

Climate Action Strategy

Outcome 1: Reduce Operational Impacts

Photo Museum Ireland is committed to working towards net zero carbon by 2035. The Museum will achieve this by focusing our efforts to:

- Reduce energy, emissions, waste and water.
- Embed sustainable procurement in purchase behaviours.
- Encourage and use sustainable transport options.

1	Action	Target	Lead Staff Member	Target Completion Date	Notes
Energy and Emissions					
1.1	Arrange for external expertise to help make a plan for a net zero-carbon business and calculate carbon footprint.	Environmental certification or recognition as an environmentally responsible business by a third party	Finance & General Manager; Artistic Director/CEO	September 2023	Applied to Green for Micro grant with LEO. Use the EPA resource efficiency rating
1.2	Develop an energy action plan.	Gas usage reduced by 5% (volume not cost) on 2022; Electricity usage reduced by 5% (volume not cost) on 2022	Finance & General Manager	December 2023	Contact energy suppliers who are obligated to support any energy efficiency project under EEOS rules.
1.3	Take monthly meter readings and record in spreadsheet to better manage energy consumption.	Energy efficiency opportunities identified.	Finance & General Manager	Ongoing	Analyse consumption against previous months; annual consumption can be used to calculate carbon footprint
1.5	Finishing exhibition lights LED upgrade.	Lighting fully upgraded to LED.	Finance & General Manager	December 2024	Cultural Capital Grant Scheme E; SEAI grant, Communities Grant Scheme.

1.6	Install occupancy sensors in stairwells, offices and basement.	100% completion	Finance & General Manager	December 2024	Cultural Capital Grant Scheme E; SEAI grant, Communities Grant Scheme.
1.7	Solar PV panels to be installed (replaced old system). Secure funding.	100% completion	Finance & General Manager	December 2025	Cultural Capital Grant Scheme E; SEAI grant, Communities Grant Scheme. The 15 kWp installation could provide up to 64% of the current electricity demand.
1.8	Air temperature sensors to control space heating	100% completion	Finance & General Manager	December 2025	
1.9	Investigate opportunity to reduce MIC to 25 kVA	100% completion	Finance & General Manager	December 2024	
Water					
1.10	Develop a Water Management Strategy to reduce use onsite.	Identify priorities for investment in water efficiency and implement appropriate measures to reduce consumption of water by 2% each year against a 2022 baseline.	Finance & General Manager	July 2024	https://www.water.ie/conservation/business/business-conservation-tips/hospitality/
1.11	Water leak inspection		Finance & General Manager	July 2024	
1.12	Consider using water-saving techniques and implement water recycling systems if feasible.		Finance & General Manager	Ongoing	
Waste					

1.13	Develop a Waste Management Strategy to recycle spent chemicals.		Bookshop & Exhibition Manager	July 2024	Download free posters for bins The circular economy
1.14	Improve the segregation of waste used in your business, ensuring appropriate use of all bins and recycling facilities.	Reduction of waste to landfill and specific targets in place.	Bookshop & Exhibition Manager	April 2024	Download free posters for bins The circular economy
1.15	Monitor usage of paper in the artist digital studio	Reduce paper waste.	Artists' Production & Collection Manager	Ongoing	
1.16	Consider more sustainable darkroom supplies or alternative photo development methods.	Opt for more eco-friendly and non-toxic chemicals whenever possible, like seaweed developer, research alternatives to animal gelatine, reuse chemicals when appropriate, extending their lifespan and reducing waste, and use reusable trays, squeegees, and tongs instead of disposable alternatives.	Bookshop & Exhibition Manager	Ongoing	
Purchasing Goods and Services					
1.17	Introduce a green procurement procedure	Procedure in place and embedded.	Finance & General Manager	January 2024	Learn more at Community Resources Network Ireland
1.18	Do a strategic review of the goods and materials used in the organisation. When purchasing goods, services, works and utilities your business should ask suppliers to provide information regarding the origin, durability, reparability and recyclability of materials.	Review is completed successfully.	Finance & General Manager	April 2024	

1.19	Use of environmentally-friendly paints, materials and signage	100% completion	Bookshop & Exhibition Manager	Ongoing	
1.20	Use environmentally-friendly inks; environmentally-friendly papers and request the use FSC or PEFC-certified raw material	100% completion	Artists' Production & Collection Manager	Ongoing	
1.21	Move the majority of cleaning products to eco-friendly products	100% completion	Finance & General Manager	31 July 2023	
1.22	Consider more sustainable and recycled office supplies.	100% completion	Finance & General Manager	31 July 2023	
1.23	Use lightweight, recycled materials for packaging in bookshop and when shipping artworks.	100% completion	Bookshop & Exhibition Manager	31 July 2023	
Transport and Business Travel					
1.24	Develop a Sustainable Business Travel Policy	Reduced the number of staff travelling by private vehicle	Artistic Director/CEO	31 July 2023	
1.25	Support all staff to adopt more sustainable commutes and work options.	Increased takeup of bike to work scheme & taxsaver scheme. Remote working policy in place. Zoom meetings wherever feasible.	Finance & General Manager	31 July 2023	Guidance on remote working Remote working checklist for employers
1.26	Carry out exhibition carbon emissions calculation and emission reduction process.	Report completed and promoted within the sector. Processed changed to reduce emissions.	Curator	2024	Example of Exhibition carbon calculation

1.27	Reduce business travel flights to 50%.	Emissions tracking is added to expense forms.	Curator	Ongoing	
1.28	Sustainable commuting internal awareness campaign.	Reduced use of cars to and from the train station.	Curator	Ongoing	
1.29	Consider zero/ low emissions couriers		Curator	Ongoing	
2.30	Combine multiple orders or shipments whenever possible to reduce the frequency of deliveries and establishing local pickup points to minimize emissions.		Bookshop & Exhibition Manager	Ongoing	

Outcome 2: Engaging our People

Photo Museum Ireland is committed to inspiring, engaging and involving our staff, contractors and suppliers in our sustainability goals. The Museum will do this by:

- Building awareness and action.
- Developing skills and training.
- Embedding sustainability into HR systems and processes.

2	Action	Target	Lead Staff Member	Target Completion Date	Notes
Awareness and action					
2.1	Implement staff awareness campaign. Ensure all staff and contractors are aware of environmental commitments.	At least two staff engagement initiatives each year.	Communications	Ongoing	SEAI Posters available here. Stickers in google drive.

2.2	Set up green team - meet quarterly - make own greener list of doing things.	100% completion.	Finance & General Manager	31 July 2023	Guide to creating a green team
2.3	Appoint a key member of staff to be our sustainability champion.	100% completion.	TBC	31 July 2023	
2.4	Board to approve Sustainability policy and assign a Director to join the green team, receive minutes.	100% completion.	Artistic Director/CEO	30 August 2023	
2.5	Add Green matters to staff meeting	100% completion.	Finance & General Manager	31 July 2023	
2.6	Add the policy to the website	100% completion.	Finance & General Manager	30 August 2023	
2.7	Make a green report to the board once a year and publish on website as update	100% completion.	Finance & General Manager	January 2024	
2.8	Ensure the Strategic Development Goals are reflected in the Museum's strategic plan.	100% completion.	Artistic Director/CEO	December 2023	
2.9	Share our list of actions online and contribute to developing awareness about the ecological footprint linked to activities in the cultural sector	100% completion.	Communications	Ongoing	Publicise new actions within the organisation etc
Skills and Training					
2.10	All appropriate staff are provided with sustainability training and awareness.	85% completion.	Finance & General Manager	Ongoing	Sustainability Pass Course by Climate Ready Academy. SEAI Energy Academy. Ecollege course on Sustainability.
2.11	Provide training to all relevant staff to manage and reduce water use.	85% completion.	Finance & General Manager	Ongoing	Uisce Éireann's conservation quiz SME Water Stewardship Programme

2.12	Provide training to all relevant staff to manage waste and the circular economy.	50% completion.	Bookshop Manager & Exhibition Manager	Ongoing	Climate Ready Waste and Circular Economy Leaders Programme
2.13	Provide training to all relevant staff to Biodiversity	50% completion.	Artists' Production & Collection Manager	Ongoing	Climate Ready Biodiversity Programme
HR systems and processes					
2.14	All new staff complete sustainability training as part of induction.	100% completion.	Finance & General Manager	Ongoing	
2.15	Add references to Climate Action policy to employee handbook	100% completion.	Finance & General Manager	31 July 2023	
2.16	Incorporate sustainability KPIs into relevant Personal Development Plans.	100% completion.	Finance & General Manager	December 2023	

Outcome 3: Promote sustainability through our programme

Photo Museum Ireland is committed to engaging our audiences in issues of sustainability and climate justice, focusing on people's agency to take positive action. The Museum will do this by:

- Highlight sustainability in the content and delivery of exhibitions & the building of our collection.
- Deliver education and outreach activities that critically address climate change.
- Undertake and disseminate research, teaching and learning related to sustainability issues.

3	Action	Target	Lead Staff Member	Target Completion Date	Notes
Exhibitions & Collection					
3.1	Identify opportunities for addressing issues of sustainability in exhibition content, interpretation or	100% completion.	Artistic Director/CEO	Ongoing	Hosted the Prix Pictet exhibition for the past 7

	associated programmes.				years
3.2	Consider the environmental impact of programming in our decision-making process, reducing carbon emissions associated with touring.	100% completion.	Artistic Director/CEO	Ongoing	
Education and Outreach					
3.3	Organise activities, develop resources and promote sustainability through education and outreach programmes for young people, communities, primary, secondary and college students, teachers, adult learners and families.	100% completion.	Bookshop & Exhibition Manager	Ongoing	
3.4	Develop a sustainable education and outreach policy	100% completion.	Bookshop & Exhibition Manager	Ongoing	
Research					
3.5	Support sustainability-themed research projects, affiliations and research residencies for artists.	100% completion.	Artists' Production & Collection Manager	Ongoing	
3.6	Help equip cultural practitioners with new skills and knowledge to develop environmentally friendly photographic darkroom practices.	100% completion.	Bookshop & Exhibition Manager	Ongoing	