

Pavilion Theatre - Environmental & Climate Action Plan 2025-2026							KEY	
The actions within this plan are aligning to goals within Climate Action and Low Carbon Development (Amendment) Bill 2021- to reduce CO2e by a minimum of 7% per annum, reaching 51% reduction by 2030.							In progress	
	Object/targets	Actions	Responsibilities	Deadline	KPI	Progress	Complete	
PHYSICAL BUILDING & ENERGY								
We are improving the efficiency of our building to reduce energy usage. We will achieve this by making significant improvements within the fabric of the building, upgrading our lighting and equipment as well as monitoring and quantifying our energy usage.								
1	Reduce electricity usage at the theatre by a minimum of 7% from 2025-2026	Monitor energy usage through meter readings and collating information from monthly bills.	General Manager	Monthly & Quarterly	Take meter readings each month. Collate energy usage based on our monthly bills and report quarterly and annually on electricity usage in the building.			
		Complete audit of building lighting and draw up a replacement plan.	Technical Department	2025	Carry out a full audit of building lighting (not including stage lights) and draw up a plan for replacement any remaining lights that are not currently LED and are in regular use.			
		Complete audit of stage lighting and draw up a replacement plan	Technical Department	2025	Draw up a replacement plan for stage lamps that can be usefully replaced with LEDs, prioritizing those that will bring the biggest savings but also allowing for the fact that the non-LED lighting stock will become obsolete once the deregation for theatre bulbs by the EU ends and they are banned.			
		Review electricity provider.	General Manager/Technical Director	2026	Investigate changing electricity provider to sustainable supplier			
		Install SMART metering	Technical Department	2026	Contact ESB Networks to identify when SMART metering will be installed in the building. This will have an impact on the future costs of electricity and should influence how the organisations schedules certain activities.			
		Review machinery and equipment energy consumption at night or when the building is closed (Vampire energy loss) and identify which equipment can be turned off.	Technical Department	2025	Identify if any equipment is consuming electricity at night or when the building is closed, including equipment on standby. Take a meter reading at 11pm and again at 7am on two evenings with a performance, one where the			
		Review our digital footprint of the venue	All Departments	2025	Repairing devices if possible, recycling digital items that can't be repaired, deleting old emails that are not required, introducing increased online meetings, using the Website Carbon Calculator to review the impact of our website			
		Install new BMS system for our heating	Technical Department	2026	Research and install new BMS system to zone the building and manage heating in a more efficient way			
2	Reduce gas usage by a minimum of 7%	Radiators energy reduction	Technical Department	2025	Turn off radiators in rooms not occupied and reduce radiator temperatures in corridors.			
		Reduce heat loss in auditorium.	Technical Department	2026	Installation of new auditorium exit doors. Upgrade auditorium roof and			
		Reduce heat loss in entrance and foyer	Technical Department	2026	Improve insulation within extended foyer and entrance. New fire exit doors			
		Investigate how to improve water heating system to see if efficiencies can be achieved.	Technical Department	2026	Investigate and report back to Green Team.			
		Energy efficiency procurement policy for new machinery purchasing	General Manager	2026	Create and implement a procurement policy that prioritises energy efficiency in equipment and machinery purchasing			
		Introduce, if possible, alternative energy efficient heating methods	Technical Department	2025	Investigate alternative heating methods for all or part of the building to reduce dependence on fossil fuel.	In order reduce the most carbon our gas heating system needs to be replaced by heat pumps that can provide both hot and cold water, which would have a massive impact on our consumption both in terms of heating but also cooling.		

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WASTE						
We are committed to improving our waste management and significantly reducing the waste that is produced by the theatre by examining the material we use, our work practices and the products we sell.						
3	Reduce waste to landfill by a minimum of 10% by 2026	Monitor waste and collate data from waste disposal company	General Manager	Ongoing	Report quarterly and annually waste tonnage. Draw up an annual target for reduction in ‘Waste to Landfill / Incineration’	
		Install new recycling-waste-bio waste segregated bins in appropriate areas	Box Office Manager	2025	Install recycling-waste-bio waste bins.	
		Investigate alternative to plastic cups in the bar.	Senior Event Duty Manager	2025	Identify ways in which the use of plastic cups in the bar could be replaced with something more sustainable.	
		Reduce the amount of single use plastic in the theatre, especially at the bar	General Manager	2026	Remove from bar. Inform artists of drinking water and bottles. Inform public via website.	Plastic bottles of water have been removed from the bar
4	Reduce printed tickets and printed marketing material by 30% by 2026	Review recycling options for the office	Box Office Manager	2025	Establish recycling option for print materials, printer cartridges, batterys, light bulbs, etc.	
		Audit the amount of print material waste that we recycle after each show	Box Office Manager	2025	Document and calculate how much print material waste we are recycling after each show	
		Installing digital monitors for marketing	Marketing Director	2026	Reduce use of printed displays by installing additional digital monitors	One digital monitor already in place in the foyer, with research and planning permission sought for onstreet digital display
		New communcation strategy with visiting companies about their print materials	Marketing Director	2025	Communcation with companies in the contract and pre-sale details about reducing the amount of print material we need	Marketing Director already in talks with companies about reducing their print requirements
		Reduce printed tickets.	Box Office Manager	2026	Reduce printed tickets by 30% by 2026	
5	Review procurement and upgrade to green alternatives (local supplies/suppliers)	Review paper based marketing methods.	Marketing Director	2026	Review marketing methods which create paper waste (postering, direct mails, print materials both general and show-specific, etc) to achieve a 30% reduced waste potential (i.e. examine mailing lists, etc)	Postal mailouts have already been reduced to 1-2 per year. Number of posted brochures has been reduced too in the past 4 years
		Reduce business based printing (e.g. board meetings, internal meetings minutes etc)	All Departments	2025	Agree methods across all areas of the business to reduce printing	
		Review sustainability of printed materials	Box Office Manager	2025	Review sustainability of printed material produced (recycled paper stock, reduced ink usage), and start dialogue with print suppliers	
		Review sustainability of bar products.	General Manager	2025	Review current products in the bar and source alternative sustainable options.	
		Review sustainability of cleaning products.	General Manager	2026	Review current products for cleaning and source alternative sustainable options.	
		Review sustainability of office products.	Box Office Manager	2026	Review current products for the office and source alternative sustainable options.	
WATER						
We will monitor and reduce water usage throughout the theatre building through upgrades to existing facilities.						
6	Reduce venue's water usage by 30% by 2028	Monitor water usage by installing water meters	Technical Department	2026	Monitor water usage throughout the building	
		Undertake the Water Stewardship Training Programme.	Technical Department	2025	A member staff team at Pavilion Theatre to undertake the Water Stewardship Training Programme run by Irish Water which is delivered online over a period of 6-8 weeks.	
		Reduce water usage in the public toilets.	Technical Department	2026	Reduce water usage in the public toilets by installing water efficient toilets as part of the capital works	
		Investigate water harvesting measures.	Technical Department	2026	Investigate water harvesting measures and how they could be utilised within Pavilion	

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		Audit of all cleaning chemicals	General Manager	2026	Conduct an audit of all cleaning chemicals that are currently being used as these will end up in waste-water discharge. Identify more sustainable alternatives.	
COMMUNICATION/PEOPLE						
We will empower our staff and artists to examine their own practices and decision making, with ideas for change that will filter throughout the business. Our mission is to embody environmental action that will galvanise						
7	Engage with staff	Assign responsibilities to staff members	General Manager	2025	Assign responsibilities within this action plan to staff members and agree on schedule.	
		Work with the staff team to change behaviour around energy usage by establishing energy efficiency work practices	General Manager	2025	Work with the staff team establish energy efficiency practices such as turning off any equipment not in use, introduce Switch Off campaigns, and staff to do SEAI Energy Academy Training	
		Establish the Pavilion's Green Team	All Departments	2025	Initiating a staff member from each department to the team	Initial Green Team established with a view to expanding the team to other departments
		Report progress.	Green Team	2026	Report progress to all staff and board members annually.	
8	Engage all artists and audiences with environmental issues through our communication and artistic programme.	Publicise Pavilion's environmental actions and achievements.	General Manager and Marketing Director	Ongoing	Continually update Pavilion's website to let artists and audiences know about the theatre environmental actions and achievements. Use social media to talk about the steps we have taken/are taking	
		Promote and integrate Pavilion's Green branding into our communications	Marketing Director	Ongoing	Create branding for the greening work being undertaken by Pavilion Theatre to be included on key promotional literature, emails, social media, and updating the relevant section on the website with any success stories.	
		Add environmental information to contract information to artists	General Manager	2025	Inform artists of the theatre's environmental initiatives before they arrive at the theatre.	First version of this has been included but an expanded version is required
		Create green signage.	Marketing Director	2025	Create signage throughout the theatre to encourage environmental awareness and action.	
		Present environmental awareness show and events.	Director	Ongoing	Programme events that highlight the importance of environmental issues and positive actions that can be taken.	
		Encouraging audience members to choose sustainable options while travelling to and attending at Pavilion Theatre	Box Office Manager	Ongoing	Promoting sustainable transport models while traveling to our venue, and informing audience members of our current sustainability initiatives while they are in the venue	Reminder emails and website already updated to encourage walking, cycling, public transport
MONITORING & REPORTING						
We are committed to quantifying and monitoring our progress through the actions we set out and the data we collect. Our Environmental Policy will be supported by our Environmental Action Plan and both will be						
9	Create efficient and transparent systems of monitoring and reporting our Environmental Actions and Achievements	Commitment from the Board and Executive.	Executive Director	2025	Secure formal commitment from the Board and Executive to embed sustainability in the organisation.	
		Install a DEC (Display Energy Certificate).	Technical Director	2025	Identify a qualified energy engineer to carry out a DEC (Display Energy Certificate)	
		Collate all environmental data.	General Manager	2026	Collate data from all areas to monitor overall environmental impact of the theatre and the progress being made	
		Review and update action plan	Green Team	2026	Update action plan on a quarterly basis	
		Report progress to Theatre Director and Board of management	General Manager/Director	Annually	Report progress	
		Review supports available	Green Team	2026	Review supports and grants available for environmental upgrades	