

Sustainability Project Manager:	Frank Brennan								
1. Environmental Goals									
1.1 Waste Reduction	Task Lead (s)	Impacted Departments	Behaviour Required	Due Date	Status	Desired Outcome	Measurable Activities	Responsibility	Notes
1.11 Showcase Butler Gallery's Artistic Programme Activities that use non-toxic materials Several artists engaging with Butler Gallery have been using non-toxic alternatives to paints and arts materials. Butler Gallery will showcase these practices and this aspect of art creation. Butler Gallery will share resources and learnings online and also in a knowledge sharing, indigenous way through their arts network.	L&PE (BH & JM)	Exhibitions/ L&PE	Programming departments to liaise regarding environmental activities / materials for events. Programming to ask every artist engaged with if materials are toxic / non-toxic if not specified. - Showcase how artists and Butler Gallery are making efforts to use non-toxic paints or more environmentally friendly alternatives in their exhibitions and workshops.	Ongoing	Ongoing	- Influence the sector by leading by example and promoting our values. - Encourage environmentally friendly materials to be used. - Increase organisational appeal.	- Record and number of artists using environmentally friendly materials annually. - Communicate via eZine and social channels. - Monitor and report engagement on website and social channels where we promote this activity.	L&PE/Exhibitions	Since 2022 we have transferred our Gypsy Ray Photography Residency to solely plant-based processing, using eco-friendly materials in analogue photography. This has enabled us to remove toxic chemicals from our darkroom practice. Photographer Margaret O'Brien-Moran is the Gypsy Ray Photography Resident Artist for 2026. As part of the residency we host an Open Studio to disseminate learnings and techniques to other artists interested in moving to plant-based processing. The L&PE programme, including The Soil Project and Youth Ecology Art align

									with ecological practices across our institution. Workshops and projects use non-toxic materials where possible and create awareness of alternative eco-friendly materials for art practice.
1.12 Reduce use of non-environmentally friendly wrapping materials. Frequently used materials such as bubble wrap, is vital for Butler Gallery but very difficult to repurpose as it is cut to size etc.	Admin & Tech	Admin / Collections / Tech	Explore and research what other galleries and partners regarding solutions to using alternative repurposed or recycling materials that are essential for galleries to use for example Green Bubble which is a service offering recycled bubble wrap.	Complete	Ongoing	-Butler Gallery only is working with suppliers who are producing biodegradable / recycled and recyclable wrapping materials.	- Liaise with Collections and Tech what current needs are. - Engage with Green Bubble regarding the use of repurposed bubble wrap and establish an outreach to partners in relation to other solutions.	Admin & Tech	BIODEGRADABLE Bubble Wrap supplier has been sourced and wrap has been purchased. It's is used as are current wrapping material.
1.13 Create a Green Procurement Policy	Director / Exhibitions (AOS) Development	All	Research green procurement policies with other sustainable organisations. Continually engage with vendors and suppliers to learn of newer greener products	Complete	Started 2024 - Ongoing	Have an implementable green procurement policy, setting targets and KPIs for Butler Gallery regarding suppliers, sponsors and partners. Adopt public procurement policy which Kilkenny County Council are	-Review existing suppliers and explore green alternatives where the opportunity allows. - Get quotes for same jobs that took place in 2023 / 2024 and look at cost v benefit	All	All depts have reviewed sourced materials and services. Making good progress. Examples include Archival card boxes for storing paper artworks. Eco sprays for toilets. Mentioned above Biodegradable bubble wrap.

			available and share knowledge on what efforts vendors and suppliers are making towards green procurement including costs and benefits.			finalising as part of their Climate Action Plan. This will be in line with Green Public Procurement (GPP) Guidance for the Public sector. Communicate that we have a Green Procurement Policy as part of our sustainability commitment on website and promote our commitment to all stakeholders at all opportunities.	- Switch suppliers where viable - Policy Creation - Consider impact on existing relationships - Communicate to key stakeholders		Paper tape. Plant based inks/dyes for art workshops. Toilet mist eco spray.
1.2 Food and Beverage	Task Lead (s)	Impacted Departments	Behaviour Required	Due Date	Status	Desired Outcome	Measurable Activities	Responsibility	Notes
1.21 Offer programs and workshops highlighting sustainable food production to Butler Gallery audiences. Already happening organically within Learning and Engagement at Butler Gallery.	L&PE (JM/BH)	L&PE	Review sustainable food production partners both locally and nationally for potential further partnerships. Expand reach with sustainable food production organisations both locally and nationally to highlight the programming and workshops	End of 2025	Ongoing	Develop new partnerships and events. Develop schools workshops	-Number of case studies found from desk research done and new of contacts made -Select specific projects to develop impact reports, define objectives and desired outputs, target appropriate collaborators, develop comms pack, send to targets with a view to funding.	L&PE / Development	When we can we fit food and farming sustainability into our learning programmes. Example: The Soil Project
1.22 Communicate sustainability practice at Wild Flower Café	Marketing (GK)	Marketing / Café	At monthly meetings get updates from Café Operator	Complete	Ongoing	Acknowledge and communicate online regarding the sustainable	- encourage café to post on social regarding	Marketing	BG Website reports vegan and gluten-free options available

			regarding their activities and practices that are and encourage environmental sustainability.			practices undertaken at Wildflower Café.	environmental ethos		Change of lease in the coming months.
1.23 Phase out single use plastic and disposable cups in café. Encourage use of keep coffee cups, engaging with provider such as 2 Go Cup	Development/ Café	All	Discuss options with new café provider re keep cups and water bottles	End of 2026	Ongoing	-Option introduced to buy keep cups in retail shop - change of operator happening in next few months	-Source and cost suppliers for keep cups locally (Monkey Cups / 2GoCup) and sell Butler Gallery branded keep cups and water bottles in café / shop -Declare Wild Flower Café at Butler Gallery a plastic free zone	D&M/Marketing/Café	Go Cup available to purchase at the café. Change of lease in the coming months.
1.3 Water	Task Lead (s)	Impacted Departments	Behaviour Required	Due Date	Status	Desired Outcome	Measurable Activities	Responsibility	Notes
1.31 Looking into new water refill station area	Visitor Experience (SG)	Visitor Experience	Cost new refill station and source possible funding	Ongoing	Ongoing	- Refill station and clear signage	- Create and maintain signage for above and for water station	Visitor Experience/ Development	Cost new solutions
1.32 Through partnership with current partner Nore River Catchment Trust and Waterways Ireland, raise awareness of improving the quality of waterways. In Ireland, only 50% of rivers, 69% of lakes and 36% of estuaries are in satisfactory ecological health,	L&PE(JM/BH)	L&PE / Visitor Experience / Marketing	Ongoing discussions with partners to continue incorporation of these topics into Learning & Public Engagement Programming & Gallery communications	Ongoing	Ongoing	-L&PE Events linked with river system / history of the river and its ecology and development of activities. - Ensure VE are educated regarding any projects we are doing with our immediate environment and weave it into tours.	-no of stakeholder meetings - no of events held - content for tours developed with VE - communicate tours via our channels	-L&PE & VE	In 2025/26, we launched <i>A Magic Moving Living Thing II</i> , building from a successful artist-led project by artist Mary Conroy which began at Butler Gallery in 2022. This new iteration of the project is an eco-cultural training programme, designed to connect to communities in

according to the Environmental Protection Agency (EPA)										the North Kilkenny River Nore catchment. A series of workshops will engage participants in creative ways to reflect and connect with our human and non- human relationships with the river and the river catchment, through making and discussion. This project is supported by Kilkenny Leader Partnership and develops links with <i>Nore Vision</i> . Workshops include <i>Nore Freshwater Mussels Ceramic Workshop at Ballyragget Community Hall</i> , focused on biodiversity and habitats along the river, and discussions on river stewardship and how to help save this endangered species. A publication is planned for a launch in Autumn 2026, which will share the community voices
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									that have engaged in this project, and the many ways that the river keepers of the River Nore connect with the river.
1.4 Energy	Task Lead (s)	Impacted Departments	Behaviour Required	Due Date	Status	Desired Outcome	Measurable Activities	Responsibility	Notes
1.41 Reduce Energy Usage	Collections (AOS / AC)	All	Butler Gallery to keep abreast of sector developments and funding and implement efficiency changes where viable.	Complete	Ongoing	Significant reduction of energy output from Butler Gallery and corresponding reduction in Carbon Footprint. Communication of above across BG channels and sector.	- Amend use of lighting and heating to reflect necessary usage and agree and communicate process internally to all necessary parties. -Attend relevant conferences. -Continued Engagement with representatives from stakeholders such as the Heritage Council and SEAI - Monitor energy output and costs and compare with previous years	All	Energy monitoring hardware has been installed (Electrical usage monitors) software training took place on the 19 th March 2025 to observe live and historical electrical usage throughout the Butler Gallery building. This will allow is to focus on decisions to implement efficiency changes.
1.42 New Front Door to reduce energy loss	AOS	All	New door installed – some more work to be completed on functionality	End of 2026	Ongoing	Clear front porch in place to protect against weather all year so energy consumption remains stable year round. Original front door can be	-Delivery of new doorway / entrance	Director/ Tech	Complete

						left open and the building looks open.			
1.43 Management of the energy system (Climate Controlled Heat pump and BMS System): BMS technicians regularly carry out a review of the system.	FB	All	Data collection and quarterly reviews	Completed	Ongoing	Reduction in energy usage	Monitor and analyse data to make adjustments accordingly so that energy output is reduced without impact on the artwork.	Tech	New temperature and humidity monitors have been purchased tested and approved. Broadcasting live and recorded historical data. Further supporting and implementing energy efficiency changes.
1.5 Travel and Transport	Task Lead (s)	Impacted Departments	Behaviour Required	Due Date	Status	Desired Outcome	Measurable Activities	Responsibility	Notes
1.51 Ensure that sufficient secure bicycle parking is available on site	VE	VE	-Confirm that sufficient and safe bicycle parking is available onsite	Complete	Compete	Bicycle Parking installed on site	Usage of new bicycle racks	VE/ Tech	Complete
1.52 Continue minimising staff and business travel and encourage use of public transport/ car-pooling	All	All	-Consideration of all work related travel and reducing carbon output resulting from same either by using greener modes of transport where possible or opting for online options if available.	Ongoing	Ongoing	Reduction in travel related carbon footprint	Compile annual staff transport report to become aware of how staff are commuting to Butler Gallery and additional work related commitments -Submit travel expenses	All	Ongoing
1.53 Introduce criteria to measure the transport emissions of exhibitions and consider including transport miles in	AOS	AOS	Consideration of transport distance and requirements when selecting exhibitions so that transport	Ongoing	Ongoing	Reduction in carbon footprint from exhibitions	Continue calculating travel impact when selecting exhibitions	AOS	Ongoing

selecting exhibitions.			emissions are an influential factor in the decision making process.						
1.54 Liaise with public transport providers such as, Irish Rail and Kilkenny Council, to communicate and promote travelling to Butler Gallery (and the city of Kilkenny) by public transport.	Development	AM/ GK	Promote active travel and public transport to Butler Gallery	Complete	Ongoing	Increased visitors using environmentally friendly modes of transport	-Include public transport options on Butler Gallery webpage -Create social media posts promoting public transport & active travel options to Butler Gallery -survey visitors on their mode of transport to Butler Gallery	GK	All detail on BG website under: Getting Here
1.6 Biodiversity	Task Lead (s)	Impacted Departments	Behaviour Required	Due Date	Status	Desired Outcome	Measurable Activities	Responsibility	Notes
1.61 Continue incorporating the theme of Nature-based Solutions and biodiversity into programming and workshops through Learning and Engagement.	BH / JM	L&PE / Marketing	Ongoing incorporating of the theme of biodiversity within programming and workshops	Ongoing	Ongoing	-Create more awareness and education regarding biodiversity amongst Butler Gallery Audiences -Attract youth audiences to Butler Gallery	-Ongoing Development of biodiversity themed programming -Create a tag for biodiversity events on the website so they are easily identifiable under this programme strand.	BH / JM	We continue to develop our Soil Project Residency , as an annual commission at the gallery which supports invited artists to create participatory projects which connect deeply with the environment, the world around us and the soil beneath our feet. Artist Kasia Kaminska is the Soil Project resident artist for 2026. Kasia will spend time

									researching native trees and woodland habitats in Kilkenny and develop a participatory art project that celebrates our native trees, Irish language, and local folklore. The public will participate through talks, walks, storytelling circles and hands-on workshops that explore the ecological and cultural value of our native trees. Our Youth Ecology Art programme continues to build climate-awareness for youth in the South East. A programme for 13 to 17 year-olds at Butler Gallery - it offers young people interested in art, ecology, biodiversity and sustainability, the opportunity to work with and learn from professional artists. In Autumn 2025 our youth group devised a Youth Ecology Art Festival, to
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									showcase sustainable practices. In 2026 we have announced Biologist, Educator and artist Tasneem Khan, as our new Youth Ecology Art Programme Curator. Tasneem brings a wealth of experience in ecological based practice to the programme.
1.62 Butler Gallery seeks to support Irelands, 4th National Biodiversity Action Plan. The Plan will set the national biodiversity agenda for the period 2023-2027 and aims to deliver the transformative changes required to the ways in which we value and protect nature. Aligning with: Objective 3 - Secure Nature's Contribution to People Objective 4 - Embed Biodiversity at the Heart of Climate Action Objective 5 - Enhance the Evidence Base for	Development/Tech	All	Continued engagement with Kilkenny County Council biodiversity officer	Ongoing	Ongoing	-Create more awareness and education regarding biodiversity amongst Butler Gallery Audiences -Attract youth audiences to Butler Gallery - Drive change in people's behaviour to support biodiversity	Continued engagement with biodiversity officer	Development/Tech	

Action on Biodiversity									
1.63 With Kilkenny County Council, develop a Pollinator Programme to protect and enhance Butler Gallery gardens as pollinator habitats, whilst taking measures to promote the use of native plant species over non-natives, as appropriate.	FB	Tech/ VE	Continue working with Kilkenny County Council on garden area and rewilding of sections	Ongoing	Ongoing	-Cultivate a varied and aesthetic garden for the gallery.	Continued engagement with Kilkenny County Council re gardening and outdoor areas	FB	Planting of Native Irish plants and rewilding areas has started at the Butler Gallery Grounds. Instigate signage around site to reference planting.
1.64 Explore option of installing a rainwater collection system for the use of watering plants and other projects where relevant	Tech	Tech	Explore options of installing a rainwater collection system with stakeholders including Kilkenny County Council	Ongoing	Ongoing	Cost water collection systems and implementation for same.	FB to explore options	FB	Investigating options
2. Social Goals									
2.1 Training	Task Lead (s)	Impacted Departments	Behaviour Required	Due Date	Status	Desired Outcome	Measurable Activities	Responsibility	Notes
2.11 Develop and deliver a climate literacy training programme on climate action and climate justice to Butler Gallery's internal team and board of directors	Development/Tech	All	Co-create a climate literacy training programme with external experts and Butler Gallery team and deliver internally and to board of directors	2027	Pending	Ensure staff and board are carbon literate.	Engage external body to develop carbon literacy programme that is Butler Gallery specific. Delivery training to the staff and board.	Development	Investigating options

2.2 Communications	Task Lead (s)	Impacted Departments	Behaviour Required	Due Date	Status	Desired Outcome	Measurable Activities	Responsibility	Notes
2.21 Develop a clear and consistent communications plan created in line with the launch of the Butler Gallery's Climate Action Plan, supporting the plan's targets and actions.	Development/ Tech	All	Develop timeline plan with key goals and objectives and develop key messages.	Ongoing	Pending	Differentiate Butler Gallery as a leader in this area within the sector Reputational uplift for Butler Gallery Knowledge sharing in the sector Raising awareness of the issues -Attract further funding	Tactical Communications plan	Development	Researching
3. Governance & Leadership									
3.1 Governance	Task Lead (s)	Impacted Departments	Behaviour Required	Due Date	Status	Desired Outcome	Measurable Activities	Responsibility	
3.11 Annual audit assessment using IG Green Tools to measure and monitor emissions	Tech	All	Conduct annual audit Communicate on delivery of Butler Gallery climate actions and targets	Ongoing	Ongoing	Completion of audit assessment and shared with staff	Communicate internally and externally if newsworthy	Development	
3.12 Establish regular contact with Kilkenny County Council Climate Action Office, and with the Biodiversity and Environmental Awareness Officers	L&PE	All	Engage with Kilkenny Coco & communicate outcomes internally when necessary	Ongoing	Ongoing	Good working relationship with KK Coco Climate Action and Biodiversity Office	Meetings as necessary	L&PE	
3.13 Future Partnership Development, aligning with partners in the areas of climate action and climate justice	Development	Development	Draw up target list of corporates and funding opportunities with E of ESG at the fore of their objectives.	Ongoing	Ongoing	Additional corporate and operational grant funding	Draw up list Create proposal Send to targets Make follow up contacts	Development	

This in in relation to private funding and sponsorship partners: Creation of strict partnership criteria and robust ESG policy									
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