



Climate Action Policy and Action Plan | March 2025

Create is the national development agency for collaborative arts. We support artists and communities to work together to co-create work of depth, ambition and excellence. We believe that by working together, artists and communities can purposefully explore how collaborative arts engage in distinct, relevant and powerful ways with the urgent social, cultural and political issues of our times. Climate action is undoubtedly one of the most urgent issues facing our society at this time and, as an organisation, we are committed to climate justice and to playing a leading role in the arts sector by making our work as sustainable and ethical as possible.

Create's foundational ethos is centred on social justice and equity for all individuals. We recognise that the climate crisis disproportionately affects those already impacted by other overlapping systemic inequalities. As an organisation we understand that we cannot support and advocate for work that addresses these inequalities without taking action in relation to our own climate impact.

Collaboration is naturally at the heart of everything Create does and we will always aim to carry that through our ways of working and delivering on our policy commitments. As an organisation we are also deeply committed to equality, diversity and inclusion. Our current strategy outlines our organisational values: open, adaptive, innovative, informed and engaged.

Responsibility

Create's Director and Board of Trustees are accountable for this policy, while all staff take responsibility for its implementation.

The policy will be published online via our website, and also shared via other communications channels, public events and peer networks to offer models for others to learn from in the future.

Create's staff and board are the key stakeholders in developing and implementing our approach to climate action. Our partners – both organisations and artists – will play an important role in informing and developing our approach as well as ensuring that it is implemented effectively in the work we do.



Context and Impact

Create is primarily an administrative office-based organisation, rather than a venue or a production focused organisation. Our direct environmental impacts are relatively low. However, we still see scope for improvement and changes to our work that will reduce our indirect impacts.

While we do not own our premises, we have made and will continue to make changes where we can in order to improve efficiencies in energy and resource usage. When we organise events, we can carefully consider the choices in every aspect of production to minimise its negative environmental impacts.

We can take better decisions, through planning, to reduce the impacts of direct staff travel, while we can also take steps to support our artists, audiences and participants to travel to our events and activities in a more efficient way.

We also aim to integrate an ethical and sustainable approach to procurement, with an understanding that the choices we make in purchasing goods and service, big and small, has a significant knock-on effect.

Commitments

Our key commitments, included in the action plan, are intended to set out practical steps to get us closer to being the kind of organisation we can and should be for the future.

We commit to reducing our major impacts (primarily energy use through both physical office space and digital connectivity, and travel by staff and audiences).

We commit to setting default positions on production and event management issues such as catering, printing, branded materials, etc.

We commit to integrating green procurement policies within a wider suite of actions under the new Environmental, Social and Governance Policy.

We commit to lobbying our landlords and funders to implement changes in the areas where we have less control to affect change.



Priorities

Our priority areas for this plan are:

- Energy usage
- Travel
- Events
- Procurement

Objectives

Create is determined to be a climate action leader within the sector. While we recognise that our direct environmental impacts are relatively low, we wish to set high standards in sustainable practice and influence peer organisations, individual artists and others to adopt similar measures. Firstly, we aim to take significant steps to minimising the environmental impact of our own operations. Secondly, we aim to act as an exemplar within the sector in how we engage with external partners and collaborate on larger-scale initiatives. As an extension of this, we aim to have significant influence in and through the practice of the artists we support across the country.

Targets

1. Improve energy and resource efficiencies in our physical office & digital presence
2. Reduce impacts of staff travel
3. Reduce impacts of audience/participant travel
4. Set standards for low impact event management
5. Establish green procurement principles for products and services within broader ESG policy

Action Plan

Objective	Actions	Responsibilities	Deadline	Budget	KPI
1	Replacing old lighting with LED and motion activated lights where appropriate	Ensure modern efficient lighting is installed throughout office space	Dec 2025	€800	All lighting within our control replaced
1	Lobby our office landlords, in tandem with fellow tenants, to improve overall building efficiencies	Work with other tenants to make practical and reasonable requests for upgrades	Dec 2026	n/a	Proposals agreed and submitted to landlord
1	Lower the energy consumption associated with our digital presence and activities	Monitor and improve on the recorded impact of digital equipment, services, platforms and events/meetings	Dec 2026	tbc	Documented improvement in sustainability rating of Create's website(s)
2	Set new staff travel policy with decision matrix prioritising efficient modes of travel	All staff to contribute to developing flexible and workable policy	Dec 2025	n/a	Policy approved and active
3	Embed and improve on recently trialed systems for encouraging and facilitating more efficient and shared transport options to Create-hosted events	Set agreed processes for all events as standard and gather data on estimated impact of participant travel	Dec 2025	n/a	A documented decrease in the estimated impact of travel at Create events
4	Formalise principles for event management and production to	Ensure that protocols are adhered to in planning and delivering events	Dec 2025	Ongoing	Events are delivered and climate actions recorded



	ensure consistent decision making				
4	Communicate clearly with our peers and the wider sector how we are implementing this Climate Action Plan	Regularly and transparently promote the steps we are taking towards minimising our impact	Dec 2025	n/a	Information on our actions are readily available and promoted to the wider sector
5	Include green procurement criteria in new ESG policy	Ensure that purchasing of goods or services takes account of climate impacts	Jun 2025	n/a	Clear criteria for procurement decision-making are included in new policy