



Oxfam Denmark's Environmental Sustainability Report 2024 – 2025



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1. Background

Oxfam Denmark (ODK) is committed to aligning its operations with the values of climate justice that guide its work. As part of this commitment, ODK has set a target: to keep our **carbon footprint** on 2024 levels constant for the next two years, until we agree on a reduction goal for 2030.

This aligns ODK with other Oxfam affiliates who have adopted reduction goals¹ to ensure that we “walk the talk” in our own practices. As a confederation, 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, to rapidly reduce our greenhouse gas emissions, and to monitor and report on our progress annually.

The **Responsible Flying Policy** of Oxfam International provides a framework for reducing emissions from air travel, which is the single largest source of our organisational carbon footprint. At the same time, we continue to monitor and report emissions related to electricity and heating use in our Copenhagen office.

Recognising that emissions cannot be reduced in the short term, ODK also undertakes **measures for voluntary climate reduction contributions**. In 2024, we committed to establish a fund, to which we each year pay 100 EURO² for every ton of carbon we emit by flying. With that fund, we are now planning to support the installation of solar panels at Oxfam Ghana’s office, reducing their energy costs and carbon footprint.

This report provides an overview of ODK’s environmental footprint in 2024, analyses key developments compared to prior years, and outlines our next steps toward stabilising our carbon food print.

Limitations

The report provides an overview of Oxfam Denmark’s environmental footprint based on selected data points: district heating, electricity consumption, and air travel (flight tickets bought through Unitas). While these are the most significant and readily available sources of emissions for ODK, they do not cover the full range of activities that contribute to our carbon footprint, such as other means of transport, freight, etc.

As part of the wider Oxfam confederation, ODK strives to align its reporting with the Greenhouse Gas (GHG) Protocol, which provides a comprehensive framework for categorising emissions into Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy), and Scope 3 (all other indirect emissions in the value chain). In this report, we focus only on a subset of these categories—primarily Scope 2 emissions (electricity and heating) and part of Scope 3 emissions (air travel).

For the air travel, it must be noted, that only tickets booked through Unitas are included in the statistics. As it is mandatory for ODK staff to book through Unitas, all travels booked by them – including also flights for partners and affiliates (typically in and out of Copenhagen for meetings or conferences) are included. For the EOL programme, it has since 2023 been mandatory also for EOL staff/offices in the Global South offices to

¹ Oxfam Intermon has set a target for 50% carbon emission reduction by 20230 – including 60% on travel – and Oxfam GB has set a target of 71% reduction of their total emissions by 2030

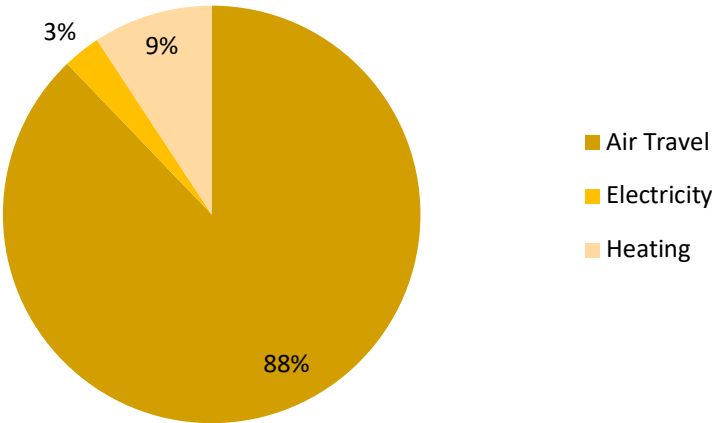
² According to the High-Level Commission on Carbon Prices report from 2020, a price of 50-100 USD per tonne of emissions is needed by 2030 to meet the Paris Agreement and net-zero agreement, and a recent OECD estimate sets this at 147 USD. On that basis, ODK has set on ambitious level at 100 EURO, which is significantly higher than the current market rate.

book intra-regional flights through Unitas, so these are included. But this is not the case for Oxfam country offices and travel funded by the SP programme. Thus, EOL and SP statistics are not directly comparable.

2.Statistics

Overall ODK’s carbon footprint is **highly travel-dependent**: small changes in office-based emissions use are marginal (28,4 tCO₂e in 2024) compared to variations in flights (205,1 tCO₂e in 2024), which dominate and determine the overall trend.

ODK emitted 233,5 tCO₂e in 2024:



In the following sections we will break down the data on the different emissions and compare with prior years. As air travel is the most significant contributor to Oxfam Denmark’s carbon footprint, we will zoom in on the flights travelled in 2024/25 and lay out the picture: where did we go, how long were the flights and by which department, to better understand our own practices.

2.1Air Travel Emissions

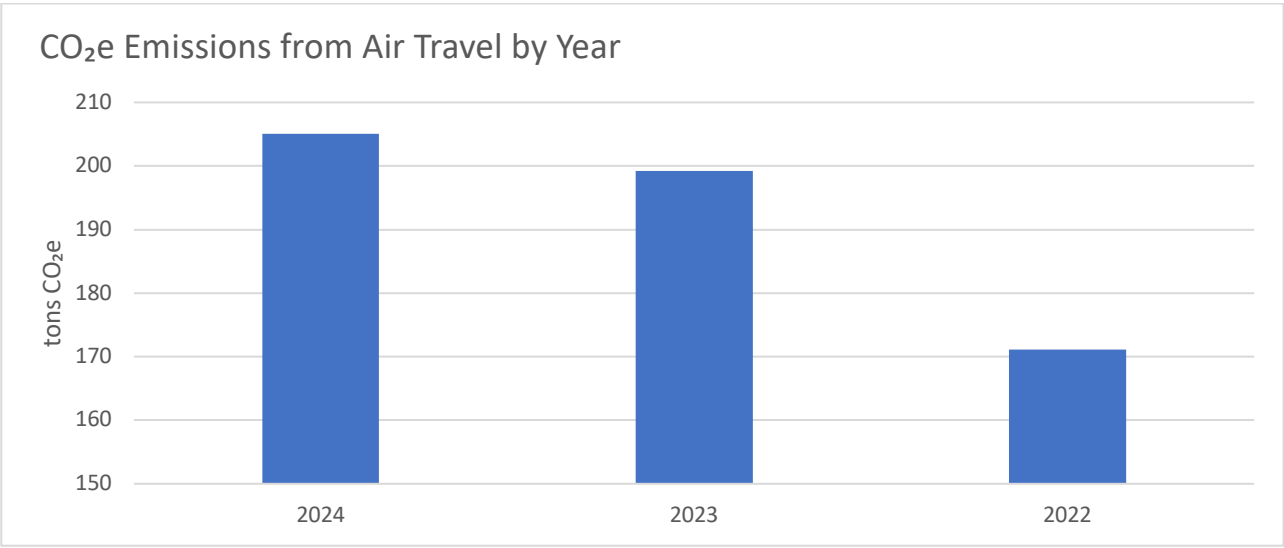
Key trends: Air travel remains the dominant source of ODK’s carbon footprint, accounting for over 88% of ODK’s total emissions. Although flights have not reached the level prior to the COVID-19 pandemic, there has been a steady rebound in travel presents a challenge to achieving long-term reductions.

Year	No. of One-way Flights ^b	Emissions (tCO ₂ e)
2019 ^a	n.a.	334
2022 ^a	296	171.1
2023	779	199,2
2024	814	205,1

^a Before 2023 EOL country offices did not purchase tickets through Unitas, and regional flights are not included

^b The same journey normally contains 2-3 one-way flights. Firstly, because these are return flights and secondly, because they sometimes include a longer stop-over on the way out or back, that is then registered by Unitas as two separate flights.

It is noted that while the number of flights has increased substantially from 2022 to 2024, carbon emissions has only increased by 20% over the same period. One explanation of that is that the same journey normally is registered with 2-3 one-way flights, as described in the table note, which means that an increase in the number of journeys will lead to a proportionally higher increase in the number of one-way flights. Another main reason is the shift of the “flight profile” to include more short-or medium-length flights. The fact that EOL changed their practice in 2023, has meant that many intra-regional flights has entered the statistics and these are by nature of short- or medium-length. Finally, there can be other explanations such as technical improvement and greener flights that emit less carbon.



Air Travel in 2024

A detailed analysis of all one-way flights undertaken between April 2024 and March 2025 follows here.

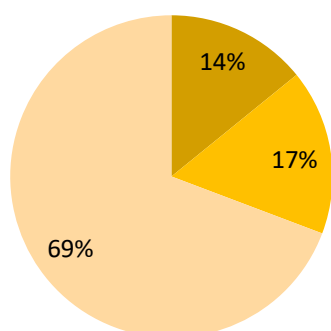
Flights by distance

- **Short-haul (<500 km):** 115 flights, 12.8 tCO₂e (6% of emissions)
- **Medium-haul (500–3,500 km):** 563 flights, 137.0 tCO₂e (67% of emissions)
- **Long-haul (>3,500 km):** 135 flights, 55.3 tCO₂e (27% of emissions)

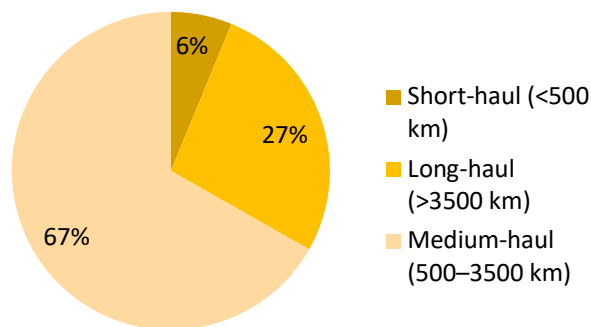
This confirms that although short-haul trips are numerous, the vast majority of emissions stem from **medium- and long-haul travel**. This goes to show that medium and long-haul cross-continental travelling are key points on which to take action when it comes to reductions attempts.

This is further illustrated by the pie chart, that shows flights by distance category, and the amount of tCO₂e that each distance category accounted for.

Flights by Distance Category



Emissions by Distance Category



Flight distribution by program/entity:

Department	Emissions (tCO ₂ e)
Strategic Partnership agreement with Danida	21,9
Education Out Loud	158,7
Oxfam Denmark own flights - non-program based	18,1
Other small projects (CISU, etc.)	4,5

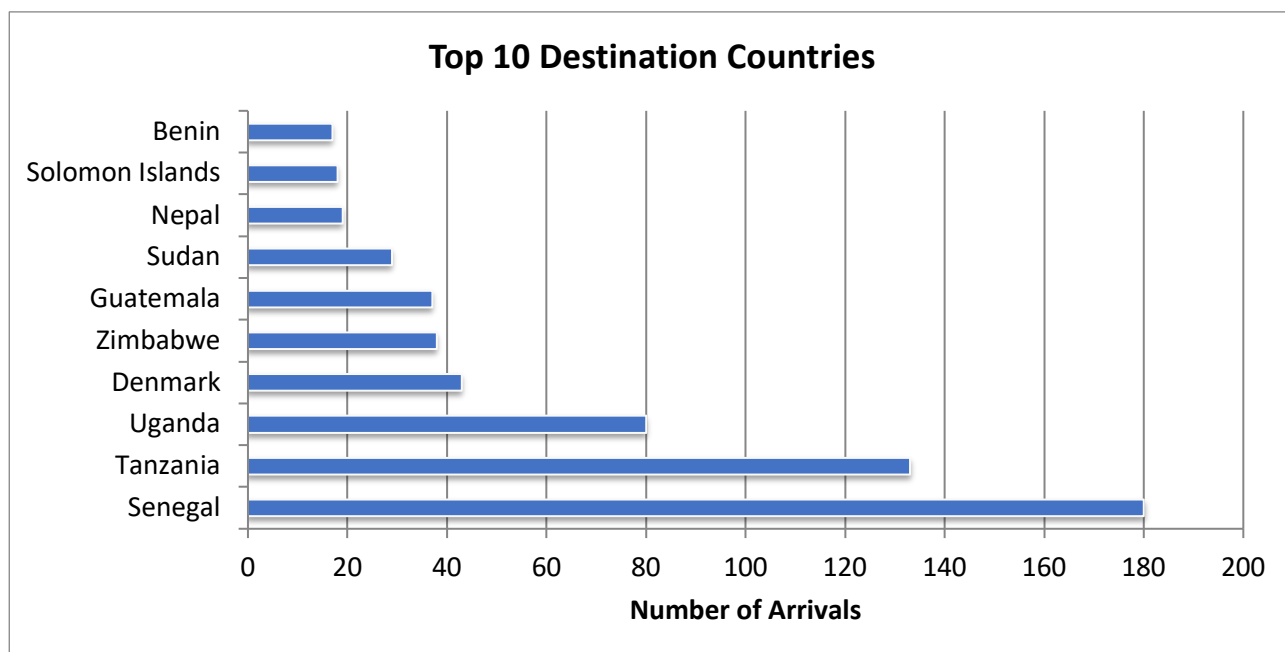
Education Out Loud accounts for 78 % of total emissions. This is in part because they, as opposed to other departments, also register program-related regional flights in the Global South. Therefor their numbers are not directly comparable to other departments. It should also be noted that the analysis does not weigh travel and carbon emissions to number of ODK staff working in each of these departments/units.

Flights by destinations

The top destinations **by total emissions** were:

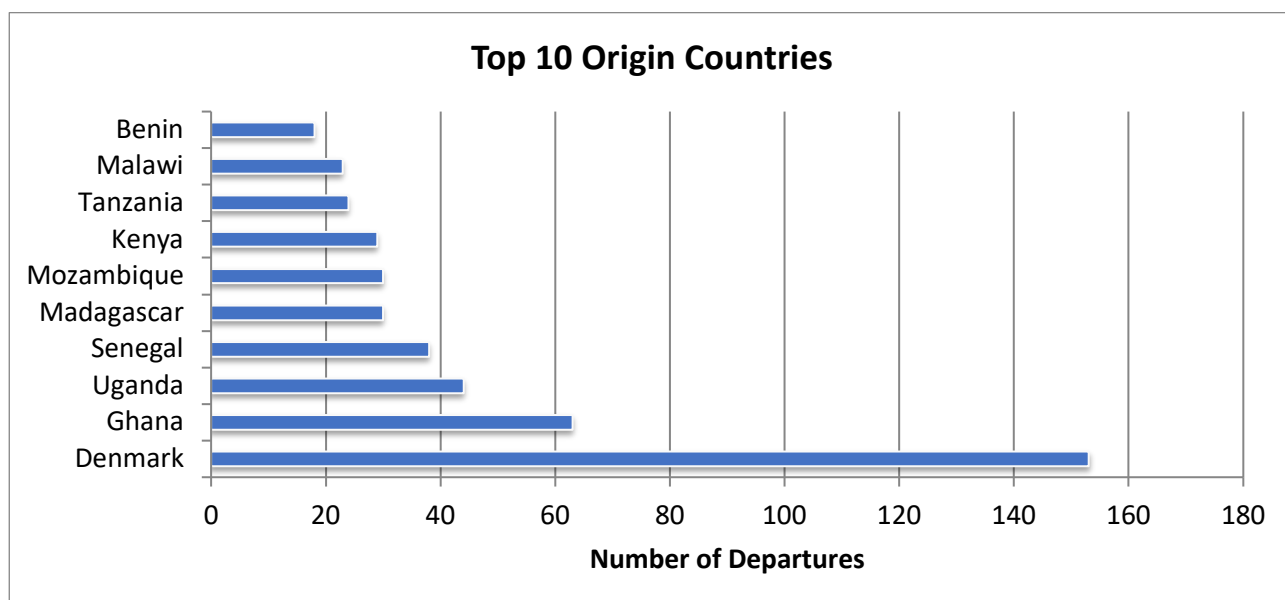
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| 1. Senegal – 50 tCO ₂ e (180 flights) | 5. Nepal – 9 tCO ₂ e (19 flights) |
| 2. Tanzania – 26,1 tCO ₂ e (133 flights) | 6. Guatemala – 8,9 tCO ₂ e (37 flights) |
| 3. Uganda – 21,4 tCO ₂ e (79 flights) | 7. Denmark – 8,4 tCO ₂ e (43 flights) |
| 4. Zimbabwe – 10,5 tCO ₂ e (38 flights) | |

These seven destinations accounted for 134,3 tCO₂e alone **57.55% of total emissions**. The top-destinations to some extent reflect the structure of EOL – thus some of the countries where their offices in the Global South are located are also serving as flight-hubs. Beneath, a bar chart shows the top destination **by number of flights**.



Flights by origin

Most flights originated in Denmark, but the dataset also shows departures from programme countries such as Rwanda, Angola, and Afghanistan. This underlines that Oxfam Denmark's footprint is **not limited to Copenhagen-based staff** but also linked to the global structure of our partnerships and programmes.



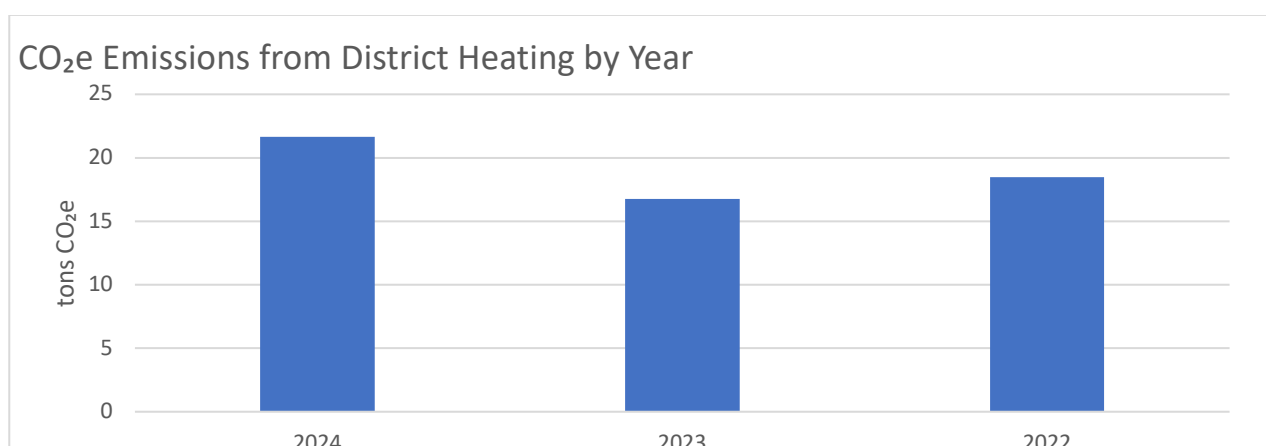
Key takeaways

- The data demonstrates that **programme-related travel to, and within Africa and Asia** is the dominant source of emissions.
- Although short-haul trips are numerous, the vast majority of emissions stem from **medium- and long-haul travel**, so these must be key points of targeting for reduction measures.
- Departmental breakdowns show that some departments, such as *Education Out Loud*, account for a large share of the emissions. However, these numbers are dominated by program-related regional flights in the Global South, which are not similarly registered by other departments.

2.2 Heating Emissions

Year	Energy Consumption (MWh)	Factor (g CO ₂ e/kWh) *	Emissions (tCO ₂ e)
2022	522	35,4	18,48
2023	473,16	35,4	16,75
2024	539,88	40,1	21,63

* According to [HOFOR](#)

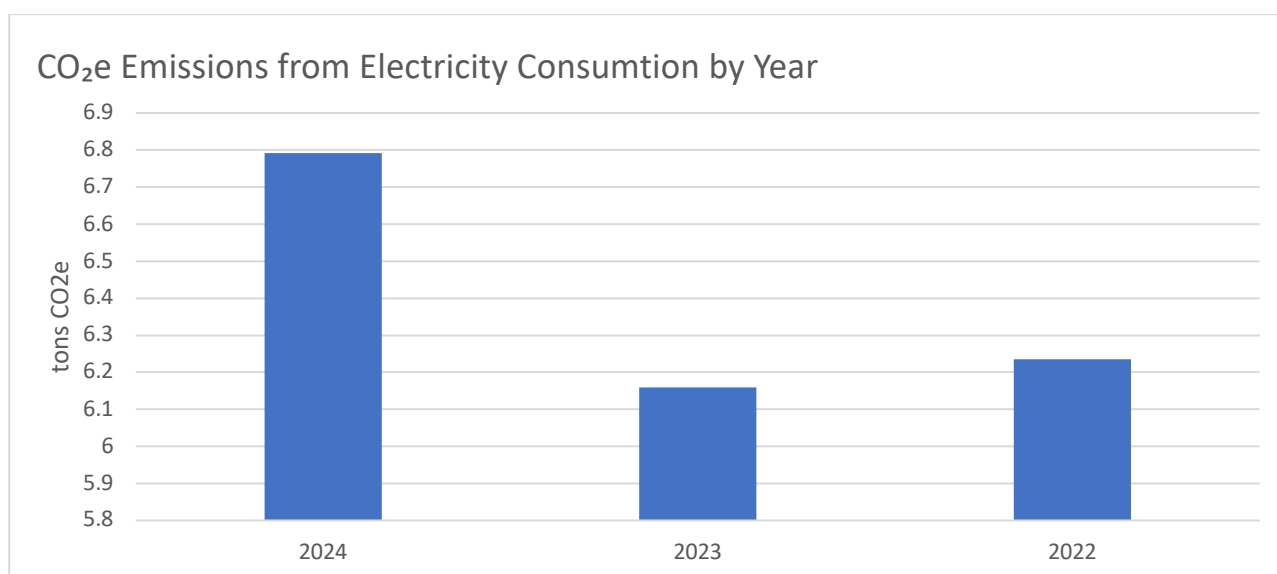


Key trends: Heating emissions increased from 16.8 tCO₂e in 2023 to 21.6 tCO₂e in 2024, even though energy consumption rose only moderately. The rise is mainly due to the higher emissions factor applied by HOFOR. This shows how supply-side changes in energy systems can significantly affect the footprint, regardless of ODK's own consumption levels. The planned relocation in 2025 to Vox presents an opportunity to improve office efficiency and reduce reliance on high-carbon heating sources.

2.3 Electricity Emissions

Year	Electricity consumption (kWh)	Emissions (tCO ₂ e) *
2022	45,2	6,24
2023	44,6	6,16
2024	49,2	6,79

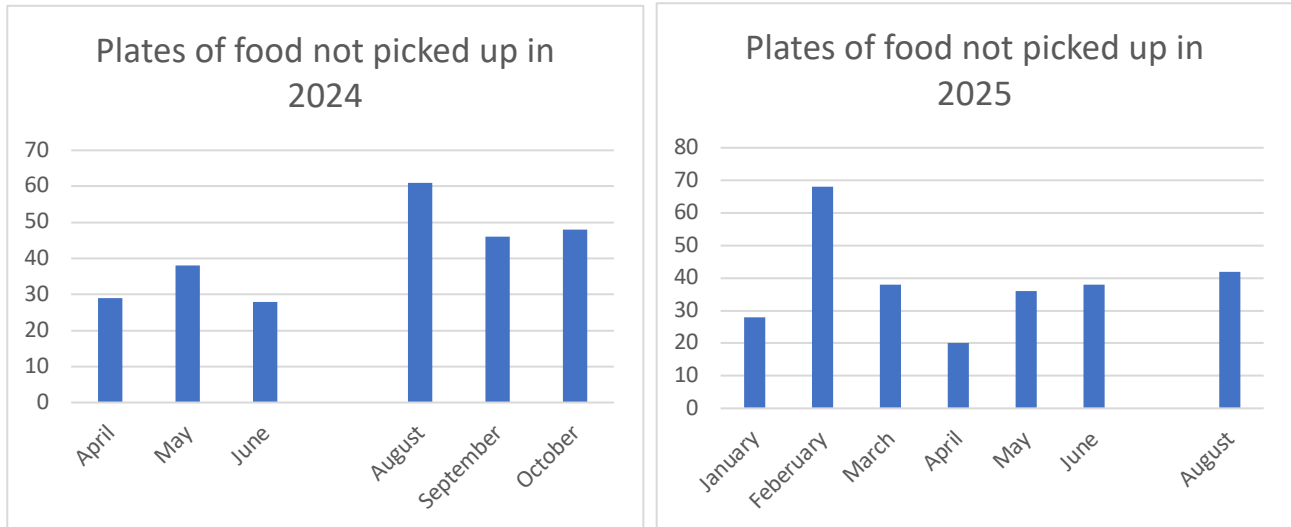
* According to available numbers: factor 138 g CO₂e/kWh (2023) from [Nøgletal om energiforbrug og -forsyning](#)



Key trends: Electricity consumption remained relatively stable in 2022 and 2023 at around 45,000 kWh, corresponding to roughly 6.2 tCO₂e. In 2024, consumption increased to 49,221 kWh, raising emissions to 6.8 tCO₂e. While electricity emissions are small compared to flights, they remain important as a visible area where ODK can demonstrate commitment to efficiency and renewable energy.

2.4 Food Waste

ODK has for two periods of time in 2024 and 2025 monitored the food wasted in our canteen, by counting ordered plates not being picked up by an employee. The data is as follows:



On average 40 plates of food have been wasted every month in our canteen. It was decided in early 2024 to bring down the amount of food waste through some awareness raising initiatives. It is seen from the data above that the numbers fluctuate quite a lot and there is no clear downward trend.

ODK's food waste trends will most likely change in the future when we move to our new office facilities where we'll share an industrial level canteen with a larger number of organisations, that can handle food proportions and waste more efficiently.

3. Policies

Oxfam Denmark has taken important steps in 2024 to closely monitor, account for and compensate its environmental footprint. However, our continued high flight emissions highlights the challenge of aligning our operational practices with our climate justice commitments, as well as the importance of fully implementing and strengthening the **Responsible Flying Policy**.

With clear milestones, reinforced application of the Responsible Flying Policy, and innovative contribution efforts for reductions elsewhere, ODK is well positioned to reverse the upward trend and meet its short-term **target of stabilising emissions to the 2024 levels**. Doing so is not only a matter of operational efficiency but also of credibility: as an organisation advocating for climate justice globally, ODK must lead by example in reducing its own environmental impact.

Current Measures

- **Responsible Flying Policy:** ODK monitors the actual level of flight travel and carbon emissions and continues to promote virtual meetings and rail alternatives where possible, while ensuring necessary travel is aligned with programme needs. The policy ensures that if one employee wishes to travel by air, this request must first be assessed and granted by management.

- **Carbon reduction contribution:** In 2024, ODK committed to establish a fund, to which we each year pay 100 EURO for every ton of carbon we emit by flying. This fund will finance carbon reducing initiatives for our partners in the Global South. For ODK this entails a carbon compensation cost of 20.500 EURO from flights in 2024, and with that we are currently planning to finance solar panels for Oxfam Ghana's office.
- **Monitoring Office Emissions:** Despite challenges with changing premises, ODK continues to track office electricity, heating and food waste to establish a reliable baseline and to continue our efforts at VOX NGO house.

Next Steps

1. **Stabilise flight emissions at 2024 levels** over the next two years. This is an essential milestone before setting a **2030 milestone** with deeper cuts. To achieve this, ODK will do mid-year stocktaking by 1. October 2025 to analyse the level of emissions from first part of the annual period. On that basis formulate action points for each ODK team/department to stabilise emissions from flights to ensure that 2024/25 level is not exceeded. This should also include strengthening the overall approval procedures and practices.
2. **Maintain and streamline carbon reduction contribution:** Continue the support for carbon reduction initiatives such as solar panels in the Global South based on cooperation with Oxfam offices. Due to the different registration practices between EOL and the rest of ODK, there are ongoing negotiations of streamlining fees to only cover flights passing in and out of Copenhagen.
3. Continue monitoring **electricity use, heating and food waste** at VOX – both to capture expected gains from transferring to a joint facility but also to establish a new baseline for further reductions.
4. Assessing whether other carbon reduction areas should be prioritized as well, e.g. other means of transport, freight, procurement, etc.

