

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.

Object/targets	Actions	Responsibilities	Deadline	KPI / Measures of success	Metrics & Evidence To Date	Tracking	Next Steps
PHYSICAL BUILDING & ENERGY							
We are improving the efficiency of our building and processes 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 CO2e in line with government guidelines and continue to constrain electricity usage	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 * Report quarterly and annually on electricity usage in the building	* Meter readings collected from actual readings from energy bills * Energy usage collated	On Track	* Prepare 2026 quarterly report
	Building Lighting (excluding stage lighting) transition to LED	Technical Department	2028	* All building lighting to be converted to LED * Where suitable sensors to be fitted to further consumption when areas are not in use	* Only 4 remaining rooms with older lighting stock remaining to be retrofitted and upgraded. * Additional sensors to be fitted where finances allow.	Off Track	* Seek quotations for the remaining changes. * Secure funding for works - works cannot take place without extra funding. * Issue will be included in retrofitting development plans
	Stage / auditorium DMX controlled lighting to transition to LED	Technical Department	2030	* Install infrastructure to support lighting systems of the future * Reduce the use of tungsten lamps in advance of the tungsten ban being implemented for the entertainment industry * Have new lighting fixtures and systems in place to allow seamless transition when tungsten ban comes in. * Maintain pro quality theatrical equipment standards on all upgrades.	* Capital planning reviewed by Board * DMX infrastructure in place to cater for future LED theatre lighting * New lighting desk to cater for increased complexity of LED lighting rigs * All 20 LED lighting fixtures purchased to date are part of the theatres default lighting plan and being utilised to the max	On Track	* Secure funding to upgrade * Install of new dimmer racks due in August 2026 * Further investment planned in 2026 subject to funding
	Review electricity provider.	General Manager/Technical Director	2026 and annually thereafter	* Review electrical provider annually * Consider electrical providers environmental impact as part of the decision making process	* Reviewed in 2025	On Track	* August 2026 annual comparison to take place
	Install SMART metering	Technical Department	2030	* ESB networks to switch to smart meter to better monitor overall energy usage for Pavilion as a whole * Additional internal metering	* Previous conversation with ESB networks noted that Pavilion was on the list of locations due to be changed.	Off Track	* Contact ESB Networks to identify when SMART metering will be installed in the building. * Feed in to design lead upgrade to theatre facilities regarding monitoring
	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	2026	* Switching off the maximum possible equipment at night * Considered scheduling of equipment when current systems allowed * Ensure settings on BMS at the end of shifts allows for reduced consumption on the following days	* Staff reminded to switch off * Tech team check BMS schedule weekly * Tech to complete BMS checks nightly * All technical equipment switched off prior to lock up	On Track	* Continue staff training
	Review our digital and technology footprint of the venue	All Departments	Ongoing	* Repairing devices if possible * Recycling digital items that can't be repaired, * Deleting old emails that are not required * Website Carbon Calculator to review the impact of our website * Reduce online storage of duplicate items or items no longer needed	* As of March 2026, Pavilion's website has a carbon rating of C as per websitecarbon.com; this is cleaner than 62% of all web pages globally * Digital equipment recycled before and after Christmas	On Track	* Staff to be advised to monitor, sort and delete old unwanted data * Update Website Carbon Calculation; check the possibility of green hosting our site
	Add Energy efficiency to the procurement policy for new machinery purchasing	General Manager	2026	* Continue to give careful consideration to energy efficiency with all equipment purchases	* All equipment purchases are considered from an environmental point of view, with the energy efficiency being considered and efficient models being sought out.	On Track	* Continue current actions
	Working from home	Senior Staff	Ongoing	* In extreme weather scenarios, senior staff may be able to better work from home when the building may be too hot or when extreme weather makes travel too dangerous	* Senior staff have been the appropriate equipment to work from home when needed	On track	* Monitor conditions and advise staff as required.
	Upgrade or install a new BMS system for our heating	Technical Department	2028	* Upgrade or likely replace BMS system to allow greater control of current and future systems	* Previous planned upgrades in association with DLR have stalled * New design process due to start in May 2026 * Technical team to meet new specialist regarding possible update to increase longevity of system until wider building upgrade can be actioned.	Off Track	* Meet new BMS specialist * Issue will be included in retrofitting development plans

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.

	Object/targets	Actions	Responsibilities	Deadline	KPI / Measures of success	Metrics & Evidence To Date	Tracking	Next Steps
2	Monitor and aim to reduce gas usage throughout the organisation	Radiators energy reduction	Technical Department	2031	* Reduced overheating in building * Adjust water flow temperatures depending on weather * Install thermostats control of radiators in each room to better control temperature subject to funding	* Schedule checked weekly * Radiator temperatures are kept low.	On Track	* Continue staff training and monitoring * Include issues in new design process for building retrofit.
		Reduce heat loss in main auditorium and stage area	Technical Department	2031	* Correct use of the fresh air damper * Update or new BMS to better manage temperatures in the auditorium * Fitting of closeable air vents on emergency extract ducts to prevent cold air flowing into the auditorium	* Tech staff trained on correct settings for damper * Current systems being used to in a way to keep gas usage down	Off Track	* Continued monitoring of staff using building systems * Improvements to BMS and Air flow through EM ducts are subject to funding being found to undertake works * Include issues in new design process for long term building retrofit.
		* More generally reduce heat loss in entrance / foyer, gallery backstage doors, windows and walls of building * move away from gas heating where possible	Technical Department	2031	* Fire exit doors to be replaced or have their seals replaced to improved air tightness * Fabric of building to be reviewed to ascertain where improvements can be made	* Doors are not adjustable to reduce gaps * Continued discussion about inclusion of venue issues in DLR retrofitting works.	Off Track	* All building issues to be outlined in building retrofit process to ascertain what achievable savings can be made - this process is due to start in 2026 and will be a long term project
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 landfill, direct more waste to recycling and divert organic waste to organic waste collection	Monitor waste and collate data from waste disposal company	General Manager	Ongoing	* Report quarterly and annually waste tonnage.	* Data collated until the end of 2025 on analysis spreadsheets * General landfill waste has reduced by 20% between 2024 & 2025	On Track	* Data needs to be compared to the increase in operational activity
		Install new recycling-waste-bio waste segregated bins in appropriate areas	Box Office Manager	2026	* Install recycling-waste-bio waste bins.	* Dressing room bins updated * Office bins updated	On Track	* Segregated waste bins being purchased for public areas in March 2026
		Investigate alternative to plastic cups in the bar.	General Manager and Finance and Compliance Manager	2026	* Identify ways in which the use of plastic cups in the bar could be replaced with something more sustainable.	* Reusable trial cups purchased but quality proved unsuccessful for operational purposes	On Track	* Review underway with aim to trial reusable wine glasses first
		Reduce the amount of single use plastic at the bar	General Manager	2026	* Remove plastic bottles of water from bar * Inform artists of drinking water and bottles * Inform public via website	* Plastic bottles of water have been removed from the bar	On Track	* Measures to remove single use packaging around snacks to be considered
4	Maintain current low usage of printed tickets and printed marketing materials	Review recycling options for the office & backstage	General Manager and Technical Department	2026	* Establish recycling option for print materials, printer cartridges, batteries, light bulbs, etc.	* Battery recycling currently happening. * Reusing posters when printing A3	On Track	* List of additional non-general recycling items to be created
		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, and one on-street display installed (Jan 2026).	On Track	* Planning permission to be sought for 2nd at such time when funding is available to undertake the changes required
		New communication strategy with visiting companies about their print materials	Marketing Director	2025	* Communication with companies in the contract and pre-sale details about reducing the amount of print material we need	* Requirement included in contract terms	Delivered	* Monitoring continues to ensure waste to not increase in the future
		Reduce printed tickets.	General Manager	2026	* Maintain and grow the current high usage of e- tickets	* QR codes included into reminder emails to reduce customer need for printing their tickets at home or at the event	On Track	* GM to calculate how quickly we are using tickets by checking the intervals at which we purchase tickets
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	On Track	* Continued monitoring of returns on mailouts to ensure they are worth the environmental cost
		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	* Minimal printed internal papers, including Board materials * Company policy to share files via Microsoft Office Business platform	Delivered	
		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	* New signage holders reduced need for lamination * Recycled paper sourced and trialed	Delivered	
		Review sustainability of bar products.	General Manager	2026	* Review current products in the bar and source alternative sustainable options.	* Moyee Coffee - world's first Fairchain coffee * Keogh's Crisps - carbon neutral company * Cassidy Wines - Eco Standards on our website * Signed up to the Conscious Cup Campaign and ReFill Ireland Campaign	On Track	* Bar products currently under review, with an aim to get mostly European products to reduce travel footprint of products
		Review sustainability and environmental impact of cleaning products.	General Manager	2026	* Review current products for cleaning and source alternative sustainable options.	* All products used are reviewed and sustainable products are used where possible	Delivered	* reviewed annually

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.

Object/targets	Actions	Responsibilities	Deadline	KPI / Measures of success	Metrics & Evidence To Date	Tracking	Next Steps	
WATER								
We will monitor and reduce water usage throughout the theatre building through upgrades to existing facilities.								
6	Reduce venue's water usage by 2030	Monitor water usage	Technical Department	2026	* Monitor water usage throughout the building and input data into an analysis spreadsheet	* Water meter was located and location shared with Irish Water. * Water usage is monitored via metered bills	Delivered	* Continue water monitoring and identify leaks if there is any changes in usage beyond operational norms
		Undertake the Water Stewardship for SMEs Training Programme.	All Departments	2026	* Select staff members at Pavilion Theatre to undertake the Water Stewardship for SMEs Training Programme run by Irish Water which is delivered online		Off Track	* Select staff members to do the training programme by June 2026
		Reduce water usage in the public toilets - this will be the main way to achieve water reduction	Technical Department	2030	* Reduce water usage in the public toilets by installing water efficient toilets as part of future capital works	* Water consumption will be included as part of future discussions regarding building retrofitting	Off Track	* This is being included in building retrofit process to ascertain what achievable savings can be made * Any changes will be subject to securing extra funding to make the upgrades needed
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 positive change, informing our community through storytelling and our achievements, enabling audiences to understand the importance of our goals and for those audiences to then minimize their own pollution and carbon footprint.								
7	Engage with staff	Assign responsibilities to staff members	General Manager	2026	* Assign responsibilities within this action plan to staff members and agree on schedule.	* Green Team meetings minuted with responsibilities assigned * Microsoft To Do list created listing the actions that need to be taken	On Track	* This remains ongoing as staff change
		Work with the staff team to change behaviour around energy usage by establishing energy efficiency work practices	General Manager	2026	* Work with the staff team to establish energy efficiency practices such as turning off any equipment not in use * Introduce Switch Off campaigns * Select staff to do SEAI Energy Academy Training	* All staff take part in shut down of as much equipment as possible when the venue is closing in the evening	On Track	* Switch Off Campaign to be launched in Sept 2026 * Select staff to be signed up to the SEAI Energy Academy
		Establish the Pavilion's Green Team	All Departments	2025	* Initiating a staff member from each department to the team	* Green Team established	Delivered	* New members added as staffing changes
		Report progress.	Green Team	2026	* Report progress to all staff and board members annually.	* Report to the board will be minuted as part of the board meetings * Staff will be emailed with annual updates	On Track	* Target Sept / Dec Board Meetings
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.	* Eco Pavilion tab on the website updated when any significant progress has been made.	Delivered	* Updated as information changes
		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		Off Track	* Create a Green Branding strategy
		Add environmental section to contract information to artists	General Manager	2026	* Inform artists of the theatre's environmental initiatives before they arrive at the theatre.	* Updated contracts in use	On Track	* Expanded version is required
		Create green signage.	Marketing Director	2026	* Create signage throughout the theatre to encourage environmental awareness and action.	* Signage currently in the toilets and on our bins throughout the building	On Track	* Update when new FOH bins and reusable cups are in place
		Present environmental awareness show and events.	Director	Ongoing	* Programme events that highlight the importance of environmental issues and positive actions that can be taken.	* Theatre piece, Bog Witch by Byroney Kimmings, theme of sustainability and environment, programmed for June 2026 * Irish ornithologist and writer, Seán Ronayne programmed for June 2026	On Track	* continue seek out and programme work where possible that raises environmental issues
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 updated to encourage walking, cycling, public transport	Delivered			

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.

Object/targets	Actions	Responsibilities	Deadline	KPI / Measures of success	Metrics & Evidence To Date	Tracking	Next Steps	
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 reviewed on an annual basis by our Board and updated as necessary.								
9	Create efficient and transparent systems of monitoring and reporting our Environmental Actions and Achievements	Commitment from the Board and Executive.	Executive Director	2026	* Secure formal commitment from the Board and Executive to embed sustainability in the organisation.	* Commitment by the board will be minuted as part of the board meeting	On Track	* To be scheduled for Sept/Dec 26
		Install a DEC (Display Energy Certificate).	Technical Director	2026	* Identify a qualified energy engineer to carry out a DEC (Display Energy Certificate)		Off Track	* Company to be found to undertake work
		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	* Energy, water and waste analysis spreadsheets kept up to date	On Track	* Process remains ongoing
		Review and update action plan	Green Team	2026	* Update action plan annually	* Quarterly Meetings Scheduled	On Track	* Submit environment & climate action plan to Arts Schedule
		Report progress to Theatre Director and Board of management	General Manager/Director	Annually	* Climate action policy & plan added as a recurring annual agenda item to board meetings	* Presentation to the board will be minuted as part of the board meetings	On Track	* To be scheduled for Sept/Dec 26
		Review environmental supports and grants available	Green Team	2026	* Review supports and grants available for environmental upgrades	* Sign up to the SEAI newsletter	On Track	* Identify future funding options and supports available to Pavilion Theatre