



# An (eco)responsible, Inclusive, and Accessible Festival

## 2026 – 2030 roadmap

Since 2010, the Festival d'Avignon has been implementing eco-responsible and solidarity-based initiatives aimed at reducing its carbon footprint, furthering its ecological transition, promoting social inclusion, and making La FabricA a symbol of its environmental and societal policy.

A CSR (Corporate Social Responsibility) committee brings together representatives from all departments each month to develop skills, foster innovation, and implement sustainable actions. Its goal: to guide staff, artists, professionals, and audiences toward new responsible and civic-minded practices.

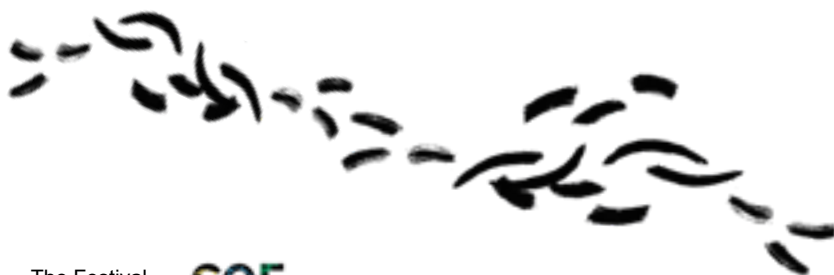
**This roadmap outlines concrete initiatives implemented since 2020 and development prospects looking ahead to 2030, structured around 10 commitments:**

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partner in the Festival's  
eco-responsible policy

The Festival  
is a member  
of the





# Structuring of the CSR approach

- Transition from an annual roadmap to a **multi-year roadmap** through 2030
- Integration of the “**Transitions en scènes**” pact into the **Association’s multi-year objectives agreement**
- Seeking dedicated **funding**
- Formalisation of a **CSR report** with indicators
- Integration of **CSR clauses** into the Association’s contracts and agreements
- Creation of a **working group** on adaptation to climate change
- Participation in the revision of the **safeguarding and enhancement** plan by the City of Avignon’s Remarkable Heritage department
- Contribution to the development of the **heat island** master plan by the City of Avignon’s Resilient Urban Planning department
- Collaboration with the Geomatics Department of Avignon Université to **conduct thermal analysis of the Festival d’Avignon’s operating venues**
- Presidency of **COFEES** (Collective of Eco-Responsible and Solidarity Festivals of the Sud Region) since 2023



Forecourt of the train station, 2025 © Festival d’Avignon



The Festival is committed to rethinking its equipment and promoting the use of environmentally friendly transportation.



Le Soulier de Satin, Éric Ruf – Comédie-Française, 2025 © Christophe Raynaud de Lage / Festival d’Avignon



Shuttle services, L’Autre Scène du Grand Avignon – Vedène, 2023 © Festival d’Avignon

## TRANSPORT OF SETS AND EQUIPMENT

- Promote rail freight over road freight for the transport of stage sets
- Seek to optimise the **transport of technical equipment** loaned by partner theatres via rail

## AUDIENCE TRANSPORTATION

- Encouraging the **use of trains and regional TER services** in partnership with the Sud Region and SNCF
- Contributing to the **improvement of public transport services** in coordination with the City of Avignon and Greater Avignon: bicycle storage facilities, Velopop bike-sharing stations, buses, park-and-ride facilities and shuttle services, Festibus, etc.
- Promoting the use of a **carpooling, bike-sharing and ride-sharing platform**, in partnership with the Festival Off Avignon
- Strengthening **communication** on low-impact transport options in partnership with Avignon Tourisme
- Providing **public shuttle buses** from Avignon to the Carrière de Boulbon and to L’Autre Scène du Grand Avignon in Vedène

## TRANSPORTATION OF STAFF AND ARTISTS

- **Reducing the use of combustion-engine vehicles:** providing a fleet of traditional bicycles, electric-assist bicycles (e-bikes), electric cargo bikes, tricycles, a bike trailer, and a fleet of electric vehicles
- **Adapting infrastructure:** installation of charging stations at permanent sites (Cloître Saint-Louis, Eisenhower, La FabricA)
- Encourage visiting artists to **use eco-friendly transportation** (train, bus, and bike)
- **Contributing to reforestation initiatives** to offset carbon emissions from professional air travel
- Participating in experiments with new **intermediate vehicles** for short-distance travel and deliveries
- Implementing a **staff mobility** plan

→ DID YOU KNOW?

A REDUCTION OF 88 TONNES OF CO<sup>2</sup> THANKS TO THE FESTIVAL’S SHUTTLE SERVICES IS EQUIVALENT TO 10 TRIPS AROUND THE EARTH BY CAR

# Waste reduction and sorting



The Festival continues its policy of waste reduction and sorting related to its activities at all our venues.

- **Improve sorting** by strengthening communication on sorting instructions and by optimising the placement of bins, and by making signage more visible
- Installing **cigarette butt collection** bins at the various Festival d'Avignon sites
- **Strengthening the responsibilities of the Festival d'Avignon teams** involved in waste management
- Set up **shared composting areas** in our permanent venues (La FabricA, Cloître Saint-Louis)
- **Reusing or recycling IT equipment** at the end of its life cycle
- Promoting the use of **refurbished mobile phones**
- Promoting **eco-production, reuse, and recycling** of stage sets and costumes
- Using **bio-based paint** in the workshops
- Expanding the use of **reusable containers and tableware** as a replacement for single-use items
- Updating **indicators to accurately measure** waste reduction and sorting performance over the years
- **Raising awareness among the Festival d'Avignon's suppliers and service providers** about waste reduction and sorting through the "[Festival d'Avignon Responsible Suppliers Charter](#)" and the "[Festival d'Avignon Sustainable Catering Providers Charter](#)"



Provision of reusable water bottles, 2022 © Festival d'Avignon



Construction of waste bins at the Carrière de Boulbon, 2025 © Festival d'Avignon

# Consumption control

The Festival is implementing measures to optimise and reduce its water and energy consumption.

- Continue improving the **energy insulation** of buildings made available to the Festival by the City of Avignon, through coordinated efforts
- Continue the transition to **LED lighting**
- Maintain the supply of **green electricity** and optimise electricity consumption at La FabricA and in all temporary venues
- Install **photovoltaic panels** at La FabricA
- Reduce water consumption by building additional **dry toilets** and training teams in **organic waste recovery systems**
- Improve **battery storage conditions** to extend their lifespan and increase safety
- Write **CSR sections** into venue technical sheets to structure the transfer of **responsible practices for site operations**

→ DID YOU KNOW?

688 M<sup>2</sup> OF SURFACE INSTALLED WITH SOLAR CANOPIES AND PHOTOVOLTAIC PANELS AT LA FABRICA  
2/3 REDUCTION IN ENERGY CONSUMPTION



La FabricA, 2025 © Christophe Raynaud de Lage / Festival d'Avignon

Technical services © Festival d'Avignon

# Responsible purchasing

Whether it's about reducing high-ecological-footprint merchandise or, more generally, prioritising the circular economy and short supply chains, the Festival is strengthening its responsible purchasing policy.

- Selecting **responsible suppliers and service providers** in line with CSR charters: favouring short supply chains, organic products where possible, and respect for human rights in particular
- Promoting the purchase of **raw materials and products that are environmentally and health-friendly**
- Sharing **CSR charters** with suppliers when placing orders
- Ensuring regular monitoring and analysis of the existing **indicator framework** in order to improve practices

## MERCHANDISE

- Continue **ethical purchasing** in accordance with the suppliers' charter
- Change our **gift** policy for professionals toward a more modest approach



Festival shop, 2021 © Barbara Buchmann Cotterot

## MINDFUL FOOD AND CATERING

- Offer more **vegetarian menus** for receptions
- Continue using **large containers** for the bar
- Promote the purchase of **products through short supply chains** by developing relationships with local and organic producers
- Highlight **local and organic products** in social gathering places



Gardens of the palais des Papes, 2023  
© Cyril Terrien / Festival d'Avignon

# Responsible communication and digital sobriety

A series of reflections are underway to adopt a more sustainable communication approach, incorporating digital sobriety.

- Communicate about **good digital practices**
- Limit the **quantity of printed communication materials**
- **Reduce postal mailings** by optimising the mailing list
- Encourage recipients to update their **mailing preferences**
- Improve the **distribution** and allocation of **press materials** across Festival venues
- Optimise **storage methods** to reduce internal transport during the distribution of printed publications
- Optimise the **digital footprint** of the website and app
- Improve accessibility and develop **Easy-to-Read and Understand (FALC)** content for the website and printed materials
- Conduct an **"accessibility"** audit of the Festival d'Avignon website
- Consider **hosting Festival d'Avignon data in a local "green" data center**
- Explore **ethical and responsible digital solutions**

→ DID YOU KNOW?  
-25%  
OF PRINTED  
MATERIALS IN  
2025



Signage © Festival d'Avignon



Programme reuse bin, 2025 © Festival d'Avignon



# Raising awareness among the public and staff about societal and environmental issues

By sharing its values and goals, the Festival encourages active participation from everyone with the aim of preserving the environment and promoting an ethical and fair economy.

- Rely on **structured support with COFEES** to strengthen and broaden the impact of the CSR approach
- Improve the **visibility of the Festival's commitments**: dedicated communication plan, dissemination of the multi-year strategy and the multi-year roadmap
- **Strengthen the internal embedding of CSR** through speaking engagements, the identification of designated referent persons per department, monitoring of indicators, integration of a CSR clause into employment contracts, welcome booklets, internal procedure manuals, and technical sheets for venues
- Identify CSR training needs and **train venue staff** in eco-responsible practices
- **Communicate CSR commitments to performing companies**: integration of a CSR clause into performance contracts, welcome booklets, and display of the artistic teams' welcome charter across all venues
- Participate in **professional meetings** to improve eco-responsible practices: COFEES, ARVIVA, Arsud, MAIF Culture, We Count, etc.
- Co-develop, in partnership with Avignon Tourisme and the Festival Off Avignon, a **booklet on eco-responsible practices** for audiences
- Collaborate with public authorities in the **fight against sexist, sexual, and moral violence and harassment (VHSSM)**, and take part in awareness-raising and prevention initiatives

## → DID YOU KNOW?

67% OF JOURNEYS BETWEEN HOME AND THE PLACE OF STAY ARE MADE VIA THE RAIL NETWORK (REGIONAL TRAINS, HIGH-SPEED TRAINS, AND INTERCITY TRAINS)



Café des idées, 2025 © Festival d'Avignon



Electric cargo bike, 2025 © Festival d'Avignon



# Accessibility and inclusion

The Festival continues its efforts to improve accessibility to venues and performances, as well as to better include people with disabilities in careers in the performing arts.

- Improve the accessibility of the **website** for people with visual or cognitive impairments
- Systematically update and maintain **venue information sheets** on the website (in the "Access" section)
- **Train teams** in welcoming audiences, staff, and artists with disabilities
- Provide **wheelchairs** and **accessible toilets for people with reduced mobility (PRM)** at certain Festival venues in Avignon (Cour d'honneur, La FabricA, Carrière de Boulbon)
- Include performances in the programme that give visibility to **artists with disabilities**
- Provide **vibrating vests** for **deaf and hard-of-hearing audiences** at performances involving amplified music
- Promote the **employment of people with disabilities** through detailed job postings, distribution via specialized employment networks (Cap Emploi), and the organisation of a **dedicated recruitment day** (the annual employment day for people with disabilities at La FabricA)
- Present Festival venues in Avignon to visually impaired and blind audiences using **tactile models** during workshops



Tactile model of the Cour d'Honneur du palais des Papes, 2023 © Festival d'Avignon

# Ethical human resources policy

By embracing the integration of all forms of diversity, the Festival affirms its commitment to inclusion.



Employment fair for people with disabilities, 2026  
© Festival d'Avignon



VHSSM training, 2025 © Festival d'Avignon

- Ensure **gender parity** in programming
- Continue the internal “**Equal Professional Opportunity**” plan promoting the principles of non-discrimination, regardless of gender, origin, age, or employee health status
- Inform and disseminate the **internal protocol for preventing and addressing sexist, sexual, and moral violence and harassment (VHSSM)**
- **Train Festival teams** on CSR issues, disability inclusion, prevention of VHSSM, and addiction risks
- Continue the “**Recommended Jobs**” schemes (allowing social-sector partners and the employment platform to propose candidates for seasonal jobs)
- Organise each year the **Employment Fair for people with disabilities** at La FabricA
- Ensure **career monitoring** and the **prevention of health issues**, and organise medical follow-up through occupational health services
- Maintain a “**Prevention of harassment, ethics and good conduct**” clause in employment contracts
- Communicate **principles of respect and equality** to be upheld within the organisation through staff **welcome booklets**, display of the artistic teams’ **welcome charter** across all venues, dedicated posters on preventing VHSSM (sexist, sexual, and moral violence and harassment), and sharing the **contact details of designated referents responsible for addressing VHSSM**
- Draft a **charter for festival-goers** to help prevent verbal and physical violence against the Festival d'Avignon teams

**TAILORED TRAINING FOR FESTIVAL TEAMS**

**739 PEOPLE TRAINED IN 2025**

- **SEXIST AND SEXUAL VIOLENCE AND HARASSMENT**
- **ACCESSIBILITY AND WELCOMING OF AUDIENCES WITH DISABILITIES**
- **ADDICTIVE BEHAVIOURS**

# Respect and preservation of natural sites, green spaces, and biodiversity

In response to the climate emergency, the Festival is committed to protecting the environment and local biodiversity.

- **Preserve the Carrière de Boulbon site:** carry out brush clearing, establish a pathway serving as a firebreak, and maintain collaboration with the National Forestry Office to protect local plant species
- Promote an **artistic programme** with a **deep commitment**, environmentally conscious, and respectful of ecosystems
- Monitor **studies on the environmental impact** of performing arts activities, particularly outdoor performances
- Contribute to the **planting of a Festival forest** in partnership with the City of Avignon
- Install a **beehive at La FabricA** to support the preservation of bees
- Take part in **urban planning studies** on the **development of residential areas** in anticipation of climate events (heatwaves and floods), and for **climate adaptation** (development of soft mobility options, greening and de-sealing of soils, etc.)



Carrière de Boulbon, 2023 © Christophe Raynaud de Lage / Festival d'Avignon

→ **DID YOU KNOW?**

**THE CARRIÈRE DE BOULBON COVERS AN AREA OF 65 HECTARES DESIGNATED AS A PROTECTED ZONE**

# A collective and evolving approach

This multi-year roadmap is evolving and non-exhaustive. Its success relies on a collective approach and on leadership fully committed to these principles. Any suggestions or contributions help improve it.

We invite you to share your feedback with **your usual contact within the Festival d'Avignon**, the **CSR Coordinator**, or the **person in your department who is a member of the CSR committee**.

It will be taken into account by the CSR Committee in its work.

**Thank you!**



*Le Soulier de Satin, Éric Ruf – Comédie-Française, 2025 © Christophe Raynaud de Lage / Festival d'Avignon*



**CSR Committee  
and designated  
reference team**



More information on  
[festival-avignon.com](http://festival-avignon.com)

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