# Shaping and implementing environmental practices at the workplace

- Runa V Gudmarsdottir
- Rannís, Iceland
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# Rannís - The Icelandic Centre for Research

- ➡ Supports **research**, **innovation**, **education** and **culture** in Iceland.

- ➡ Administers national **competitive funds**

- ➡ Coordinates and promotes Icelandic participation in **European and Nordic programmes**

27 national funds

8 international programmes

>70 employees in four divisions

# Why an environmental strategy?

Strong interest in sustainability by staff

Public sector organisations in Iceland are required to adopt sustainable practices – The Green Step Initiative

As a National Agency for Erasmus+, Rannís is required to adopt sustainable practices to reduce its carbon footprint

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# Challenges and opportunities

- Remote location
- Sparsely distributed population

But..

- accessible and affordable low-carbon energy
- a strong national commitment to ambitious climate action

# The process

- Internal working group established in 2020 to draft a climate policy and propose measures.

- Calculations show travel as major emission sources

- Policy and action plan discussed and approved at a staff meeting in 2022.

## Factors



- Flights abroad — 71%
- Transport to/from work — 20%
- Domestic flights — 4%
- Other factors — 5%
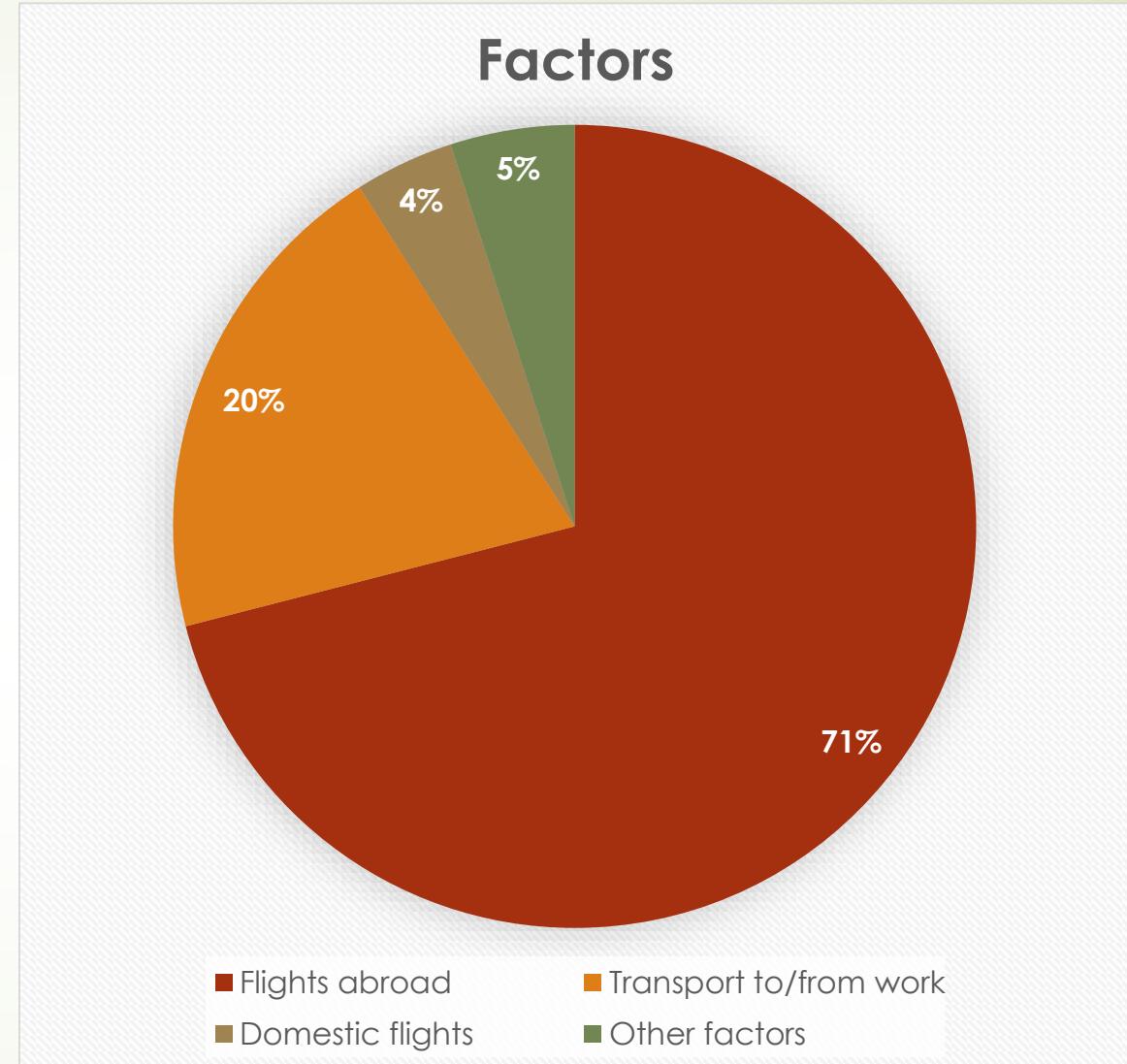
# Policy objectives

**Carbon Neutrality Goal**

- To reduce $CO_2$ emissions by 50% by 2030
- Carbon offsetting for unavoidable emissions – cooperation with "Land and Forest Iceland"

**Action Plan Measures:**

- energy-saving
- waste reduction
- eco-friendly events
- sustainable travel policies
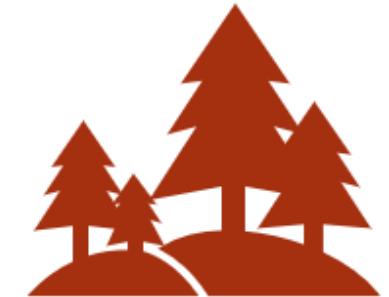
**Travel Emission Reduction, including by:**

- reducing car commuting so that fewer than 50% of staff drive to work
- decreasing business trips to 3.5–4 per FTE

# How are we doing?

- Regular awareness-raising events for staff

- First and (almost) second Green Step sufficiently completed

- Notable progress in travel emissions:
  - Car use for commuting currently at 68% (was 77%)
  - 40% of staff signed up for commuting allowance
  - 3.9 trips abroad per FTE in 2024 (was 5.1)

- Most staff consider environmental impacts of their travel

- Clear policies on travel options and more transparency in trip decisions needed

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