding amount of emissions allowances in The EU Emissions Trading System (EU ETS)<sup>23</sup>.
- GOAL: Encourage employees to use Miljöbudet<sup>24</sup>, a messenger service that carries the Good Environmental Choice eco-label.
- RESULTS: AFor local messengering of smaller items, we hired Miljöbud (Good Environmental Choice, SSNC's ecolabelling) most of the time.
- GOAL: Attempt to find a shipping company with an environmentally friendly profile for the transportation of set and technical elements.
- RESULTAT: Transporting set elements often requires larger vehicles. During the course of the year, we found a shipping company that operates using an environmental policy and that, to boot, is affiliated with the UN Global Compact. We hire this company more and more often.
- GOAL: Rental cars should be "green".
- RESULTS: VWe rented cars on 6 occasions, but we have no information as to whether they were green or not. Working towards this goal is proving increasingly difficult as there seems to be little agreement on what constitutes a green car. A goal, or decision, defining what we mean by "green car" must be taken before 2016.
- GOAL: Strive to make our own fleet of vehicles eco-friendlier.
- RESULTS: We sold a 2004 gasoline powered mini-bus and replaced it with a 2007 Diesel VW Caddy.

- GOAL: Minimize emissions from the transportation of set elements for productions on tour.
- RESULTS: Beginning in 2012, through a partnership with Scania<sup>25</sup>, we gained access to a new and more environmentally friendly truck – Scania R450 Euro class 6 – for touring productions.



PHOTO: GUSTAV LINDH

## ELECTRICITY/ENERGY EFFICIENCY

### GOALS AND RESULTS

- GOAL: Use the best possible electricity supplier.
- RESULTS: We have extended our electricity contract with ETC el<sup>26</sup>. ETC el only sells renewable electricity that carries the eco-label Good Environmental Choice, and all surpluses go directly to setting up more solar cells. In this way, we are also part of an evolution we want to support.
- GOAL: Work on making Cirkör House more energy efficient.
  - » Continue replacing major appliances with more energy efficient alternatives wherever this is recommended.
  - » Explore the cost of installing motion detectors in spaces where these are still lacking. (However, these must under no circumstances pose a safety threat to artists/people who are training).
  - » In the coming years, explore the possibility of installing solar panels on Cirkör's roof.
  - » Request that our landlord (better) insulate of our office windows.
  - » Look over fluorescent lights and other lighting in order to replace them with more energy efficient alternatives whenever possible.
- RESULTS: In 2014, we replaced several major appliances with new ones carrying the highest environmental classification, A+++. In 2015, our environmental group submitted more suggestions for replacements, which at year's end had not yet received approval.
  - » The environmental group took inventory of our need for motion controlled lighting on our premises and produced a cost estimate for this.
  - » The project to acquire solar panels is an extensive undertaking and several stakeholders must be involved in this process. In 2015, we chose not to prioritize this issue.
  - » All the office windows in Cirkör House were insulated during the fall.
  - » At Cirkör House, a few older so-called T8 fluorescent lights remain. Here, some potential exists for further cuts in energy consumption. We are also continually replacing the buildings halogen spotlights with LED bulbs.
- GOAL: Begin measuring and comparing our energy consumption.
- RESULTS: We produced comparative figures for our total energy consumption at Cirkör House. Between 2014 and 2015 our consumption of electricity decreased from 157276 kWh to 149204 kWh, i.e. by approximately 5%.

## FOODS

### GOALS AND RESULTS

- GOAL: Review food, drinks etc offered at end-of-course ceremonies in order to limit our environmental impact.
- RESULTS: : In 2015, around 1100 people enrolled in our circus training courses were offered organic fruit instead of cookies and juice drinks. This had the added value of avoiding packaging and disposable cups.
- GOAL: Adhere 100% to The Swedish Society for Nature Conservation's recommendations with regard to foods that are considered especially important to purchase organic, i.e. coffee, milk, bananas and grapes.
- RESULTS: 100 % of coffee, milk, bananas and grapes purchased are organic. Purchases of other organic foods are steadily increasing.



PHOTO: CIRKUS CIRKÖR

## OFFICE SUPPLIES/COMPUTERS/PHOTOCOPIERS

### GOALS AND RESULTS

- GOAL: All office paper purchased must be eco-labeled.
- RESULTS: All our copy paper carried the Nordic Swan Ecolabel<sup>27</sup> and was Totally Chlorine Free (TCF).
- GOAL: Raise awareness and keep consumption of copy paper down.
- RESULTS: We continue to encourage employees to be mindful when printing and photocopying. Due to a readout error on our copier, we do not have an accurate consumption figure for 2015.
- GOAL: Office supplies should be ecolabeled to the greatest possible extent.
- RESULTS: All purchased notebooks and envelopes carry the Nordic Swan Ecolabel and all our pens are made either partly from recycled plastic or carry the Nordic Swan Ecolabel. When purchasing other office supplies, we strive to choose ecolabeled products or products made from recycled materials.
- GOAL: Purchase eco-certified computers.
- RESULTS: Cirkör bought 4 laptops, all TCO-certified<sup>28</sup>. We also purchased 1 TCO-certified cell phone.

## REUSING/MINIMIZING CONSUMPTION AND RECYCLING

### GOALS AND RESULTS

- GOAL: Minimize purchases and reuse all materials to as great an extent as possible.
- RESULTS: : In 2015, we were in the midst of producing two major productions – Borders, which premiered that year, and Limits, which premiered in 2016. Both productions used large amounts of secondhand materials in their set design and props, for instance clothes, plastic containers and office paper.
- GOAL: Explore the possibilities of improving routines surrounding our recycling and waste separation. All plastics, cardboard, metals and glass should be recycled.
- RESULTAT: VWe waste separate at Cirkör House, but we have not fully succeeded in recycling all materials. 100% of all glass, paper and metals are recycled, but only a small degree of plastics and cardboard have been recycled.
- GOAL: PET bottles, glass bottles and cans should be brought to the deposit return system.
- RESULTS: All PET bottles, glass and cans left by visitors and staff are submitted to the deposit return system.
- GOAL: Bring hazardous waste to a recycling center.
- RESULTS: All hazardous waste, among other things leftover paint and batteries, should be brought to a recycling center.
- GOAL: Toner from photocopiers and ribbon from franking machines should be sent to be recycled.
- RESULTS: All used toner cartridges are recycled via Tomma Kassetter/Postnord<sup>29</sup>. All ribbon for franking machines is sent to be recycled at Francotyp-Postalia Recycling Center.

### Other minimized consumption/recycling

- We arranged a clothing swap day for staff, students and other visitors.
- We signed up for an advertising cap for companies through PAR/Bisnode<sup>30</sup> and SCB<sup>31</sup>, in order to decrease the number of ads that are snail-mailed to us. We also decline routine catalog mailings from our suppliers. This has led to a marked decrease in mailings.

## MERCHANDISE/MARKETING MATERIALS

### GOALS AND RESULTS

- GOAL: Clothing purchased for resale should as often as possible be manufactured with organic fabric, in a sustainable manner, under good working conditions.

#### ○ RESULTS:

##### *T-shirts*

- » Knitting Peace: 100 % Turkish cotton, "Confidence in textiles"<sup>32</sup> – tested for harmful substances, Fair Wear Foundation<sup>33</sup>.
- » Underart: 70 % bamboo, 30 % organic cotton. Fair Wear Foundation. Certified by Control Union Certifications<sup>34</sup>.
- » Cirkus Cirkör: 100 % organic cotton "Earth Positive"<sup>35</sup> – manufactured using renewable energy exclusively (wind and solar), certified by The Soil Association<sup>36</sup>.
- » Cirkör's course t-shirts: We have found it difficult to find t-shirts that are eco-certified and/or labelled by Fair Wear in the extended range of sizes and colors that we wish to be able to offer our course participants.

##### *Hoodies*

- » Hoodies for course participants: 100 % cotton. Certified by "Confidence in textiles" and WRAP<sup>37</sup> (Worldwide Responsible Accredited Production.)



PHOTO: CIRKUS CIRKÖR

- GOAL: Explore the cost of purchasing totes made out of organic cotton.
- RESULTS: Cirkus Cirkör totes: 100 % cotton, termed an "eco-tote". However, we have been unable to find any documentation confirming the cotton has some form of environmental classification. In all likelihood, the manufacturer is referring to the reusability of the bag. We are continuing work on this issue.
- GOAL: Explore if juggling balls with an outer casing made out of organic materials exist so that we can print the Cirkör logo on them.
- RESULTS: Finding juggling balls that comply with environmental standards is difficult. The juggling balls we currently use are made from: outer casing = Lycra, filling = flax seeds.
- GOAL: Printed matter should use environmentally certified paper.
- RESULTS:
 

##### *Programs*

  - » Underart, printed 170 gram Cyclus offset, 100 % recycled, FSC-labeled<sup>38</sup>.

##### *Posters and fliers*

  - » Underart and Knitting Peace, printed respectively on 170 gram and 135 gram Maxisilk<sup>39</sup> eco-labeled with the EU flower as well as TCF (Totally Chlorine Free).
- GOAL: Develop a policy for purchasing promotional items and printed matter.
- RESULTS: We have initiated work on a policy for promotional items and printed matter, where environmental and working conditions must be taken into consideration to the greatest extent possible.

## OTHER WORK

### GOALS AND RESULTS

- GOAL: Harmonize our sustainability efforts with the UN Global Compact's guidelines.
- RESULTS: We applied to become, and in December 2015 were accepted as, members of the organization UN Global Compact, The UN's network to promote social and environmental responsibility inside companies and organizations, with principles regarding human rights, labor law, the environment and corruption. Each year, we submit a so-called Communication on Progress (COP) where we describe how we work to comply with these principles. For Cirkus Cirkör, this sustainability report also constitutes our COP. This work is based on transparency and all reports can be read at both [cirkor.se/en/aboutcirkor\\_sustainability](http://cirkor.se/en/aboutcirkor_sustainability) as well as on the UN site [www.unglobalcompact.org](http://www.unglobalcompact.org).



PHOTO: CIRKUS CIRKÖR

## STAFF *benefits, policies, health*

### CIRKÖR'S STAFF WELFARE MEASURES

Staff issues are handled primarily by supervisors and management. Management is responsive to staff initiatives and involvement. Cirkör A-Ö is a staff handbook where most issues and policies regarding employees can be found.

### LIAISON GROUP

Cirkus Cirkör's staff has chosen not to organize themselves in a local union. Codetermination issues have therefore been addressed by appointing a liaison group (SVG), which works in accordance with cooperation agreements between The Employers' Alliance and LO – the Swedish Trade Union Confederation as well as PTK – liaison organization for private sector employees. The purpose of liaising is to increase employee influence and participation and to develop the individual, the workplace and the enterprise. The liaison group raises issues that pertain to work environment, finances, staff and organization. Consultations must always take place before decisions about major changes in operations and/or working and employment conditions are made. Liaising extends to all employees.

In 2015, our liaison group consisted of two people from management and four employees, with the expressed goal of meeting every sixth week – minutes from a total of six regular meetings were recorded during the year.

### EMPLOYEE SURVEY

Since 2012, Cirkus Cirkör annually conducts an employee survey of staff with long-term contracts. The goal is to rate the work atmosphere and to acquire the tools to become an even better workplace.

Responses are anonymous and are analyzed by the management team and the liaison group. The response rate in 2015 was 75%.

The survey revealed that the staff's experience of negative stress had increased significantly. In 2015, 38 % felt that the situation should be/must be improved compared 13 % in 2014. These responses resulted in all department heads (directors) gathering their staff for discussions on how they perceived their work situation. This issue will also be raised during the individual performance reviews that take place annually.

Cirkör continues to score high on the employee survey. Overall, the staff is positive to their work and their duties. The staff feels that the balance between work and leisure/parenthood works very well and that Cirkus Cirkör has an open approach to these issues.

### EMERGENCY PLAN

Cirkus Cirkör's emergency plan clarifies which measures staff members are to take in the event of a crisis, for example injuries, threats or other emergencies. The emergency plan is revised annually and reviewed at a staff meeting following this revision.

### COLLECTIVE LABOUR AGREEMENTS

For permanent employees as well as for educators under temporary contract, Cirkör follows industry agreements for non-profit and idea-based organizations between the Employers' Alliance and the following trade unions: Unionen, Vision, The Swedish Building Maintenance Workers Union and The Union for Professionals. For all temporary staff involved in stage activities we follow the National Agreement between Swedish Performing Arts and the Theatre Union.

## INSPIRATION AND DEVELOPMENT

In 2015, Cirkus Cirkör celebrated 20 years of boundary-crossing. Everyone who works, or worked with, Cirkör was invited to a big party at Cirkör House. 440 people RSVP'd "yes". We celebrated our birthday with live music, circus performances, speeches, food, drinks and dancing.

- Our jubilee was also observed by treating the staff to:
  - » Travel to Malmö and tickets to a performance of Borders at Malmö Stadsteater.
  - » A performance of Cirkör's Wear it like a crown at Södra Teatern in Stockholm.
  - » Take part in a parade commemorating Cirkör's 20 years of boundary-crossing.
- The staff was invited to attend the 13 residency presentations held at Cirkör LAB.
- All our employees were invited to attend the final report of the EU project CARE (Circus Art Research Exchange).
- The seminar "Culture as a force for change within elder care" was held at Cirkör House for outside stakeholders. Cirkör's staff was also invited.
- Training activities for staff within our various departments:
  - » Course in modern sponsorship for the management team, part of the Board as well as communications and event staff.
  - » Circus Trans Formation (CTF), teacher training in social circus: 2 people/Education and training.
  - » Rigging course, basic: 1 person/Property.
  - » Course "Being a new Boss": 1 person, department head.
  - » English language course: 1 person, CEO.
  - » Climate Day at Stockholm House of Culture & City Theatre: 2 people/environmental group.
  - » Managerial and organizational coaching for directors (department heads), CEO and Creative Director.

Cirkör's travel grant was not awarded in 2015.

## HEALTH AND WELLNESS

A wellness policy was adopted in 2012. Staff are entitled to a contribution of 3000 SEK/year (related to working hours). Employees and their children also receive a 25 % discount on Cirkör's own courses.

## DIVERSITY AND EQUALITY

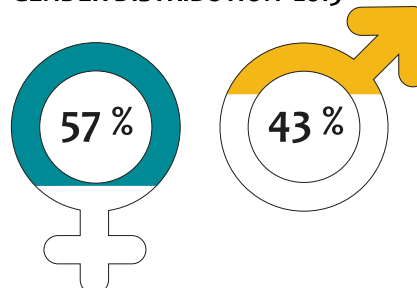
### EQUALITY

It is Cirkus Cirkör's absolute conviction that all people should have the same rights, responsibilities and possibilities regardless of ethnicity, functional ability, gender, gender identity/expression, religion, sexual orientation or age.

## GENDER EQUALITY

Working for gender equality is intended to be part of the daily routine at Cirkör, something everyone participates in and is responsible for. Equality measures are specifically to include salaries, the physical environment, the psychosocial environment, recruiting and skills development.

### GENDER DISTRIBUTION 2015



Working for gender equality is intended to be part of the daily routine at Cirkör, something everyone participates in and is responsible for. Equality measures are specifically to include salaries, the physical environment, the psychosocial environment, recruiting and skills development.

In our internal and external communication we consciously work to break accepted gender norms. We strive to reach as even a gender ratio as possible for our high school students and teachers, course participants and educators. The same is true of our stage activities, where we also strive towards gender parity among artists, creatives and technicians. In 2015, total employee distribution was 57 % women and 43 % men.

Both Cirkör's board and management team had a gender distribution of 67 % women, 33 % men.

### We strive to:

- ensure equality in recruitment
- ensure that working conditions and development opportunities are the same for men and women
- make it easier for employees to combine work and parenthood
- prevent and preclude all forms of sexual harassment

In the annual employee survey, all the responses reflected the perception that women and men work under the same conditions and have the same opportunities at Cirkus Cirkör.

The equality group was on hiatus in 2015. Cirkör's intention is to further develop it into a diversity group, since Cirkör has realized that diversity issues require more space within the organization.

# ABOUT *this report*

PHOTO: HÅKAN LARSSON

## ANTI-CORRUPTION

Cirkus Cirkör is a non-profit organization that follows Swedish laws on bribery and corruption (penal code chapter 10). Cirkör's organization has a strong anti-corruption culture. Corruption is viewed as something that goes against the grain of everything Cirkör stands and works for.

## LESSONS AND INSIGHTS

Our sustainability efforts are largely concerned with telling others about our work and inspiring people both within and outside our organization. Our vision is to make the world a better place.

This is Cirkus Cirkör's third sustainability report. It has been challenging, difficult and exciting work. Since our beginnings 20 years ago, we have been engaged in social projects. Our greatest challenge lies in our environmental work. Much remains to be learned and there are many areas with room for improvement. One of the most important issues is to firmly establish routines and to improve documentation within our organization

## IMPROVEMENTS BEFORE REPORTING 2016

In advance of the 2016 reporting period, our environmental group has decided to restructure and make other changes to the report's passages on environmental endeavors. We want to make the text more reader-friendly and make clearer how environmental efforts are progressing at Cirkus Cirkör. 2016's report will mainly deal with our focus area's for that year: refuse and waste management as well energy efficiency at Cirkör House.

## THE REPORT

This sustainability report can be found on Cirkus Cirkör's website: [cirkor.se/en/aboutcirkor\\_sustainability](http://cirkor.se/en/aboutcirkor_sustainability). Its contents deal with our goals and results in 2015, January 1st to December 31st. For questions relating to this report, email one of the contacts below. The reports for 2013 and 2014 are also available at [cirkor.se/en/aboutcirkor\\_sustainability](http://cirkor.se/en/aboutcirkor_sustainability).

## REPORTING CYCLE

Calendar year. This report is posted on the Cirkus Cirkör web site.

## CONTACT INFORMATION

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PHOTO: JOHAN STOMBERG

# *Notes and resources*

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22. The market price for emission licences vary. Our template is based on a price of 200 SEK/ton of CO2.
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