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Name of Policy	Environmental and Climate Policy
Policy Owner:	Pavilion Green Team
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Approved by:	Green Team
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Registered Name: The Pavilion Theatre Management Company CLG
Registered Address: Marine Road, Dún Laoghaire Co. Dublin | Company Registered Number: 314064 | Charity Number: 20042578

Environmental and Climate Policy

Located in the picturesque seaside town of Dún Laoghaire since 2000, Pavilion Theatre has established itself as a cultural hive of activity for thousands of visitors each year. Serving a 324-seat theatre, our dedicated and hardworking team of 7 full-time and several dedicated and valuable part-time staff, supported by a team of dynamic volunteers, make every effort to ensure a high standard of art and culture is presented to our audiences.

Pavilion Theatre believes that, through the implementation of this policy and accompanying action plan, it can be part of the solution in the fight against the damaging effects of the global climate crisis. We are confident that by examining and assessing our current services and operations we can discover more efficient and sustainable models of best practice that can be applied across all areas and aspects of the theatre – including, but not limited to, our energy usage, our waste management systems, how shows are presented, our daily practices, and improving the physical infrastructure of our venue.

We believe that positive and sustainable change can happen through the art and events that we present on our stage and screen and understand the power of art to influence people's beliefs, values, and everyday culture. Pavilion Theatre also acknowledges its responsibility to communicate our updates and new ways of working with the artists and audiences who attend our venue. One way that we communicate our environmental improvements is via our dedicated environmental page on our website that highlights the different areas of improvement that have occurred in the past number of years:

<https://www.paviliontheatre.ie/about/eco-pavilion>

Pavilion Theatre has already made progress towards upgrading its building and services in more sustainable ways. However, our environmental action plan outlines how we will continue to improve and assess our actions to ensure we are creating positive environmental progress. We pledge to continue this progress in line with the Irish Government's 2021 Climate Act and Action Plan, and by using resources such as the Arts Council of Ireland's Climate Action Roadmap and the Sustainable Development Goals for guidance.

Our commitments are:

- To embed environmental sustainability within Pavilion Theatre's organisational culture and decision-making processes

- To set carbon reduction targets within our environmental action plan, always striving to be carbon conscious
- To communicate with our stakeholders and report on our progress on an annual basis, including via our website highlighting our achievements and improvements
- To encourage continual learning amongst our staff team by providing sectoral training opportunities from industry experts and implementing these learnings into our environmental action plan

Our areas of focus are:

Physical Building – With support from dlr Co Council, we hope to upgrade our space to increase energy efficiency and reduce our carbon footprint. In line with our Strategic Plan over the coming years, we will explore and implement, where possible, eco-friendly practices in production, operations, and facilities management to maintain our commitment to sustainability

Energy – Pavilion Theatre’s energy usage (electricity and gas) will be monitored and quantified quarterly and compared with previous years. From this analysis, we will investigate and, where possible, implement energy efficient solutions to reduce our usage. Solutions include upgrading the venue’s equipment to more energy efficient options, and encouraging carbon conscious working models amongst our team to reduce any unnecessary energy wastage

Waste – Pavilion Theatre will create an audit of each department to identify the materials each uses and the associated waste that is created, as a step towards reducing overall venue waste. We will also look at introducing further progressive waste management practices, such as increased composting & segregated recycling, as well as finding other new and innovative ways to eliminate the introduction of waste from our business.

Water – Water usage will be monitored and current facilities upgraded, where needed, to facilitate a reduction in venue water usage

Monitoring and reporting – Pavilion Theatre’s Environmental Policy will be supported by our Environmental Action Plan. Both will be reviewed annually by our Green Team and updated accordingly. Our Board of Directors will receive annual updates on our progress, and we will inform our audiences via the Eco Pavilion page on our website. Our energy,

water and waste usage will be monitored quarterly and provide data to support whether our action plan is effective

Communication/People – We believe that our Environmental Policy and Action Plan can only be achieved if we collaborate with our stakeholders and learn from their suggestions, feedback and experiences. Staff will be included in Pavilion Theatre’s environmental practices and decision-making processes through the establishment of our Green Team.

Policy Review

This policy will be reviewed every two years. The next review will take place in March 2028 or as soon as practicable after there has been a material change in any matter to which the policy refers.

To be reviewed by Pavilion Theatre’s Green Team: Niall Gomes O’Connell (General Manager), Ronan Fingleton (Technical, Production & Facilities Director), Leda Connaughton-Deeny (Head of Finance and Compliance), Dónal Kennedy (Marketing & Communications Director)