



OXFAM'S ENVIRONMENTAL SUSTAINABILITY REPORT

Financial Year 2023/2024

OXFAM INTERNATIONAL SECRETARIAT

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OXFAM

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Background:

This report offers an overview of Oxfam's global greenhouse gas emissions for the year 2023/2024. The report also presents a non-exhaustive list of initiatives taken across the confederation to minimize our impact on the environment.

Author:

Julia Lewis, Sustainability & Carbon Accounting Analyst
(julia.lewis@oxfam.org)

Frédéric Moreau, Senior Environmental Sustainability Lead
(frederic.moreau@oxfam.org)

Cover photo:

Buo Bun and Mao Vantha in their solar-powered aquaponics greenhouse in Cambodia.
A project supported by DFAT.
Photo credit: Patrick Moran/Oxfam

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INTRODUCTION

2023 was [the hottest year on record](#), and the crucial threshold of 1.5 degrees of global warming was [breached](#) for the first time across a full year. Acting on global warming and reducing the impact of the climate crisis has become ever more urgent, particularly for those most affected, many of whom are in the communities that Oxfam works with and serves.

Oxfam has pledged to reach net zero greenhouse gas emissions by 2045. In 2021 we signed the [Climate and Environment Charter for Humanitarian Organizations](#), which affirms our commitments to improve the environmental sustainability of our work, rapidly reduce our greenhouse gas emissions, and monitor and report on our progress each year.

Having established Oxfam’s [base year emissions in 2022–23](#), we are using this data to both identify priority actions to reduce those emissions and set interim 2030 reduction targets. Staff have been working to improve the quality of the reporting and expand its scope to include both the supply chain emissions from the goods and services that Oxfam buys, and from commuting by staff.

Our analysis of the 2023–2024 data shows that our largest sources of emissions are purchased goods and services, air travel and commuting.

Oxfam teams across the world have been adopting greener practices to transform the way they work and reduce their environmental impact. In our operations, we are installing renewable energies, sourcing more sustainable products, employing more responsible waste management practices, reducing vehicle fuel consumption and introducing more green initiatives along our value chain and beyond.

This second annual report on Oxfam’s green transition offers a better understanding of what has been achieved but also where we can strengthen our efforts and practices.

GLOBAL RISKS RANKED BY SEVERITY 10-YEAR PERIOD	
1 st	Extreme weather events
2 nd	Critical change to Earth systems
3 rd	Biodiversity loss and ecosystem collapse
4 th	Natural resource shortages
5 th	Misinformation and disinformation
6 th	Adverse outcomes of AI technologies
7 th	Involuntary migration
8 th	Cyber insecurity
9 th	Societal polarization
10 th	Pollution

Table 1: Global Risks Report 2024 – World Economic Forum

PART I: 2023-2024

GREENHOUSE GAS EMISSIONS

This is the second year of Oxfam's annual confederation-wide emissions reporting, which covers all Oxfam entities: countries, clusters and regional platforms, affiliates, OI offices and the Global Humanitarian Team. It includes the following sources of emissions:

- Buildings and vehicles owned or leased by Oxfam¹
- Purchased electricity and district heating
- Purchased goods and services
- Capital goods
- Business travel (air, land and hotel accommodation)
- Use of fuel in Oxfam's programs (for example in borehole pumping)

- Freight
- Staff/volunteer commuting

Oxfam's emissions reporting follows the GHG Protocol Corporate Standard which divides organizational emissions into three Scopes (see Figure 1):

Scope 1: direct emissions from sources owned or controlled by the organization, such as vehicles, boilers and generators

Scope 2: purchased electricity and heating

Scope 3: all other activities in the organization's supply and value chains.

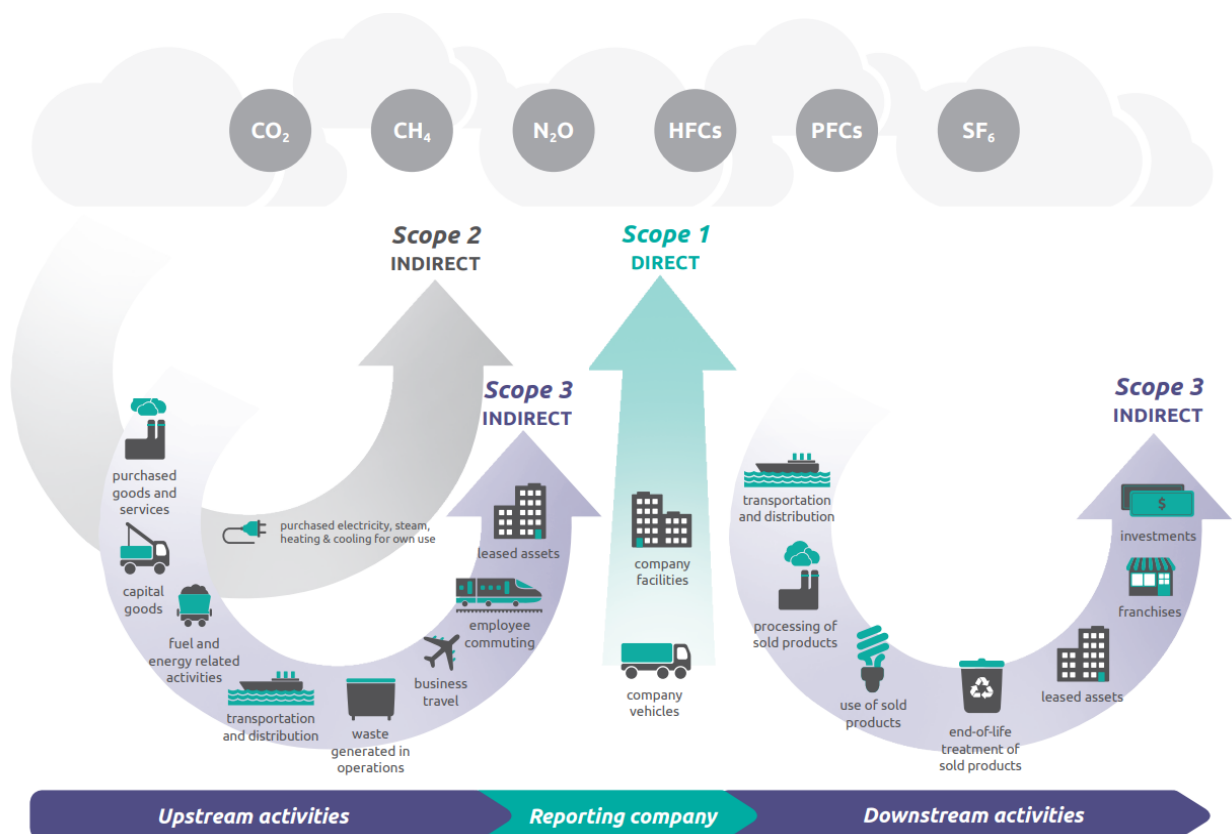


Fig. 1: Overview of GHG Protocol scopes and emissions across the value chain. Source: GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard

¹ This includes generators, renewable energy systems, natural gas heating, as well as air conditioning leaks, cooking gases and heating oil.

We have continued to expand the scope of our reporting this year to include two additional categories: commuting, and purchased goods and services. These were chosen as data from other organizations suggests that they are two of the most important emissions sources for NGOs. Data on hotel stays – part of Business Travel – has also been added for the first time.

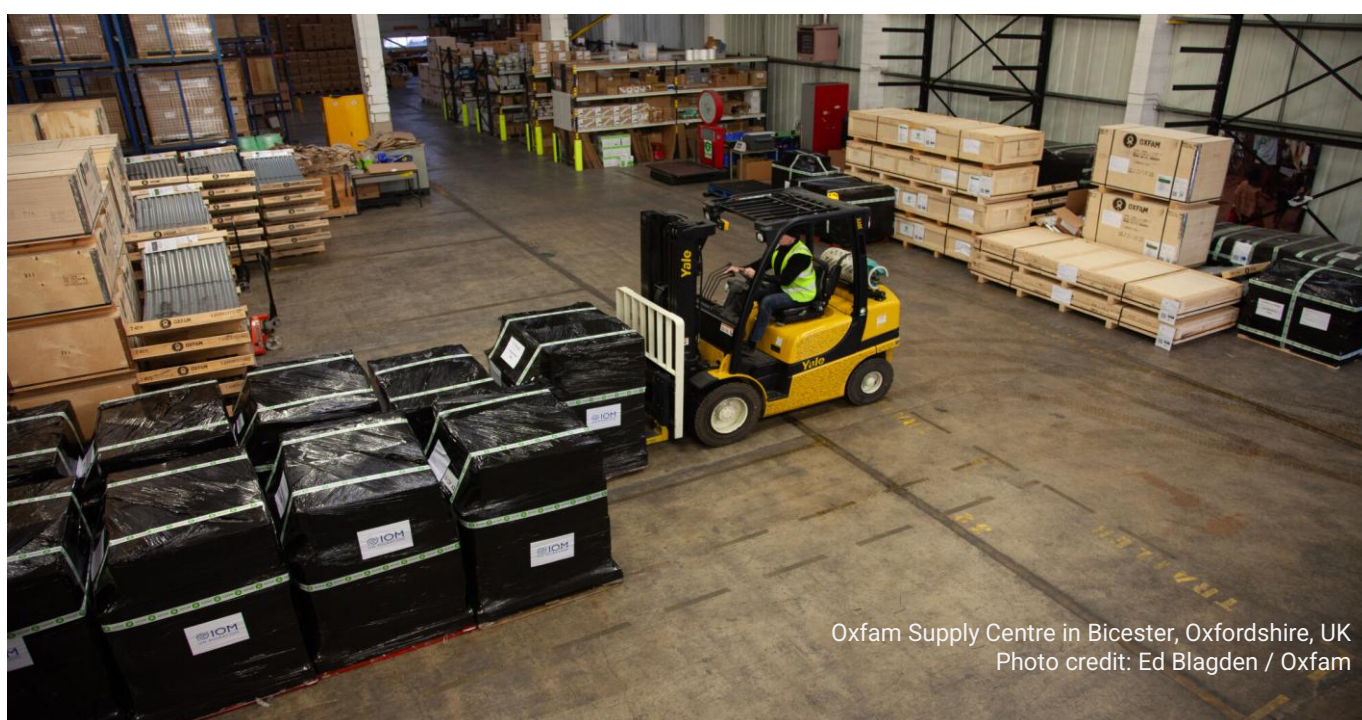
Commuting covers all travel by staff – and where data is available, volunteers – between their home and their usual place of work and back each day. Where staff members work in a different country to the where they consider home, this is calculated from their residence in the country where they work. This is different to Business Travel which covers any travel for work-related activities.

Purchased goods and services cover everything that Oxfam buys within the framework of running its operations and programs, except for assets/capital goods which are reported separately. This covers, for example, water treatment supplies and fittings, as well as hygiene kits and agricultural tools provided to communities.

It also includes training materials, vehicle spare parts, goods bought for sale in Oxfam shops, and services such as printing, repair and maintenance work. Emissions from these sources come from the energy and materials used to manufacture, process and deliver goods to Oxfam, and provide services to the confederation.

Given the very high uncertainty in the Purchased Goods and Services data (+/- 80%), this has been presented as an overall figure for information purposes but no comparison with FY22/23 has been included in the report.

With the addition of these categories, the FY22/23 base year data has been recalculated² to ensure that it remains comparable with subsequent years and that Oxfam can effectively track progress in reducing its emissions. An estimate for purchased goods and services in FY22/23 will also be added to the base year data once available.



Oxfam Supply Centre in Bicester, Oxfordshire, UK
Photo credit: Ed Blagden / Oxfam

OVERALL EMISSIONS

In FY2023-2024, Oxfam emitted **74,878 tonnes of carbon dioxide equivalent (CO₂e)**, which breaks down as shown in Figure 2. Further details on each emission source are detailed in the next section.

These emissions are equivalent to:

-  Driving **8,519 times** around the world in a petrol car
-  **36,046 return flights** between Nairobi and London
-  **32 football pitches** of Arctic summer sea ice lost as a result of Oxfam's emissions.

DATA QUALITY AND COMPLETENESS

Compared to FY22/23, there was a slight decrease in the availability of data this year, with 73% of Oxfam entities submitting data, covering an estimated 90% of the confederation's emissions, compared to 83% last year, which covered approximately 93% of Oxfam's emissions. This was partly due to the humanitarian crises in some of the countries in which Oxfam works, as well as resource constraints elsewhere.

Data quality was also lower than last year, with only 69% of reports rating average or high quality in overall data quality and completeness, compared to 78% in FY22/23. Efforts are underway to identify the reasons for this and work with teams to improve the quality of reports.

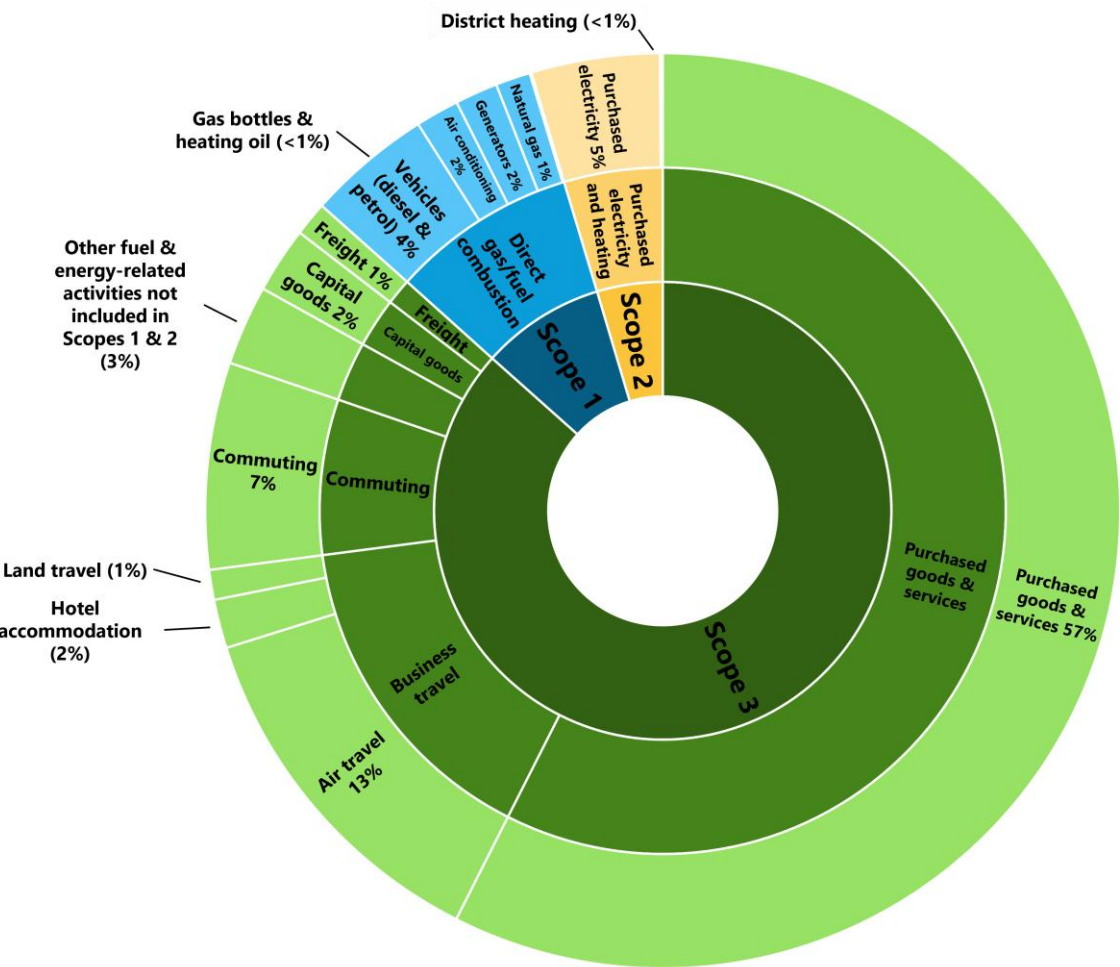


Fig. 2: Oxfam's FY23/24 emissions profile. Emissions sources correspond to the GHG Protocol categorization.

PROGRESS ON REDUCING EMISSIONS

There has been a **small reduction of 2.8%** in Oxfam's overall emissions in FY23/24, but this follows a similar decrease in Oxfam's operations and staff numbers. Per staff member (FTE), emissions have remained relatively stable, showing just a **0.7% decrease** from **3.87tCO₂e/FTE** to **3.85tCO₂e/FTE** (see Key Performance Indicators below). However, with only one year of data for comparison, it is not clear whether this downward trend is the result only of uncertainties or variation in the data, or if it represents some initial progress in sustainably reducing our emissions.

This slight reduction in overall emissions conceals more significant progress that Oxfam has made in reducing emissions in

some areas, which have been offset by substantial increases in emissions elsewhere³.

Figure 3 shows the change in emissions between Oxfam's base year (FY22/23) and FY23/24. The largest absolute emissions reduction – 713tCO₂e – came from purchased electricity while the largest increase was seen in air travel emissions (1,588tCO₂e).

Meanwhile, the greatest relative emissions reduction – 33% – came from the decreased use of generator fuel in Oxfam offices, with the largest relative increase – of 115% – being in land-based travel for work trips. These are discussed in more detail below.

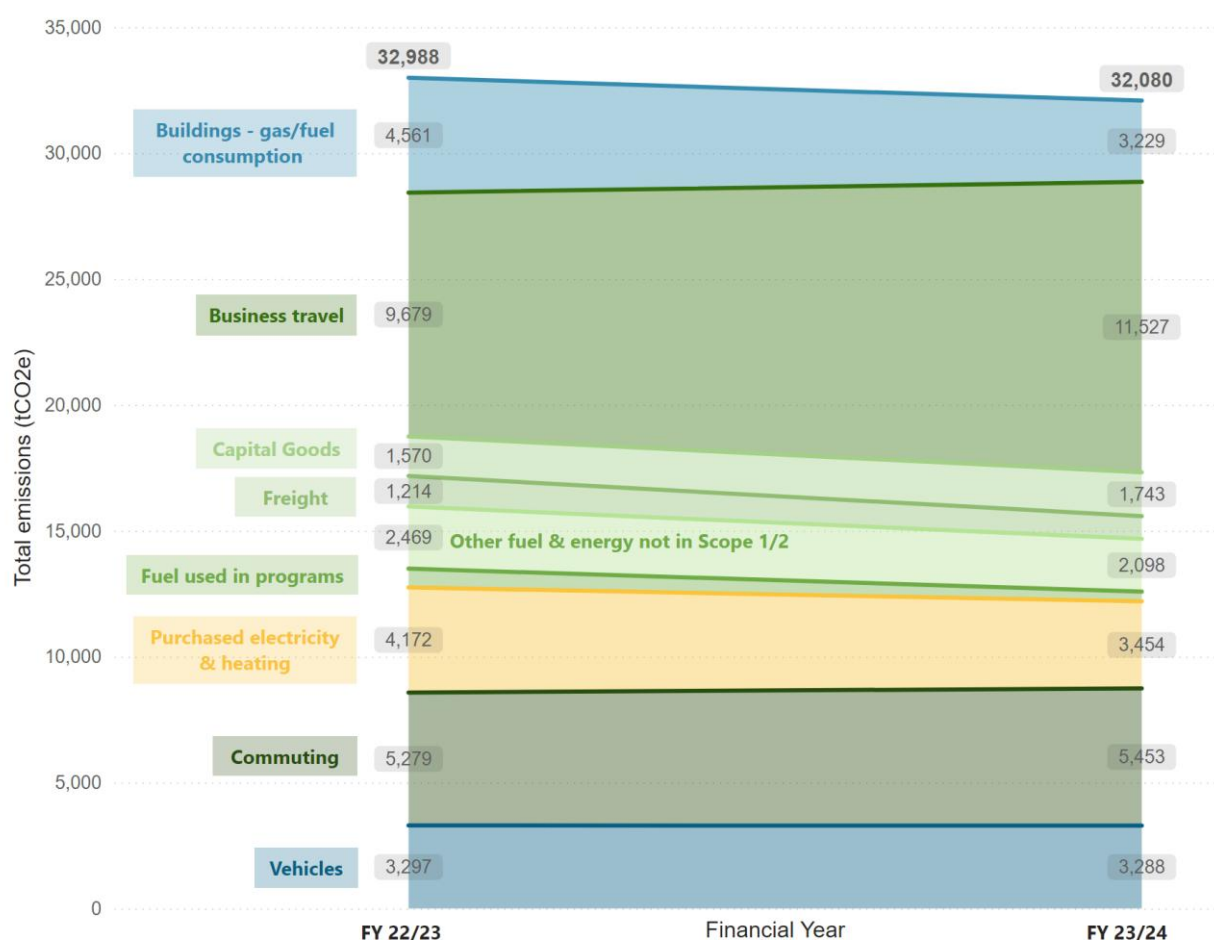


Fig. 3: Evolution of Oxfam's reported emissions – excluding Purchased Goods and Services – since the FY22/23 base year

³ The FY22/23 figures presented here differ from those in the 2022/2023 Environmental Sustainability Report as emissions categories have been added and corrections made since the publication of that report.

OXFAM’S EMISSIONS IN DETAIL

SCOPE 1

Generators: Oxfam used generators significantly less in FY23/24 compared to the previous year, generating an estimated 603MWh less electricity.

This resulted in an emissions reduction of 562 tonnes CO₂e, from 1,692tCO₂e to 1,131tCO₂e, and a **cost saving of approximately US\$315,000⁴**. This was likely due in part to the installation of solar panels in several Oxfam countries – generating an estimated 391MWh – although data from one of those countries was not available so this figure is likely to be an underestimate.

Vehicles: Emissions from vehicles owned and leased by Oxfam represents the fifth largest source of emissions, although there has been little change since FY22/23, only reducing from 3,297tCO₂e in FY22/23 to 3,288tCO₂e in FY23/24.

Refrigerant gases: Emissions from the gases used in air conditioning systems (known as refrigerant gases) totalled 1,139tCO₂e in FY23/24, a reduction of 23%. Unless there are leaks in an air conditioning system, these gases should not need to be refilled annually so this data can vary significantly year on year. Longer-term monitoring will be required to assess whether this reduction is maintained over time.

Natural gas: Emissions from natural gas used in central heating systems were 912tCO₂e in FY23/24, a reduction of 429tCO₂e or 32%. 87% of this reduction, however, comes from one affiliate and it is likely that this is the result of a data error rather than an actual reduction. As it was not possible to verify this prior to publication, further efforts will be made to confirm this and the data will be adjusted in the next annual report if necessary.

Gas bottles and heating oil: This emissions source includes kerosene for heating, as well as liquefied petroleum gas (LPG), butane and propane. It represents our smallest source of emissions at just 48tCO₂e, and showed a 16%

(9tCO₂e) reduction since FY22/23, although this is likely to have been within the normal variation of use.

SCOPE 2

Purchased electricity: Emissions from purchased electricity reduced by 17% in FY23/24 compared to FY22/23, due predominantly to the decarbonization of the grid in the countries in which Oxfam works, as well as a 4.7% decrease in electricity purchased (773,559KWh) over the year.

Seven Oxfam entities reported buying a renewable energy tariff from their electricity supplier, enabling us to report zero Scope 2 emissions from purchased electricity in those countries. These are known as ‘market-based’ emissions, in contrast to ‘location-based’ emissions reporting which uses the average emissions factor of the national grid to calculate emissions from purchased electricity. The GHG Protocol Corporate Standard requires that both market- and location-based emissions are reported where different parts of an organization use different approaches.

Reporting approach	FY23/24	FY22/23 (updated data)
Market-based	3,387.3	4,100.1
Location-based	3,736.9	4,586.1

Table 2: Emissions (tCO₂e) from purchased electricity, using a location- and market-based reporting approach

As Oxfam entities obtain their electricity from a variety of sources – namely petrol/diesel generators, electricity purchased from the national grid and on-site renewables (i.e. solar systems) – it is essential to track changes over time in the quantity of electricity consumed, the source of this electricity and its carbon intensity (the emissions per kWh used) in order to monitor the impact of Oxfam’s energy-saving initiatives and its transition to renewable energy. This data is presented in the Key Performance Indicators section below.

⁹⁴ This is based on a global average petrol price in 2022 and 2023 of USD1.217 and USD1.131 respectively, and a global average diesel price of USD1.255 in 2023, with data for 2022 unavailable. In FY22/23, generators in Oxfam offices used 624,457 litres of diesel and 6,138 litres of petrol, compared to 375,482 and 4,357 litres in FY23/24.

District heating: Three Oxfam entities use district heating systems to heat their offices. District heating networks can provide lower carbon emissions and more efficient heating than gas boilers, but this depends on the energy source used. This is Oxfam's second-lowest source of emissions, producing 66tCO₂e, compared to 72tCO₂e in FY22/23, an 8% reduction.

SCOPE 3

Purchased goods and services: This is the largest source of Oxfam's emissions, representing approximately **42,798tCO₂e (57%)**. However, these figures have a high degree (+/- 80%) of uncertainty as they were calculated using predominantly financial data, and could therefore be anywhere in the range of **8,764tCO₂e to 76,832tCO₂e**. This figure also excludes data from 22 entities (30%) as data was not available and it was not possible to usefully extrapolate this from other entities. It also excludes emissions from goods purchased through cash and voucher assistance (CVA), as the data is not yet available globally. These emissions are broadly in line with data from other INGOs, which show that purchased goods and services usually represent between 50% and 60% of an organization's total emissions – and sometimes over 70%, depending on its operating model.

Although the use of financial data is an accepted way of estimating these emissions, it does present challenges in monitoring emissions going forward, as there is no clear relationship between cost and emissions; greener products can cost more, and any actions to improve the sustainability of our products will not be reflected in this data. The estimated figures have been presented here to provide a comprehensive picture of Oxfam's overall emissions, but discussions are underway to identify alternative indicators to better track the greening of these supply chains.

Business travel: There was a significant increase in overall professional travel in FY23/24 compared to the previous year, with

both air travel and land-based travel – and their resulting emissions – increasing. Air travel accounted for the largest share of these emissions.

Air travel: Air travel has shown a significant 20% increase in emissions, and an estimated 15% increase in distance flown over the course of the year. This also translates into a significant increase in flight emissions per FTE; between FY22/23 and FY23/24, emissions from air travel per staff member increased by 23% across the confederation.

Land travel: Emissions from land-based travel have nearly doubled over the course of the year from 364tCO₂e to 784tCO₂e, with the proportion of travel emissions from land-based travel increasing from 4% in FY22/23 to 8% in FY23/24. However, this is partly due to methodological changes, as data on the use of staff member's own cars for work purposes was not collected consistently last year. As a result, an increase in emissions was to be expected this year and it represents nearly a third of land-based travel emissions in FY23/24.

Figure 4 shows, however, that the majority of the emissions increase in land-based travel – over 60% – is concentrated in the least environmentally sustainable transport modes, namely staff members' own cars and taxis, with the proportion of emissions coming from trains and buses falling between FY22/23 and FY23/24.

Proportionally, land-based travel has increased more, nearly doubling from 4% of travel-related emissions in FY22/23 to 8% in FY23/24.

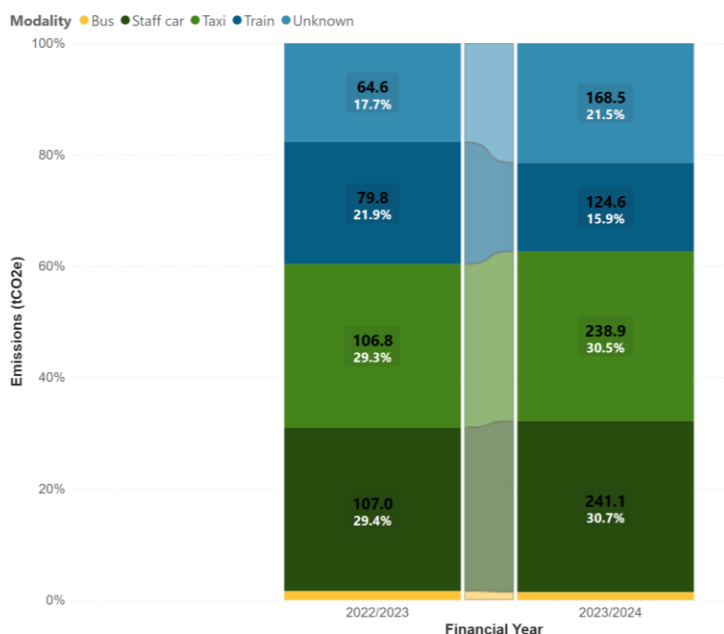


Fig. 4: Changes in emissions from land-based travel for work, between FY22/23 and FY23/24, shown in both absolute (tCO₂e) and relative (%) terms

Commuting: Commuting concerns the travel of Oxfam staff and volunteers between their normal place of residence and their normal place of work. Where staff members work away from home – for example in an international role – this is measured from their workplace accommodation. This represents Oxfam’s third largest source of emissions, behind purchased goods and services, and air travel.

Hotel accommodation: Hotel accommodation represented 2% (4% when excluding purchased goods and services) of Oxfam’s overall emissions (1,281tCO₂e). As data on hotel stays was not collected in FY22/23, it is not possible to make any comparisons with the base-year emissions. Nonetheless, the increase in travel-related emissions this year suggests emissions from hotel accommodation are also likely to have increased between FY22/23 and FY23/24 due to an increased number of work trips. This is not reflected in the data, however, as the FY22/23 values were estimated solely based on changes in staff numbers between the two years.

Figure 5 shows the distance commuted and resulting emissions by transport type, highlighting of course that walking/cycling and public transport represent the least emissions-intensive commuting options, while private cars represent the most emissions-intensive option.

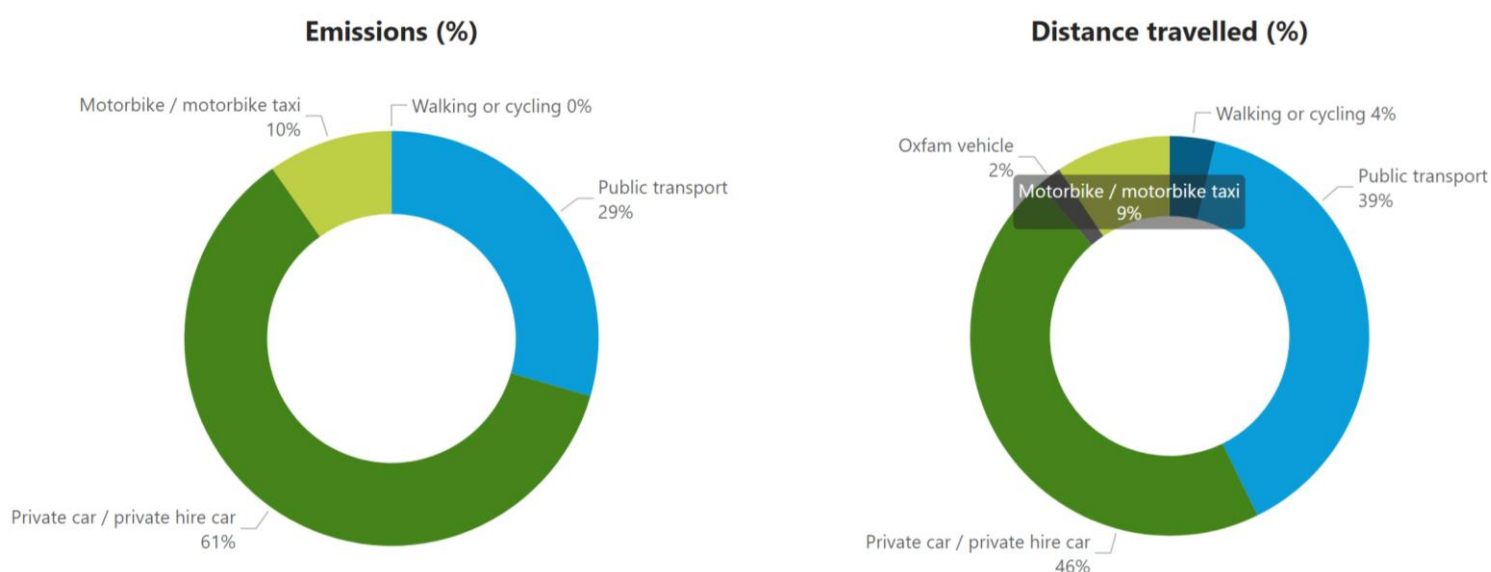


Fig. 5: Emissions and commuting distance by transport type. Oxfam vehicles are not shown in the emissions graphic as these are reported separately under Vehicles (Scope 1, above)

Staff members travel an average of 4,310km – approximately 17km per day – to get to and from work over the course of a year. That amounts to a total of nearly 35 million kms travelled across the confederation. There are, unsurprisingly, clear differences between the commuting habits of staff working in the Global South

compared to the Global North (Figure 6), where public transport tends to be more readily available, and walking or cycling may be more feasible. In the Global North, 58% of the distance travelled during the commute was covered by public transport, walking or cycling, compared to only 32% in the Global South.

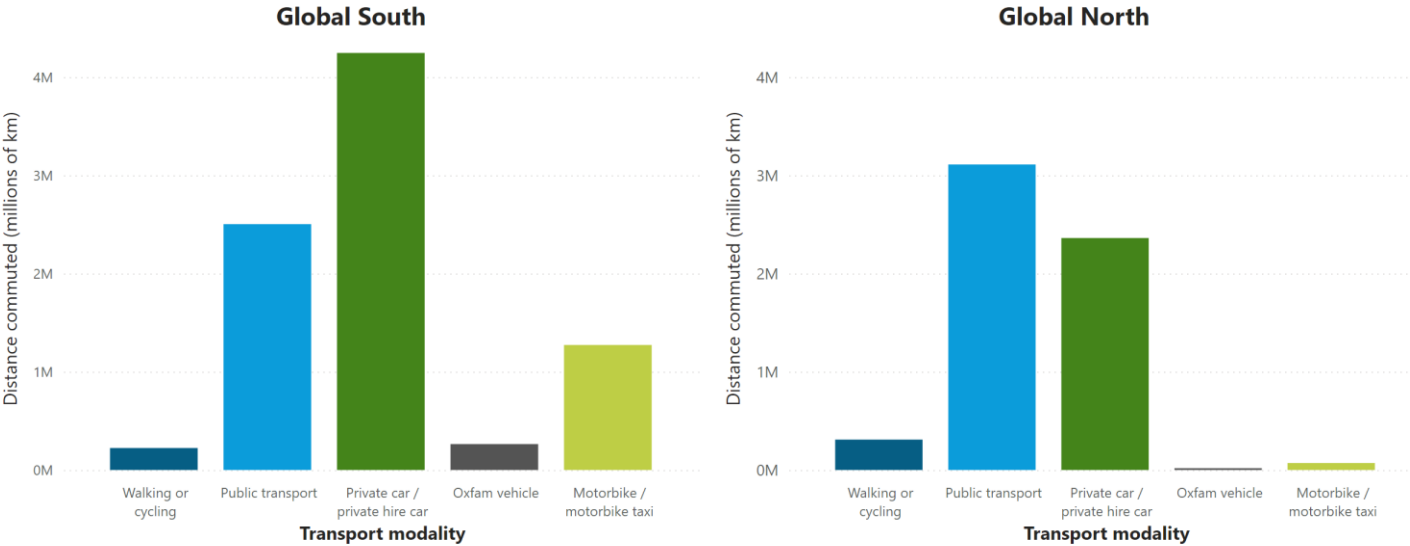


Fig. 6: Differences in commuting modality (in kilometres travelled) between staff in the Global North and the Global South

Freight: Across the confederation, there was a 57% increase in the amount of freight reported (in tonne-km) between FY22/23 and FY23/24, but a 26% drop in emissions (313tCO₂e), thanks to a decrease in the use of air freight and an increase in the use of sea freight (Figure 7).

With only one year to compare this to, it remains to be seen whether this trend will continue in future.

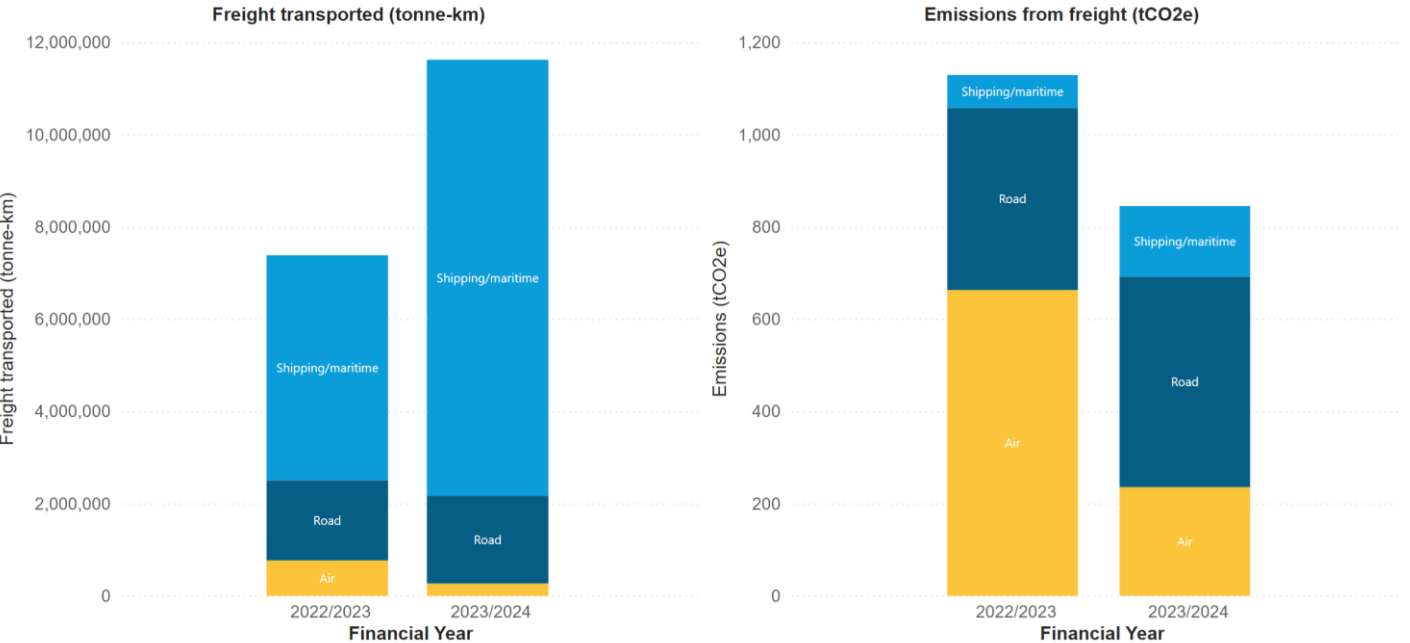


Fig. 7: Changes in freight carried (in tonne-km) and freight-related emissions for each modality: air, sea and road between FY22/23 and FY23/24

Capital goods: Emissions from capital goods – the high-value equipment such as computers and vehicles, that Oxfam needs in order to operate – increased by 11% to 1,743tCO₂e in FY23/24. As in FY22/23, IT and communication equipment was responsible for the majority of these emissions – 55% in FY23/24 – followed by vehicles and transport equipment (33%) and power generation (11%)⁵.

As capital goods are not purchased every year, there is always bound to be some variation in these emissions year on year, as more equipment may naturally be replaced in some years than in others.

Other fuel- and energy-related activities not included in Scope 1 or Scope 2: These emissions are the upstream emissions linked to the production and distribution of fuels and energy.

These saw a 15% decrease between FY22/23 and FY23/24, because of the reductions in Scope 1 and 2 emissions reported above.

KEY PERFORMANCE INDICATORS

Oxfam uses several metrics to track progress on its emissions reduction and energy use. These are shown in Table 3 below for both FY23/24 and FY22/23.

Emissions metrics exclude Purchased Goods and Services because of the uncertainty inherent in the data and the lack of comparable FY22/23 figures at the time of writing.

Data on emissions per € million spent should also be read with caution. As partner activities are not currently included in Oxfam's emissions reporting, the value of partner grants is excluded from this calculation. However, data on the actual value of partner grants is not available. The *planned* value has been used as a proxy, but this reduces the accuracy of this metric.

Key Performance Metric	Unit	FY22/23	FY23/24	Change (%)
Total reported emissions	tCO ₂ e	32,988	32,080	- 2.8%
Total emissions per employee	tCO ₂ e/FTE	3.87	3.85	-0.7%
Scope 1		0.92	0.78	-15.3%
Scope 2		0.49	0.41	-15.4%
Scope 3 (partial)		2.46	2.65	7.8%
Total emissions per € spent	tCO ₂ e/€million	38.78	35.26	-9.1%
Scope 1		9.23	7.16	-22.4%
Scope 2		4.91	3.80	-22.6%
Scope 3 (partial)		24.64	24.30	-1.4%
Electricity consumption				
Carbon intensity of electricity used	kgCO ₂ e/kWh	0.409	0.340	-16.9%
Electricity consumption	MWh	18,230	17,262	-4.8%
Power consumption per employee	kWh/FTE	2,141	2,072	-3.2%

Table 3: Key Performance Indicators for FY23/24 and comparison with FY22/23

⁵ Solar panels bought for on-site electricity generation have been excluded from this as emissions related to their production and manufacture are included in the Scope 3 emissions category 'other fuel- and energy-related activities not included in Scope 1 or 2'. This is to ensure comparability between them and emissions generated from Purchased Electricity.

⁶ Carbon intensity is a measure of how clean electricity is and shows the emissions from each kWh of electricity produced. This covers all Scope 1, 2 and 3 emissions from electricity generation and consumption. The carbon intensity figures presented here are likely to be higher than in reality as data on electricity produced from on-site renewable energy systems (solar panels, etc.) was not collected in FY22/23 and was only partially available in FY23/24.

⁷ This includes electricity purchased from the national grid, produced by generators and produced by solar systems.

PART II: ENVIRONMENTAL SUSTAINABILITY INITIATIVES

INTRODUCTION

Oxfam teams have continued to explore, adopt and imbed greener practices, in both operations and programs, to transform how they work to reduce the negative environmental impacts of their activities. These range from creating environmental policies to powering offices with renewable energy, reducing single-use plastics and conducting employee awareness sessions. These initiatives aim to not only minimize, and ideally eliminate, our contribution to global warming and biodiversity loss, but also to gradually phase out our use of fossil fuels.

Green initiatives can be found all along our value chain, with the aim of not only reducing our greenhouse gas (GHG) emissions, but also decreasing or eliminating other negative impacts on ecosystems. But Oxfam's interventions do not stop there; our influencing work and many programs managed or supported by Oxfam are also creating positive environmental impacts beyond our value chain. We invite you to find out about Oxfam's environmental sustainability work over the following pages.

RECYCLING PROGRAM AT ZA'ATARI REFUGEE CAMP, JORDAN



OVERVIEW: WHAT IS OXFAM DOING?

AT A GLOBAL LEVEL

OI's Environmental Sustainability (ES) team was completed in July 2023 with the recruitment of a Senior ES Lead. The team is supported by the members of the Global Green Team and works in collaboration with colleagues from the Sustainable Supply & Logistics group as well as with environmental focal points and green teams across Oxfam.

The ES team initiated a close collaboration this year with the OI Internal Communications team to establish a strategy and create more impactful communications. This exercise is part of a wider process begun by the ES team to establish a global strategy on ES, with a clear vision and specific targets by 2030.

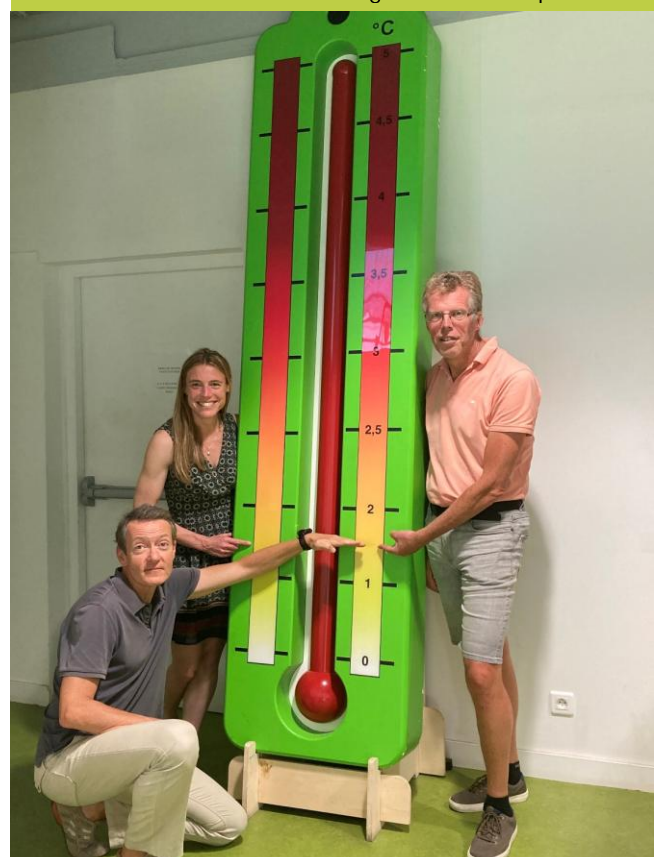
As part of raising awareness and informing other colleagues from the Oxfam confederation about the importance of measuring, preventing and mitigating our environmental footprint and about available related trainings and tools, the group contributed to two online platforms: the Green Teams United page on Workplace and the Compass page on Environmental Sustainability. In addition, several articles were published in the OI Newsletter (What's Up), the Change Bulletin and the Workplace group "All Oxfam staff".

The Sustainable Supply & Logistics group has been revising and implementing its action plan, with a view to improving our environmental sustainability in four areas

of work: Procurement, Energy, Fleet and Waste Management. In October 2023, the group organized a session on sustainability during the annual Global Logistics Week (GLOW), where colleagues could share and discuss sustainable initiatives undertaken by country programs.

The ES team introduced the Environmental Sustainability Dashboard offering an overview of emissions generated by our activities across the globe and a snapshot of initiatives to make our practices greener. This tool enables staff across the confederation to access the data needed to track their emissions and emission reductions.

Julia Lewis, Hans Breekveldt, Frédéric Moreau
ES Team meeting in Paris – Sept. 2023



AT AN AFFILIATE, COUNTRY, CLUSTER OR REGION LEVEL

Here, we provide an overview of the most common practices reported, adopted or initiated by countries, clusters, regions and affiliates. This non-exhaustive list highlights the diversity and depth of what teams across the confederation are doing to prevent and minimize the environmental footprint of their activities. Figure 8 illustrates the areas of work where the greatest number of entities have adopted greener practices.

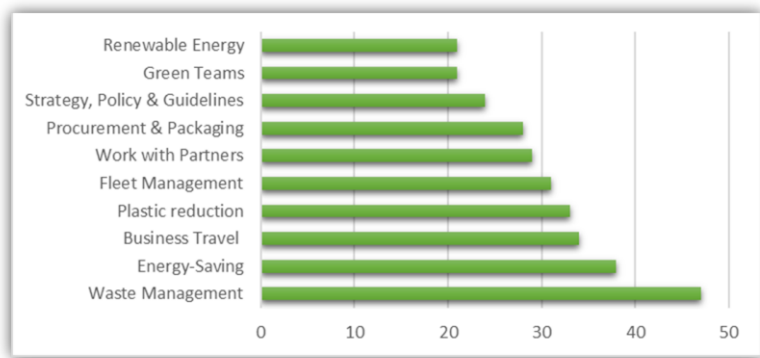


Fig. 8: Number of Affiliates and CCRs reporting eco-friendly practices per type of activity

Looking back at the previous year’s report, we can see that the total number of initiatives listed has more than doubled. Although this significant increase can be partially explained by improved reporting, it certainly also shows that many teams across the confederation have become more conscious of the importance of addressing the environmental impact of their ways of working and are taking steps to do so.

a) Planning and organizing

As we described in the previous section, creating teams, establishing a strategy and communicating are activities that have

been conducted at the global level. Similar activities have been carried out at the affiliate and country levels to ensure a more systemic approach to integrating sustainable practices within operations. Consequently, there are a whole range of initiatives that relate to administration, management and organizational structure, such as:

- Reporting annually on emissions and ES
- Setting quantitative and qualitative targets
- Establishing an Environmental Policy
- Organizing employee awareness sessions
- Creating Green Teams or environmental working groups

This last element has proven to be a significant lever for the generation of new initiatives and the strengthening of existing ones. By March 2024, we had Green Teams (GT) in 21 countries, up 5% from the previous year. Moreover, where GTs were in place, there was overall a greater number of greening initiatives. Indeed, entities with a GT have launched, on average, 50% more initiatives than entities without one.

Nonetheless, having a GT is not the sole winning condition; having a temporary or permanent working group on ES can also lead to a similar transformation. Furthermore, where feasible, having permanent, dedicated staff significantly helps with piloting, supporting, planning and measuring the green transition, as demonstrated at some affiliates like Oxfam Great Britain and Oxfam Intermón.

These two affiliates, and a few others, have already been working for several years to minimize their footprints, with clear reduction targets by 2030 and long-term net zero emission targets.

CLIMATE FRESK WORKSHOPS: A COLLABORATIVE APPROACH

The first edition of the [Climate Fresk](#) workshop was organized at Oxfam Intermón's headquarters in 2023. For a few hours, colleagues put their heads together to discuss climate change and solutions. Using 42 game cards designed from IPCC reports, the workshop aims to raise awareness about climate change in a playful and collaborative way. Through a shared understanding of the mechanisms at work, Climate Fresk workshops enable both individuals and organizations to have an open and positive conversation about climate solutions. Participants left the workshop having formed a strong bond with each other and were better equipped to implement the climate actions they had identified. Also, after the success of that first meeting, five more sessions took place at different Intermón offices.



Another ingredient to encourage and facilitate the adoption of greener practices is having the support of leadership. When a Country Director or an Executive Leadership Team member for an affiliate gets involved, it sends the message that mainstreaming ES across operations is desirable and necessary, leading to an increased focus on ES actions.

b) Greener offices and digital communication

Minimizing the environmental impact of running an office generally involves encouraging responsible user behaviours, reducing energy and heating demand, improving waste and water management, and using IT equipment more responsibly.

Among the impactful initiatives adopted in offices operated by Oxfam are solutions that relate to energy efficiency and conservation, converting to renewable

energy, sustainable segregation and disposal of waste, extending the functional lifespan of IT equipment, and many others. The most common actions are listed below:

- Buying AC units and fridges with inverters
- Setting thermostats to more energy-efficient temperatures
- Replacing generators with solar systems
- Installing lights with motion sensors
- Contracting local non-profit organizations to handle recycling and composting
- Eliminating single-use plastics
- Using e-signatures and sending documents via BOX links
- Repairing and extending use of IT equipment
- Immediately addressing water leaks

c) Travel and commuting

Business travel remains one of the largest sources of emissions within Oxfam, and increased significantly this year, despite various initiatives designed to decrease these emissions. However, a closer look at the picture reveals that emissions from business travel are not even across the confederation; in fact, a growing number of countries and some affiliates have managed to reduce their flight emissions. To achieve that, leadership and teams in those entities are using a specific tools and actions, some of which are listed below:

- Offering virtual options (meetings, events, etc.)
- Encouraging alternative modes of transport (e.g. train)
- Establishing guidelines for sustainable travel, in line with the Responsible Flying Policy.

- Choosing direct flights, shortest routes and eco-responsible airlines
- Combining more than one objective or work process for a trip
- Setting annual reduction targets
- Hiring staff locally

Commuting emissions have been measured for the first time this year, so we cannot yet identify which practices have been most effective. However, we already know that flexible working policies, like allowing work from home, and promoting the use of public transport, carpooling, cycling and walking, can lead to significant reductions in commuting-related emissions.

WASTE MANAGEMENT IN INDONESIA

Determined to reduce the environmental impact of their activities, our colleagues in Indonesia have introduced various greening initiatives including improving their waste management systems, both in the office and for external events. In the office, waste is separated in the pantry into plastic, organic and paper, and electronic waste is carefully managed by the IT team who prepare a list of broken and damaged items, which are then disposed of through external sale or recycling by a certified company. At in-person events, water stations allow participants to refill their water bottles to avoid single-use plastic, food and snacks are organic, and any waste is sorted and handled by a local social enterprise that processes it responsibly, either at a recycling facility or a composting plant. Any residual waste is sent to a plant using Refuse Derived Fuel (RDF) technology to transform it into alternative fuel.



d) Supply and logistics

In this section we look at activities that relate to fleet management, freight, procurement and packaging. The most common eco-friendly practices that teams across the confederation have adopted include:

- Use of environmental criteria for procurement of goods and services
- Planning bulk or consolidated orders to reduce shipments
- Collaboration with vendors to encourage them to adopt more sustainable practices
- Favouring locally produced goods when feasible
- Prioritizing maritime over air freight
- Buying goods with no packaging or less packaging, and using biodegradable or recyclable packaging where feasible
- Replacing plastic for more sustainable solutions when possible
- Prioritizing hotels with environmental practices and certification
- Purchasing or renting less polluting vehicles including hybrid or electric vehicles
- Trip consolidation and carpooling
- Training on eco-driving practices
- Vehicle maintenance on a regular basis
- Use of tracking systems to optimize vehicle routes

GREENER FLEET MANAGEMENT IN MYANMAR

In Myanmar, the team has worked hard to optimize its fleet and minimize the environmental impacts related to transport of staff. At the main office, a carpooling system ensures that Oxfam's two vehicles are managed efficiently. Every morning, an analysis of planned staff movements for the day is conducted, enabling optimal allocation of vehicles. It does not stop there; monitoring the vehicles' fuel consumption is part of standard procedure, and drivers have been trained to control their speed and use of air conditioning to minimize fuel usage. Additionally, a weekly check-up of vehicles is carried out for maintenance and to identify repair needs. Going beyond emissions reduction, the main office now offers the option to use two electric bikes for in-town travel by staff. This is a step towards zero-emission mobility!





Photo credit: Colin Carey/Oxfam

FARMER FIELDS SCHOOLS IN MALAWI – SUSTAINABLE FARMING PRACTICES

e) Programs and work with partners

Beyond efforts to integrate eco-friendly practices into operations, Oxfam teams are designing sustainable programs, advocating for environmental justice and fostering climate resilience in communities. Working with partners who prioritize environmental sustainability in their operations and programs, Oxfam has been:

- Conducting environmental impact assessments of programs
- Promoting climate-smart agricultural practices
- Encouraging water-saving initiatives
- Supporting installation of solar-powered water supply and irrigation systems
- Promoting plastic reduction and recyclable alternatives in programs
- Working with local communities and authorities to improve solid waste management systems
- Supporting pro-climate partners

Oxfam colleagues offer trainings and organize mutual learning sessions with partners and communities on climate-friendly operations and a whole range of different topics such as waste management, green logistics, environmental protection, agroforestry, climate-smart agriculture, active transport and nature-based solutions.

The Farmer Fields Schools project, illustrated in the photo, is a demonstration of climate-smart agriculture. It is a hands-on, group-based learning method where farmers experiment with and observe different agricultural practices, soil health improvement and spacing technologies, with the aim of increasing yields through sustainable farming practices. They gain practical experience by tackling real issues as they arise, like pest control and water management.

f) Shops and fair trade

Oxfam has 724 shops located in six countries. These shops are crucial for generating revenue for the organization, but also for encouraging more responsible consumer behaviours such as buying used goods or fair-trade products.

Common areas of intervention to make Oxfam trading practices more eco-friendly usually fall into four main categories: facilities management; working processes; products purchasing; supplier selection. Listed below are the most representative examples:

- Installing more efficient heating and lighting in shops
- Conducting carbon footprint / lifecycle analyses of products sold in shops
- Working with suppliers to increase production efficiency and reduce the environmental impacts of their products
- Managing excess donations for reuse or recycling
- Prioritizing hybrid or electric vehicles
- Reducing packaging of goods sold
- Awareness sessions with volunteers on environmental sustainability issues

Following the launch of the Carbon Dioxide Removals and Carbon Offsets policy in 2023, several affiliates started to look at other options to compensate for the emissions they had not yet been able to eliminate. Among those solutions are climate contributions of the type illustrated in the following case study.

OXFAM BELGIUM FAIR TRADE AND CLIMATE CONTRIBUTIONS

When calculating the emissions of its products, OBE-Fair Trade (OBE-FT) takes the entire product value chain into account, including emissions from the production, transport, processing and delivery of products to the customer.

Despite some success with reducing its emissions, it had to face the reality that getting to zero value-chain emissions was not attainable. Wishing to compensate for those remaining emissions, the carbon accounting approach of insetting was chosen for some time until it was decided in 2022 to finance climate contributions to support climate adaptation and mitigation projects and to do so with its own trade partners. This approach not only supports CO₂ reduction, but also strengthens biodiversity, sustainable water use, water retention and more. Oxfam gets involved in projects proposed by trade partners, ensuring that they generate maximum impact. Investment not only supports emission reductions (climate mitigation) but also future-proofs partners by helping them adapt to climate change. In 2023, OBE-FT invested €24,970 in climate contributions with trade partners, almost double that spent in 2022.



CONCLUSION AND LOOKING FORWARD

This first report since the base year was established in 2022-2023 reveals an organization that has taken charge of the issue of environmental sustainability across several areas.

Oxfam's emissions reporting has expanded to include previously unreported emissions categories, ensuring that we have a more comprehensive understanding of the climate impacts of our work.

Meanwhile, a great number of initiatives have been undertaken at the global, regional and local levels to reduce Oxfam's environmental footprint, in terms of both its GHG emissions and other impacts. Oxfam teams are also conducting activities that create positive impact, such as through climate contributions and the implementation of programs promoting climate-sensitive solutions.

However, it is imperative that we continue and intensify our efforts to reduce our emissions and systematize environmentally friendly practices across our operations and programs. This is a commitment we have made as a signatory of the Climate and Environment Charter, but also a commitment to 'walk the talk' as we fight for climate justice. This includes continuing to improve the quality, scope and consistency of our emissions reporting. With only two years of annual data, it is not yet clear whether the emissions reductions we have seen in FY23/24 are indicative of genuine, sustained progress in reducing our emissions.

To achieve this, Oxfam will need to adopt a comprehensive intervention strategy with concrete emissions reduction targets and a level of resource contribution commensurate with its ambitions. Several steps have been made in this direction, such as constructing a common vision on sustainability and establishing guiding principles. Nonetheless, more will have to be done if we are to be successful in minimizing, if not eliminating, the environmental impact of our activities. Getting consensus on global reduction targets for 2030 with a decarbonization roadmap will be key to making this adventure successful. Such decisions will have to be made in a context where funding looks set to become even more challenging, limiting opportunities for appropriate resource allocations.



OXFAM

Oxfam is a global movement of people who are fighting inequality to end poverty and injustice. Our vision is a world that is just and sustainable. In 2024, our confederation includes 21 national Oxfam affiliates and employs around 8,500 people, working in 79 countries. For more information, visit www.oxfam.org.

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CONTACT

 Oxfam.org

 +254 (0) 20 2820000

 Oxfam International Headquarters
ACS Plaza Lenana Road Kilimani, Nairobi, Kenya