



Network of European
Museum Organisations

SUSTAINABILITY POLICY

Since 2025, NEMO – The Network of European Museum Organisations has been part of the SHIFT initiative, an eco-certification programme established with international cultural networks and in partnership with two environmental experts: [Culture for Climate Scotland](#) and [Vector42](#). The provided scheme focuses on improving, measuring, monitoring, and evaluating the efforts of networks such as NEMO toward sustainability. For further information about the SHIFT Certification Programme, please see [here](#).

Why we care

Climate change creates profound ecological and social challenges that affect all of us—including the culture sector. Museums are not exempt from these impacts; they even contribute to it.

As the Network of European Museum Organisations (NEMO), we recognise the critical role museums can play in addressing the climate crisis: We advocate for museums to be empowered—through supportive policies, funding, and strategic integration—to contribute meaningfully to Europe’s sustainable transition. Museums have the capacity to raise awareness, inspire behavioural change, and foster dialogue on urgent environmental issues.

NEMO is [committed to helping museums strengthen](#) their responsibility for sustainability and climate action by facilitating knowledge exchange, building institutional capacity, and promoting environmentally responsible practices. Through this work, we aim to ensure that museums not only reduce their own environmental footprint but also serve as catalysts for broader societal change toward a more sustainable future.

Our sustainability approach

NEMO acknowledges the role of human activity in the climate crisis. We are committed to reducing our network's ecological footprint by adopting environmentally sustainable practices and setting a positive example for our members, as well as for other cultural networks in Europe and around the world.

Our understanding of sustainability implies social and, to a lesser extent, economic sustainability in line with the [Sustainable Development Goals of the United Nations](#).

We are therefore dedicated to maintaining high standards of environmental responsibility across all areas of our work. This applies both to our internal operations and our external collaborations, including anyone working with or volunteering for us.

Below, we outline the main strategic areas covered by this policy and how we intend to address them.

How we are organised

We seek to understand our environmental impact so we can minimise our carbon footprint. To do that, this policy seeks to identify and reduce emissions in our operations as follows:

1. Overall responsibility for the implementation of this policy lies with NEMO's Secretary General and Executive Board.
2. This policy will be reviewed yearly, is overseen by the NEMO's Executive board, and will be implemented through a Sustainability Action Plan, managed by NEMO's Green Team.
3. The policy will be assessed annually by the Green Team, who will present the findings and potential amendments to the Executive Board. Amendments will be made when necessary.
4. To ensure that NEMO upholds the principles of this policy and their concrete implementation in our actions, we will:
 - incorporate defined sustainability principles into NEMO's strategic planning and operational activities.
 - regularly reflect on and evaluate how effectively this policy is being put into practice, adjusting our approaches and plans as needed.
 - review any major new or updated policies and procedures to determine their impact on environmental sustainability.

- integrate sustainability considerations into our day-to-day planning and project development. All staff members and Executive Board representatives share the responsibility of ensuring that their actions align with this policy. We recognise the importance of communicating this policy clearly and fostering engagement among employees, members, suppliers, and partners.

Our actions

1. Communication / Awareness raising

As a European museum network with a high multiplier effect, NEMO advocates for and raises awareness on environmental sustainability among its stakeholders, members and wider community through its communication channels.

- We commit to developing actions that can raise awareness on environmental sustainability issues within our network and beyond – in the wider European museum and cultural ecosystem.
- Where possible, we will implement measures to make our communications practices less carbon intensive. This includes minimising reliance on printed materials and implementing measures to reduce NEMOs' digital carbon footprint.

2. Travel

International cultural collaboration remains a key part of our mission as a European museum network. This inevitably involves some long-distance travel and events in locations where the environmental infrastructure we aspire to may not yet be in place.

- We will embed environmental sustainability within our travel policy.
- We will record and report all business travel. For every trip paid for by NEMO or paid by a third party but overseen by NEMO, carbon emissions will be tracked and calculated.
- In planning our activities, we will take various factors into account, including sustainability, and will aim, where feasible, to minimise the need for carbon-intensive travel such as air transport.
- We will organise events that are accessible to as many of our members and the wider sector as possible and encourage them to use travel options with lower carbon emissions.
- We will work with others to advocate for lower carbon emissions and accessible transport for all.

3. Events

NEMO aims to minimise the carbon footprint of its events by integrating environmental sustainability measures.

- In doing so, we will consider the specific local conditions at each venue, and other key factors that may influence the event arrangements. These include inclusivity, accessibility, geographical representation and spread (of members and hosts), and availability of host institutions.
- We will incorporate climate mitigation principles for raising awareness in event communications, programming, production and logistics, in line with chapter 4 of the [SHIFT Eco-Guidelines for networks](#). Environmental sustainability processes will be part of the event organisation before, during and after our events. We will include a sustainability clause in our contracts and agreements with event hosts.
- NEMO acknowledges that due to constantly changing locations of our events in different European countries, the road towards sustainable events will not be a linear process. However, we will systematically integrate sustainability measures in each of our events, to improve our practices generally and everywhere. Additionally, through collaborative engagement with our third-party host institutions and by integrating sustainability planning and reflections into the hosting protocols, we will promote a culture of sustainable and circular production across our network.

4. Office / Utilities

NEMO is a subtenant in an office building, and we therefore have no direct influence on energy consumption. We identify the areas in which the implementation of sustainable practices falls within our area of responsibility and implement them. We will run our office operations in an environmentally responsible manner, optimising resource utilisation, minimising waste generation, and actively contributing to a sustainable environment.

- Whenever possible, we will follow the principle of the 3 R's (Reduce, Reuse, and Recycle) across our operations.
- We will ensure waste separation in the office.
- We will avoid single-use plastic products.
- We will reduce the consumption of (raw) materials, such as printed documents.
- We will actively look for more sustainable alternatives in our procurement processes.
- We encourage our employees to make sustainable choices both within the office and when working remotely from home.
- We will minimise our energy consumption in the office as much as possible.

The policy has been endorsed by all staff members and formally approved by NEMO's Executive Board, on 3 September 2025.

A handwritten signature in black ink, appearing to read 'Petra Havu', with a long horizontal stroke extending to the right.

Petra Havu
Chair, on behalf of the NEMO Executive Board