



Druid Environmental Sustainability Policy

At Druid, we are deeply concerned about the climate crisis the world is facing and the global need for climate justice. We aim to work towards a zero waste and zero carbon future in line with national goals for an annual 7% reduction to 2030, and are developing an organisational culture where sustainability is embedded in all decision-making and process. We will reduce our impact and use our influence to model sustainable behaviour, promote climate justice, and encourage circular economies.

In 2022, we made significant developments in our practice to improve our energy usage and carbon outputs. Now, in 2025 and beyond, we will find effective ways to better benchmark, understand and measure our carbon footprint and manage our environmental impact across all our operations – across touring productions, administrative functions, and our venue, The Mick Lally Theatre. We will: reduce resources; re-use and re-purpose; recycle.

Druid's Board are responsible for monitoring progress towards net zero and reviewing this policy annually. The Executive Director is responsible for ensuring that the Action Plan is set and targets met. The core staff team share responsibility in their areas for identifying policy developments, implementing strategy, creating and delivering targets.

Our Sustainability Aims

- To reduce resource consumption (energy, water, carbon, creation of waste, use of pollutants) and make significant progress towards carbon neutrality.
- To use our activities and influence as a vital Irish theatre institution to advocate for environmental sustainability among our audiences and artistic partners.
- To continue to embed sustainability in all our planning and management decisions.

Our Principles of Collaboration & Advocacy

As inaugural members of Performing Arts Forum/Green Arts Ireland's Greener Touring Project, our position of leadership in the sector comes with a responsibility to learn, inform, communicate, and influence, and we seek to be leaders in the industry for sustainable theatre practice. Working with colleagues and partner organisations we will learn from and share best practice in radically reducing our carbon footprint.

- We will work with suppliers and contractors to find effective ways of minimising our environmental impact and wherever possible take this into account when choosing suppliers and services.
- We will collaborate to use the resources available in partner organisations and the sector to identify best practice and work towards that.
- We will develop and promote skills in sustainable practice across the Druid team and our industry colleagues.

- We will share our progress and learning with staff, partners, sector colleagues and audiences.

Our Areas of Focus

- **Production Building & Planning at Our Costume & Set Workshops & On Tour:** fossil fuel energy consumption, procurement strategy, waste generation, use of materials e.g. wood, steel, toxicity of batteries;
- **Staff & Company Travel & Accommodation:** fossil fuel energy consumption; promotion of best practice.
- **Operations & Administration:** procurement strategy; website, data and email hosting, banking; energy management consumption of resources/energy for office electronic equipment, furniture, paper, inks, toxicity of cleaning products;
- **Our Theatre Venue:** procurement strategy; fossil fuel energy, water consumption, waste generation, supplies and services; waste generation and disposal, food miles, energy and water consumption;
- **Marketing & Promotion & Advocacy:** use of resources (recycled/recyclable paper, inks), transport for printed materials and use of energy for storage, downloading, streaming and/or online reading for digital communications;
- **Audiences:** fossil fuel energy, advocacy.

This policy was developed using resources from Julie's Bicycle, Green Arts Ireland, Creative Carbon Scotland, and the Irish Theatre Green Book. Senior Druid staff including the Executive Director have undertaken Performing Arts Forum Theatre Green Book Training and consultation with Catriona Fallon and Sinéad Wallace.

Druid Board of Directors, March 2025