



# Climate Policy & Action Plan

## 2025-2027

*Revised 27<sup>th</sup> January 2026*

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# 1. Mission Statement

Ballet Ireland is a registered charity and is strategically funded by Arts Council Ireland. We recognise the unique privilege the cultural sector holds in responding to the climate emergency and the responsibility we have for leading the urgent change required towards a more sustainable future. We are acting in the immediate term to change practices across our entire business to lead positive change. We are addressing this challenge by focusing on the following 5 areas:

**Operations** - reducing the environmental impacts of our operations.

**Production** - establishing an environmentally sustainable production and touring model, embedding the actions from the Theatre's 'Green Book' in our practice. Exploring ways that environmental themes can be addressed on stage or screen in our artistic work.

**Travel** - enabling sustainable travel to be used by our staff, audiences and other stakeholders. Accelerating the adoption of carbon neutral travel within our business.

**Community** - Ensuring that our staff are equipped with the knowledge to take decisions in full knowledge environmental impact they will have. Embedding sustainability in our work.

**Partnerships** - developing environmental collaboration with our key partners – city/region, corporate or individual supporters, colleagues in the arts and our main touring venues.

We have defined our ambition of the next 3 years (2025-2027) as follows:

We will have a clear understanding of our environmental impact with metrics and feedback mechanisms in place that allow the executive to plot a route towards net zero. We will be open about how we plan to do this and make commitments publicly to lead others on this journey.

For the year 2025-26 our priority is:

We will focus on improving the quality of data we hold on the impacts of our business. Alongside extending the data we capture to include the impacts of our touring we will implement environmental reporting on our new mixed programme by collating a materials inventory as per the Theatres Green Book.

## 2. Implementation

Ballet Ireland's Climate Policy is a statement of our commitment to reduce the impact of our activities on the environment. The policy is supported by a Climate Action Plan which specifies how the policy will be implemented complete with targets, dates and a named person responsible for delivering it.

We will work with our Board, Senior Management, Staff, Suppliers, Funders and our stakeholder network to ensure we consider and communicate the environmental impacts of our activities. For each financial year we will assess and report our climate action performance to stakeholders. This will have dedicated time as an agenda item at both Directors' and Board Meetings. This information will be used to update our action plan for the coming year.

This Climate Policy is endorsed by: **Karen Lowey, Chair of Ballet Ireland**

### 3. Scope of Policy

Our activities have environmental impacts in the areas of:

Energy

Water

Waste

Food

Toxicity

Biodiversity

Our ability to improve our environmental impacts depends on our knowledge of and commitment to addressing them and our capacity to change and influence decisions not always within our immediate control (such as rented space and shared utilities). We will make every effort to understand, measure, improve and communicate our environmental performance.

### 4. Key Environmental Impacts

#### 4.1 Office

Ballet Ireland's team works predominantly from its office in Summerhill, Co. Meath. Since the Covid-19 pandemic, all administrative staff have been offered hybrid working home/office.

Primary environmental impacts are:

- Fossil fuel energy consumption
- Waste generation
- Office supplies and services (See 4.3.3 and 4.3.4)

Additionally, Ballet Ireland rents studio space at DanceHouse, Foley Street, Dublin 1.

#### 4.2 Business Travel

We are a touring company that takes pride in the wide-ranging tour we undertake. Although this involves travel by road and rail, we endeavour not to make unnecessary journeys by air. We also consider the environmental impacts produced by staff commuting to and from work.

Primary environmental impacts are:

- Fossil fuel energy consumption

#### 4.3 Goods and Services Procurement

##### 4.3.1 Publications

Each year we produce several publications including:

- Leaflets, Posters and Programmes for all productions and performances

Primary environmental impacts are:

- Paper resource consumption
- Toxicity of inks and finishes

### 4.3.2 Events

Each year we organise a number of events. These events are held in hosted spaces, and they sometimes involve some elements of catering.

Primary environmental impacts are:

- Fossil fuel energy consumption (building and participant travel)
- Water consumption
- Waste generation
- Food consumption

### 4.3.3 Office Supplies

A number of goods and services are procured to run our office operations, and each has an environmental impact.

Primary environmental impacts are:

- Resource use for office electronic equipment, furniture and stationery
- Toxicity of cleaning products, furniture and equipment

### 4.3.4 Productions

Our main artistic output (creating, performing and touring ballet) relies on processes that create carbon emissions. In 2022 we worked with Green Arts Initiative for the 'Greener Touring Project'. The key aims of the Greener Touring Project were to obtain a good understanding of the environmental impacts of the Irish performing arts touring, and to use those findings to support touring companies in reducing their impacts. These impacts fall into the following categories:

- Creation of new work – set building/procurement, carbon embedded in materials
- Touring – haulage of materials between venues, movement of people between venues
- Touring – hotels and accommodation

### 4.3.5 Other

In addition to the goods and services outlined above, two less visible areas for consideration are:

- Server hosting of the website, email and cloud service accounts

## 4.4 Key Performance Indicators

We are committed to measuring, monitoring and controlling the use of all those environmental impacts for which we can reasonably gather data.

Company Office:

- Greenhouse gas emissions per staff member
- Waste use per staff member

For Staff Commuter Travel:

- Number of staff using public transport or cycling to and from work
- Location of the office and studios in relation to where most staff live

For Goods and Services Procurement:

- Number of events hosted at venues with environmental accreditation
- Number of publications produced by printers with environmental accreditation
- Number of suppliers able to provide us with information about their efforts to improve their environmental performance

## 5. Climate Action Plan

Date: 1 January 2026 to 31 December 2026

Staff member responsible for coordinating the action plan: **General Manager**

We aim to certify the following actions by applying for Industry Green Assessment which covers the environmental impacts of energy, waste and business travel. The Industry Green Assessment will be carried out by an independent auditor to ensure transparency and external accountability.

### 5.1 Publications

We are committed to monitoring and minimising the environmental impacts of the publications we produce.

| Action   | How   |
|--|---|
| Use printers with strong environmental credentials   | Use post-consumer and / or FSC paper and non-toxic inks and finishes                              |
| Assess the demand for hard copy of the publication to avoid over printing                                  | Identify who we want to give a hard copy publication to when determining how many copies to print |
| Make as many of our publications as possible available electronically to reduce the demand for hard copies | Upload publications to our website<br>E-mail only regular newsletters, eliminating paper use      |

## 5.2 Staff Commuting

We are committed to supporting our staff in the monitoring and minimizing of the environmental impacts produced from commuting to and from work.

| Action              | How   |
|---------------------|---|
| Support cycling     | Proactively sharing and promoting the changes to our local cycling infrastructure<br>Participate in Ride / Walk to Work events to encourage modal shift |
| Support car pooling | Staff share information about travel planning   |

## 5.3 Events

We are committed to monitoring and minimizing the environmental impacts of the events we host

| Action   | How  |
|--|--|
| Preference for venues with strong environmental credentials                | Request potential venues to complete a green rider and checklist.<br>Preference for venues with recognized environmental accreditation.  |
| Procure catering services from those with strong environmental credentials | Ask catering service providers about their environmental credentials.<br>Preference for caterers able to provide a menu of seasonal, and local food as well as organic and fair-trade wines. |
| Digital Sharing with Patrons   | Streaming of performances; live streaming of Rehearsals (thus cutting down on patrons' travel and reducing CO2 emissions).   |
| Minimise waste from events   | Avoid serving water in plastic bottles and food in disposable containers.<br>Ensure that printed materials are fully recyclable.   |

## 5.4 Business Travel

We are committed to minimising the environmental impacts of our business travel and encouraging staff to consider low GHG emission commuting options.

| Action   | How   |
|--|---|
| Use train and coach services to as great an extent as possible | Book tickets in advance to obtain best rates. If being invited to an event request to use train and coach services where possible.  |
| Booking accommodation with strong environmental credentials    | Preference for accommodation / hotels with recognized environmental accreditation.  |
| Remove the need for taking flights                             | Utility of flights to be removed as much as possible by simplified tour routing. Only take flights where the use is deemed essential.   |
| Measure and report on impacts of Business travel               | Establish new system for integrating existing mileage payments or travel payments with carbon calculator so that exact impacts of our business travels are understood and reported at all levels. |

## 5.5 Office

We are committed to monitoring and minimising the environmental impact of our office practices and processes to the greatest extent possible.

| Action  | How   |
|---|---|
| Conduct an annual environmental impact audit of office operations. Audit will include quantifying GHG emissions from electricity and kerosene use, and the amount of waste generated and recycled                 | CG Office tool provided by Julie's bicycle  |
| Conduct an annual environmental impact audit  | Utilising the Creative Green Tools via Julie's Bicycle or another method begin measurement and reporting of the carbon footprint of the operations of Ballet Ireland  |
| Undertake ongoing building energy management of our office and encouraging staff to undertake home energy management  | Measure provided by Julie's bicycle   |
| Conduct an audit of paper products (guides / handouts) ordered against waste and work with suppliers with strong environmental credentials using Post Consumer or Forest Stewardship Council (FSC) paper products | Request details from suppliers<br>Give preference to suppliers with strong environmental credentials where financially able   |
| Reducing the use of and recycling of paper products   | Print only when necessary<br>Print double-sided<br>All contracts to be issued electronically. No paper records or duplication required.   |
| Reducing waste that goes to general waste bins  | All waste, no matter if recycling or general, goes to a waste processing plant which eliminates landfill waste. Work with suppliers that recycle used food and organic waste for composting and use any non-recyclable items for energy recovery. |
| Work with the companies with whom we share studio/office facilities to measure and reduce environmental impacts   | Liaise with their sustainability coordinators   |
| Raise staff awareness and participation in our journey towards becoming more sustainable  | Climate Committee to lead action, activities and communication to raise awareness within the company and create tangible benefits in particular around commuting behaviour change   |

## 5.6 Productions

| Action   | How   |
|--|---|
| Keep a materials source inventory as per the Theatres Green Book on the <i>Cinderella</i> 2025 production.                               | Led by the Production Manager and the Designer, a log was kept of which materials were new and recycled. Established a system and applied for future full-length new productions.   |
| Touring travel for <i>Cinderella</i> Autumn 2025 tour to be logged and full carbon footprint calculated                                  | Led by the General Manager, utilized the touring and productions part of the CG Tools and continued to gather data on the impacts of our touring, categorised by travel type, for each touring period. Periodically reported back to the Board. |
| Original <i>Romeo &amp; Juliet</i> production sets & costumes already in repertoire. Minor restoration of sets/costumes might be needed. | Led by the Production Manager and the Costume Supervisor. Log of materials used to be kept.   |
| Touring travel for <i>Romeo &amp; Juliet</i> Autumn 2026 tour to be logged and full carbon footprint calculated                          | Led by General Manager, we will utilize the touring and productions part of the CG Tools to continue to gather data on the impacts of our touring, categorised by travel type, for each tour period. This will be reported back to the Board.   |

## 6. Reporting and Communication

Data collected from each year will be used to inform the setting of our environmental goals and targets for improvement in future years.

Each year we will assess our environmental impacts and extend the scope for understanding, measurement and action as appropriate.

- The consideration of our environmental impacts will be a standing item on all internal meetings concerning staff travel, production & event planning, office supplies and publications.
- A Climate Action Committee made up of representatives from administration, technical, marketing and the performing departments will meet a minimum of four times per year to discuss environmental impacts and progress towards meeting improvement targets for the year.
- A Climate Action Report is prepared annually and electronically circulated to Ballet Ireland's Board Members.
- We will publish the Climate Report on our website along with the Climate Policy. See link: <https://www.balletireland.ie/the-company/governance/>

### 6.1 Reporting time frame

|              |  |
|--------------|--|
| January 2025 | Review environmental policy to check relevance and update as necessary<br>Publish environmental impacts for year 2023 & 2024 |
| January 2026 | Review environmental policy to check relevance and update as necessary<br>Publish environmental impacts for year 2025        |
| January 2027 | Review environmental policy to check relevance and update as necessary<br>Publish environmental impacts for year 2026        |

### 6.2 Report

#### BALLET IRELAND ENERGY REPORT 2023

Since the Covid-19 pandemic in 2020, staff who have flexibility have continued working in a hybrid setting between home and office.

Ballet Ireland company dancers continued to rehearse in DanceHouse, Dublin and touring performances returned in a pattern similar to pre-covid.

In December 2022 six touring companies, including Ballet Ireland, took part in the Greener Touring Project in Dingle. The key aims of the Greener Touring project were:

- To get a good understanding of the environmental impacts of Irish performing arts touring, particularly the carbon footprint.
- To use those findings to support touring companies to reduce their impacts.
- Findings will be used to advocate for ways in which touring companies could be supported and rewarded for embedding sustainability into tour planning.
- To share the project findings, experiences and recommendations with the wider arts community.
- There were no preconceived outcomes – this was a collaborative approach.

The findings were published in early 2023: <https://performingartsforum.ie/forum-notice/5962/>

## BALLET IRELAND ENERGY REPORTS 2024 & 2025

Ballet Ireland has continued to work with the following companies during the 2024 & 2025 periods to help with our environmental impact:

- Green Arts Initiative
- Thorntons Recycling
- Revive IT (WEEE)

Thorntons Recycling is a local company. Waste products collected from our building that cannot be recycled are transferred to the local energy recovery plant to be converted into electricity.

The following statistics detail our outputs for 2024 & 2025:

### 6.2.1 Summerhill

The tables below highlight the total CO<sub>2</sub>e produced (in Tonnes):

| 2024         | Summerhill   | Difference vs 2023 |
|--------------|--------------|--------------------|
| Energy       | 3.9          | -8%                |
| Waste        | 0.543        | -29%               |
| <b>TOTAL</b> | <b>4.443</b> | <b>-10%</b>        |

| 2025         | Summerhill  | Difference vs 2024 |
|--------------|-------------|--------------------|
| Energy       | 3.7         | -5%                |
| Waste        | 0.48        | -11%               |
| <b>TOTAL</b> | <b>4.18</b> | <b>-6%</b>         |

- Total Energy 3.7 Tonnes CO<sub>2</sub>e (Carbon Dioxide Equivalent); (Including Electricity & Kerosene heating) (Decrease of 0.2 Tonnes CO<sub>2</sub>e from 2024)
- Total Waste 0.48 Tonnes CO<sub>2</sub>e (Decrease of 0.063 Tonnes CO<sub>2</sub>e from 2024)

Energy breakdown is as follows:

- Kerosene 2,780 kg CO<sub>2</sub>e (Decrease of 180 kg CO<sub>2</sub>e from 2024)
- Electricity 910 kg CO<sub>2</sub>e (Decrease of 30 kg CO<sub>2</sub>e from 2024)

This highlights the importance of energy consumption towards our total output. And therefore, that any difference in energy consumption will make a large impact on our footprint. The success of measures put in place to manage energy consumption across the year was reflected in the 6% total reduction in Carbon Dioxide Equivalent when compared with the previous year.

In the next year, we will continue to review our energy consumption against the baseline measures we have in place and try to seek further reductions in our consumption.

## 6.2.2 Touring Activities

- Total Carbon Emissions: 8.6 Tonnes CO<sub>2</sub>e (Decrease of 1.5 Tonnes CO<sub>2</sub>e from 2024)

Energy breakdown is as follows:

- Diesel 6,928 kg CO<sub>2</sub>e (Increase of 159 kg CO<sub>2</sub>e from 2024)
- Hotels 1,491 kg CO<sub>2</sub>e (Decrease of 401 kg CO<sub>2</sub>e from 2024)

The tables below highlight the total CO<sub>2</sub>e produced (in Tonnes):

| 2024   | Transport | Hotels | TOTAL       | Difference vs 2023 |
|--------|-----------|--------|-------------|--------------------|
| Energy | 6.77      | 1.89   | <b>8.66</b> | -18%               |

| 2025   | Transport | Hotels | TOTAL       | Difference vs 2024 |
|--------|-----------|--------|-------------|--------------------|
| Energy | 6.92      | 1.49   | <b>8.41</b> | -3%                |

This highlights the importance of energy consumption towards our total output. And therefore, that any difference in energy consumption will make a large impact on our footprint. The success of measures put in place to manage energy consumption across the year was reflected in the 3% total reduction in Carbon Dioxide Equivalent when compared with the previous year.

In the next year we will continue to review our carbon consumption against the baseline measures we have in place and try to seek further reductions in our consumption.