

Achieving your
environmental
goals faster with
hybrid working



okta

Climate change is an urgent global issue, with profound consequences for our planet and our way of life. We're already seeing some of the effects, with extreme weather events affecting people and businesses around the world. As a result, companies are now accelerating their efforts to reduce their carbon footprint in every corner of the business.

2.7°C
rise in average global temperature by 2100, based on current national plans²

¹ Estimating Energy Consumption and Greenhouse Gas Emissions for Remote Workers (Anthesis, 2021)

² United Nations Climate Action

How a hybrid working model helps

One silver lining for businesses amid the uncertainties of the pandemic has been the decrease in workplace greenhouse gas (GHG) emissions due to fewer people commuting. At Okta, we've accelerated our move to dynamic, hybrid working, to give our teams greater freedom and flexibility. But we also wanted to find out what effect this has had on our carbon footprint.

Here's how we worked it out – and how you can assess yours too.

1 Calculate your current workplace emissions



- For **office emissions**, office utilisation by staff can be determined from badge data
- For **working from home emissions**, country-specific reference data is available for estimating energy usage by remote workers
- For **commuting emissions**, national commute surveys are available for estimating emissions based on city- and country- specific commuting modes

How Okta did it

We assessed our workplace emissions for 2020, when most of our employees were office-based.

Office emissions: data taken from our 2020 greenhouse gas Inventory

Working from home emissions: days worked remotely in 2020 x estimated increases in electricity and natural gas consumption using country-specific models¹

Commuting emissions: calculated using distances from home to office, based on office and employee postcodes, with commute modes applied based on national surveys

Okta workplace emissions per employee in 2020: 1.55 tCO₂e



Estimate your footprint with a hybrid working model



Office emissions

Based on estimated office space and headcount change



Working from home emissions

Based on forecast hybrid working patterns



Commuting

Projected emissions per employee



Projected workplace emissions

- To estimate office emissions under hybrid working, calculate current emissions per square metre from step 1 and apply to forecast reduced office space
- If you already have hybrid working in place, calculate pre-pandemic emissions using the method in step 1 and compare with current levels to assess its impact

Estimated change in Okta's workplace emissions 2020–2023 due to hybrid working:
-21%

How Okta did it

We forecast our working patterns in 2023, when we expect working from home to be commonplace.

Office emissions: applied current emissions intensity per square metre to estimated office space in 2023 x headcount growth

Working from home emissions: surveyed employees to forecast desire for and extent of remote working in 3 years x headcount growth x estimated home energy consumption

Commuting: applied current emissions per employee commute day to projected commute days in 3 years

Okta emissions intensity per employee in 2023: 1.22 tCO₂e

1.5°C

Maximum rise in global temperature if we're to avoid the worst effects of climate change
[UN.org](https://www.un.org/)



Consider how you could help remote employees reduce their footprint



At Okta, we estimated our employees' working from home energy consumption to be roughly twice our overall office energy consumption. Part of the reason was a growing headcount, but a significant factor was staff having less efficient heating and cooling systems at home compared to those in the office. To further reduce your overall hybrid workplace emissions, consider how you can help colleagues by providing resources on how to conduct home energy efficiency audits and find local renewable energy providers. For more advice on helping remote employees work more sustainably, read Okta's [dynamic work sustainability guide](#)

About Okta

Identity is the foundation for building trust-based, secure organisations. Okta enables businesses to establish trust at work, wherever their people are, through a single identity architecture in a Zero Trust, cloud-based environment. With seamless access to resources and apps through one streamlined portal, employees can bring their best, most productive selves to work.

Next steps

Assess your readiness for the hybrid workplace

Find out how close your business is to establishing a secure hybrid workplace with our 5-minute test.

Free Okta trial

Try Okta free for 30 days. We'll get you started in as little as 10 minutes.

