



Back to Work Connect – Staff Sustainability Snapshot

Back to Work Connect has conducted a staff sustainability survey to better understand commuting habits, remote work trends, energy sourcing, and values around sustainability and community. The insights gathered highlight the low-carbon nature of our operations and areas where we can deepen our climate-conscious practices.



Summary Table

Category	Key Insights
Team Size	3 responses
Remote Work	100% work-from-home
Commuting Emissions	0 tonnes CO ₂ /year
Domestic Business Travel	0 km/month
International Business Travel	0 trips in 2023
Hotel Nights (Business Travel)	0 nights
Renewable Energy at Home	Mixed (ranging from 0–100%)
Dominant Sustainability Themes	Environmental, Social, Workplace Inclusion

The above figures demonstrate a very low amount of environmental touchpoints due to a work from home staff. Significant emissions have been avoided in areas of commuting, domestic business travel and international travel.

Staff Travel & Carbon Footprint

Commuting Patterns

All respondents currently work **fully remotely**, with no regular commuting reported. This results in **zero commuting-related emissions** — a major sustainability strength and an example of how flexible work policies directly reduce Scope 3 emissions.

Business Travel

- **Domestic travel:** None of the staff reported traveling domestically for work.
- **International travel:** No international work-related trips were recorded in 2023.
- **Hotel stays:** All respondents reported **0 nights** spent in overnight accommodation for work.

Estimated total annual travel emissions for 2024–2025: ~0 tonnes CO₂.

This represents a minimal carbon impact compared to industry norms.

Sustainability Awareness & Sentiment

Themes Staff Resonate With Most

- **Environmental** (climate, biodiversity, carbon reduction)
- **Social** (empowering marginalised groups, inclusivity)
- **Workplace & Inclusion** (diversity, remote flexibility)
- **Innovation & Economic Growth** (especially from leadership roles)

Staff Insights

Current practices mentioned:

- Full-time remote work
- Use of solar panels in home offices (1 respondent)

Suggestions for future improvements:

- Greater internal branding around sustainability
- More structured marketing of sustainable initiatives
- Engagement in social causes (e.g. women's empowerment, disability support)

Community & Engagement

Top Community Priorities

- Women Empowerment
- Supporting People with Disabilities
- Workplace Inclusion

Interests and Support Needs

- Social sustainability and community engagement
- Increased resources or guidance to get more involved
- Company-driven sustainability branding or incentives



Recommendations



A. Low-Carbon Operations & Monitoring

- **Maintain and promote remote-first structure** — significant CO₂ savings.
- **Encourage home office efficiency:** Provide guidance or incentives for staff to switch to **renewable energy suppliers** where feasible.
- **Introduce a voluntary tracking tool** for any future work-related travel (if relevant), to maintain transparent reporting.



B. Internal Engagement & Awareness

- **Launch a mini “Green Office at Home” challenge** to improve energy awareness among remote staff.
- **Host a short webinar series** on sustainability topics (e.g., carbon literacy, climate and social justice, remote work’s climate benefits).
- **Promote community grants or partnerships** aligned with your core social values (e.g., support for women re-entering the workforce, rural inclusion initiatives).



C. Community-Driven Actions

- Create a **staff-led social impact calendar**, allowing individuals to nominate and spotlight causes they care about (e.g., age action, disability inclusion).
- Collaborate with relevant NGOs or community hubs to align CSR actions with the social sustainability goals your staff clearly value.