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Energy Efficiency in the Workplace

**How Seriously are Workforces Taking
the Journey to Net Zero?**



Introducing our:

Energy Efficiency in the Workplace Report

Since 2021, the UK Government has been highlighting the nation's need to reach net zero, committing to a net zero country by 2050. While there has been various detailings, commitments and High Court judgements since, the target remains.

Under the Labour Government, a revised plan, the Carbon Budget and Growth Delivery Plan, was released in late 2025, while businesses up and down the country are also setting about their plans and actioning them.

For businesses to achieve net zero, it will take a company wide approach and be a vital part of business strategy. But outside those in the most senior rolls, how much does the wider workforce know about it?

The Energy Efficiency in the Workplace 2026 Report surveyed 1,000 workers across a variety of industries and seniority levels to explore how ingrained sustainability is across the everyday worker.

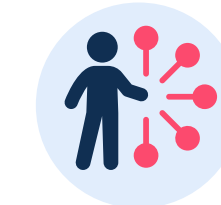


Key objectives:

Working under the hypothesis that net zero policies among workers outside of the senior positions is low, the objective of this report is to establish whether that holds truth, how active workers are on their business' journey to net zero, and where the key areas of focus lie if businesses are going to reach net zero by 2050.



Who we surveyed:

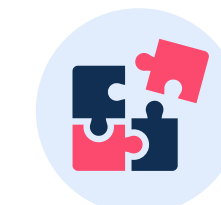


1,000 Workers



Seniority split:

- Business Owner,
- C-Level Executive,
- Senior Management,
- Middle Management,
- Intermediate,
- Entry Level



Industries included:

- IT & Telecoms,
- HR, Finance,
- Arts & Culture,
- Engineering & Manufacturing,
- Education and more

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Executive Summary

As businesses continue their journey towards net zero by 2050, employee engagement is proving to be just as important as a business' strategy to it.

This study unveils a workforce that broadly supports sustainability ambitions but remains unconvinced that many organisations are on track to deliver them.

Employee Confidence in Businesses Reaching Net Zero



Key Findings

- Fewer than half of employees are confident their business will achieve net zero by 2050.
- Nearly one in four workers doubt their organisation will meet its target.
- Only around one in five believe their employer is taking net zero seriously or doing enough to tackle its carbon footprint.
- Confidence increases significantly with seniority, with business owners and C-suite leaders far more optimistic than entry-level employees.
- Higher awareness of company sustainability plans is strongly linked to greater confidence in achieving net zero.

Initiatives That Are in Place for Businesses to Reach Net Zero



Key Findings

- Energy-efficient equipment is the most widely recognised sustainability initiative.
- Employee training and awareness programmes are becoming increasingly common.
- Smart energy technologies and renewable energy sources are being adopted but remain relatively limited.
- More than one in five employees are unaware of any energy-related initiatives within their organisation.

Employee Consciousness of Carbon Footprint



Key Findings

- Seven in ten employees say they actively consider their own energy use at work.
- Only around one in four believe their colleagues are doing enough to reduce their workplace carbon footprint.
- Senior leaders demonstrate the highest levels of personal sustainability awareness.
- Entry-level employees are considerably less likely to actively consider their own workplace carbon footprint.

Employee Confidence in Companies Reaching Net Zero

How confident are staff in their company's energy efficiency strategy?

Employee Confidence in Companies Reaching Net Zero

How confident are staff in their company's energy efficiency strategy?

Less than half of workers are currently confident that their business will reach net zero by 2050, with almost a quarter of workers doubtful that it will happen.

Under a quarter of workers believe their company is taking its journey to net zero seriously, while among workers themselves one in three are completely ambivalent to their workplace's approach to the commitment.

At face value, that's quite damning. However, there are large discrepancies between the seniority levels within a business.



22.20%

I believe my company is doing a good job in tackling its carbon footprint

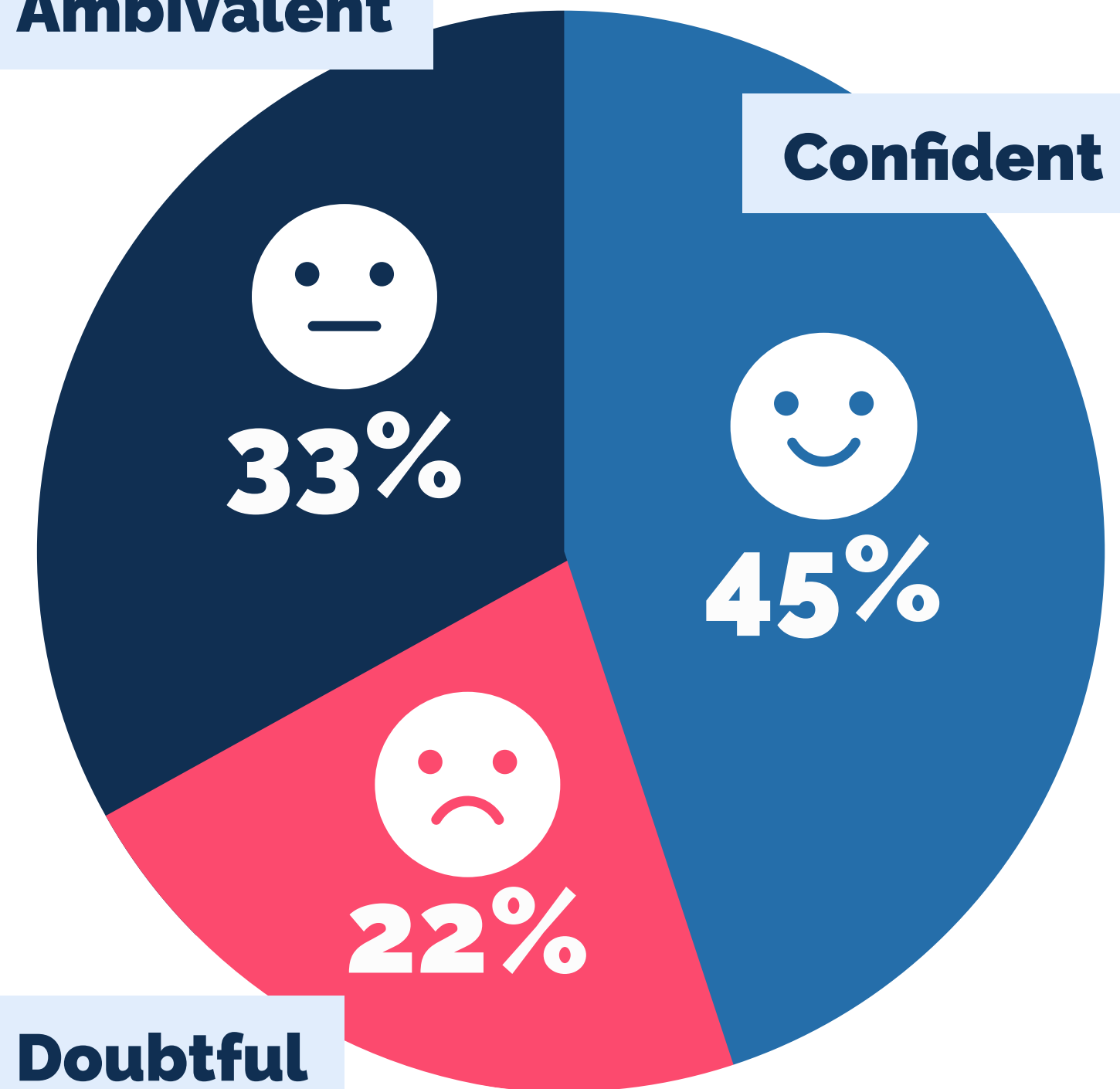


21.50%

I believe my company is taking the journey to net zero seriously

Ambivalent

Confident



Doubtful

How confident workers are that their company will reach net zero by 2050

Employee Confidence in Companies Reaching Net Zero

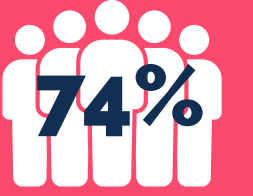
Entry level workers versus senior figures

While younger people are generally more attuned to a company's journey to net zero compared to older workers, the difference among seniority levels is quite significant and an early indication that awareness of sustainability plans among entry level staff is low. Just a third of entry level workers are confident that their company will reach net zero by 2025, compared to 75% of business owners and C-Level executives.

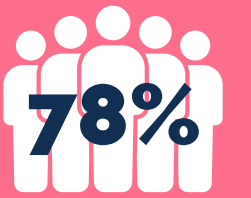
That is combined with only 16% of entry level workers believing that their company is taking net zero seriously, while it's the same figure when it comes to believing whether their company is doing a good job.

By their own admission, company owners appear to need to do more too, with less than 40% admitting to taking it seriously, and less than a third suggesting they are doing a good job.

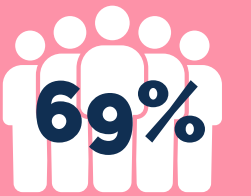
Business Owner



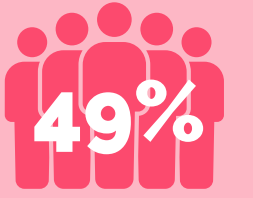
C-Level Exec



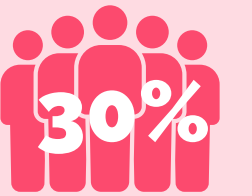
Senior Management



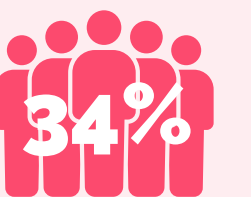
Middle Management



Intermediate



Entry level



Employee Confidence in Companies Reaching Net Zero

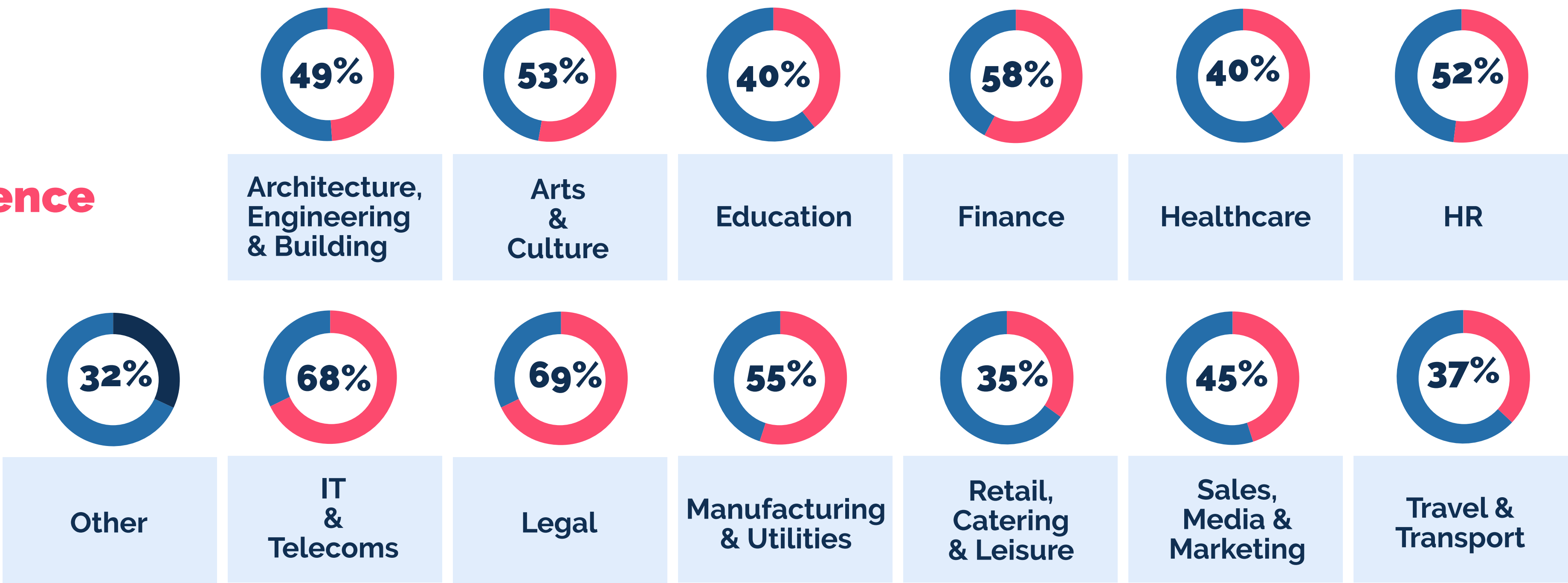
Employee confidence by sector



There is a clear indication that some sectors are much further ahead in their journey towards net zero than others, or at least in how they communicate progress.

Workers in the corporate sector are far more confident in their companies than others, in some cases almost 70% of employees believe their companies to be on track.

However, elsewhere, notably in some of the more underfunded and public sectors, confidence is much lower, with healthcare, education and travel and transport all dipping under the 40% mark.



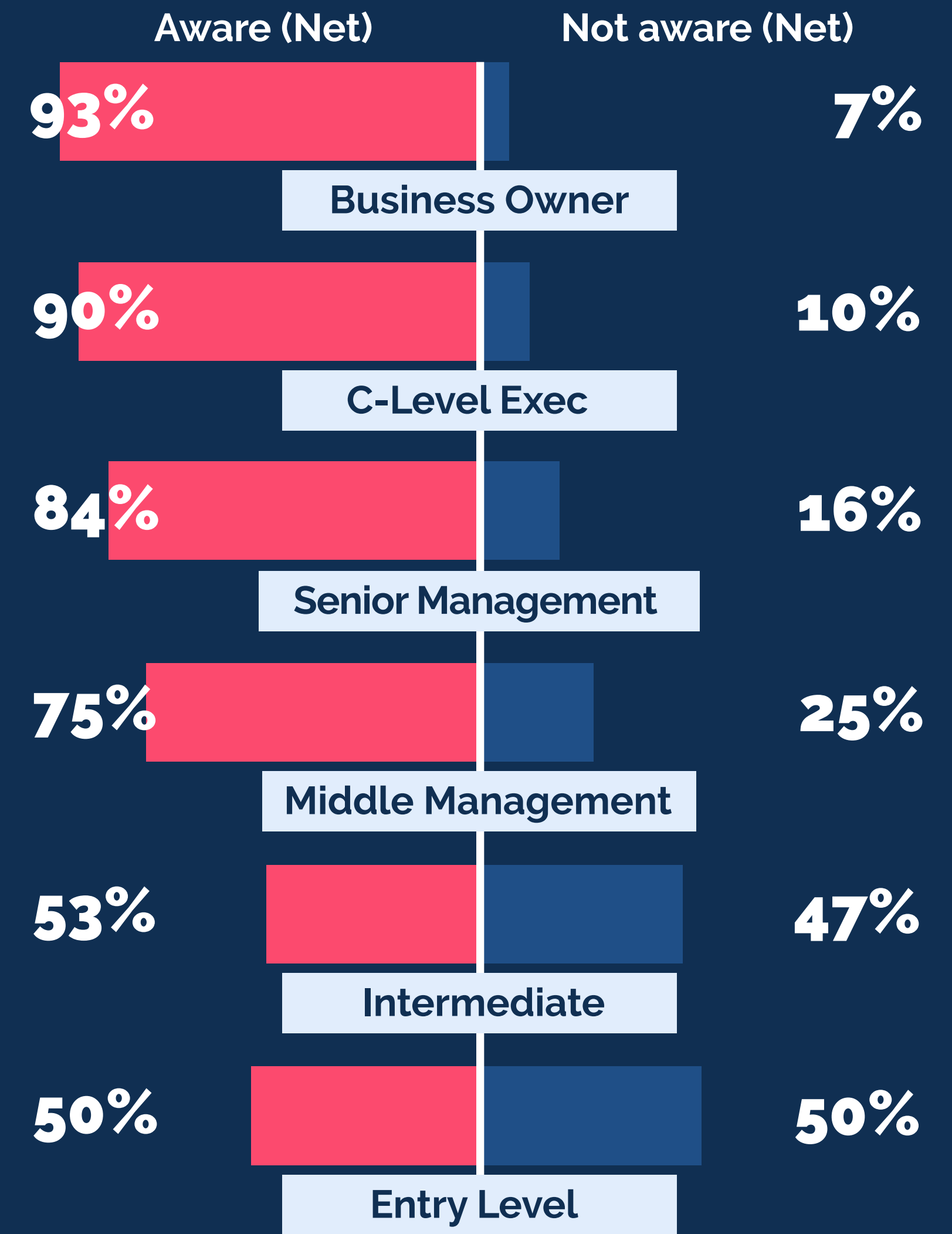
Is confidence linked to awareness?

How aware are employees of net zero plans?

Across our sample, there is a clear correlation between confidence levels of employees believing their company will reach net zero and the awareness of the plans in place.

While only a third of entry level workers are confident about their company reaching net zero, 50% are unaware of plans in place, whether a business has them or not. That's compared to just 7% of C-Level executives and 16% of senior management.

Only 15% of entry level workers also believed that their colleagues were aware of their company's energy plans in place, suggesting there's a clear barrier at feeding information and policies down.

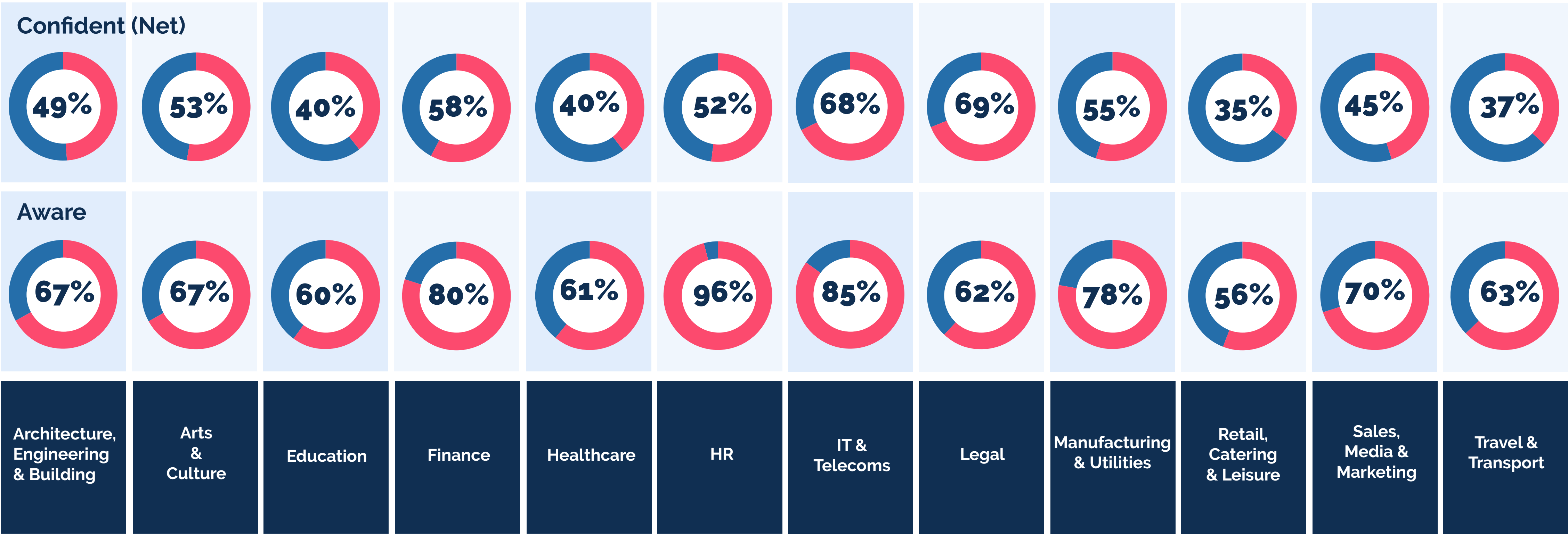


Is confidence linked to awareness?

Which sectors are most aware of net zero plans?

That correlation continued between the sectors in which people were more or less confident in their company's plans and how aware they were of them.

Sector Confidence vs Sector Awareness



What initiatives do businesses have in place to reach net zero?

The plans and initiatives employees are aware of

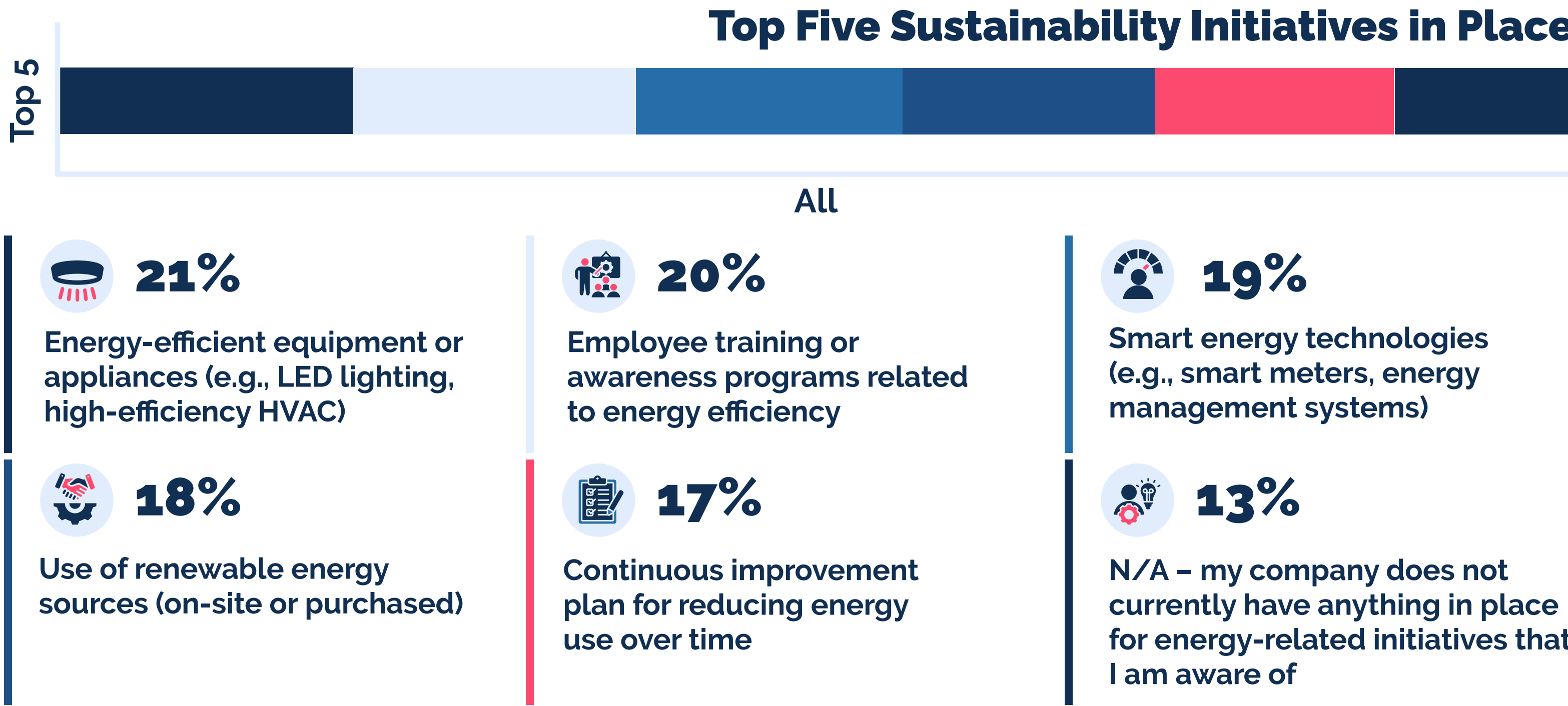
What initiatives do businesses have in place to reach net zero?

The plans and initiatives employees are aware of

Workers are noticing energy initiatives being put in place, with energy-efficient equipment the most commonly found scheme.

One in five workers say their company are using LED lighting and high-efficiency HVAC, while employee awareness programmes and training is being implemented by one in five businesses.

Smart meters and energy management systems are becoming more commonplace, but still only used by 19% of companies, while usage of renewable energy sources is something that could increase over the coming years, currently used by 18% of businesses.



What initiatives do businesses have in place to reach net zero?

The sectors adopting the most energy-saving and green initiatives

It's perhaps no surprise that the likes of IT & telecoms and finance have the most initiatives in place, which is reflected in confidence levels in staff and sentiment towards their business' efforts towards net zero.

To counter that, initiatives in healthcare, travel and sales, media & marketing are among the lowest according to workers, again reflected in our earlier findings.



Architecture,
Engineering
& Building



Arts
& Culture



Education



Finance



Healthcare



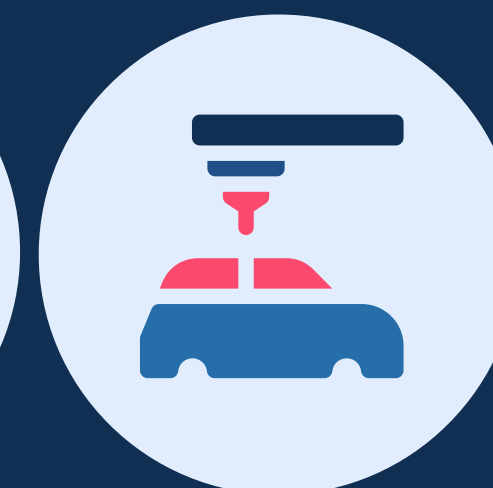
HR



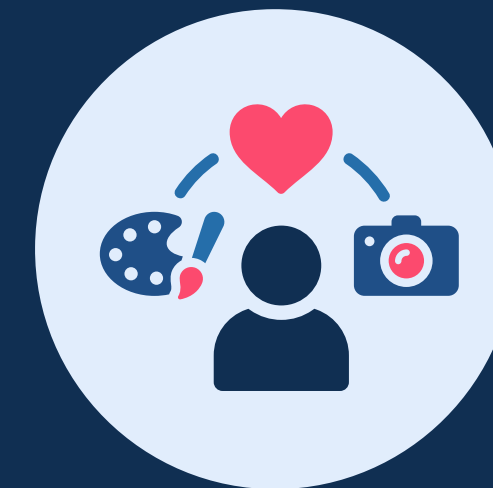
IT & Telecoms



Legal



Manufacturing
& Utilities



Retail,
Catering
& Leisure



Sales, Media
& Marketing



Travel
& Transport

How conscious are employees of their own carbon footprint in the workplace?

Are employees aware of their own impact on their workplace's journey to net zero?

How conscious are employees of their own carbon footprint in the workplace?

Are employees aware of their own impact on their workplace's journey to net zero?

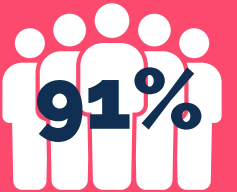
What is promising for business owners is that the workforce is conscious about their carbon footprint, even at work. Overall, across all levels of seniority within the study, 70% of workers do care about the energy they are using at work.

However, only a quarter of workers believe their colleagues are doing their bit. That said, there is a split among seniority levels, with only one in five entry level workers believing this to be the case, compared to 40% of Business Owners and C-Level Execs.

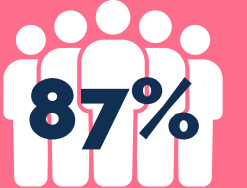
There is a split by sector, again, with business owners (91%), C-suite executives (87%) and senior management (86%) far more conscious than entry level workers, where only half make an effort with their own footprint at work.

How conscious are we of our own carbon footprint at work?

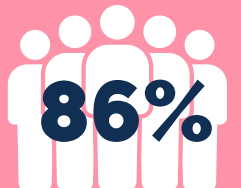
Business Owner



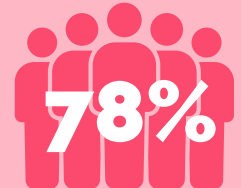
C-Level Exec



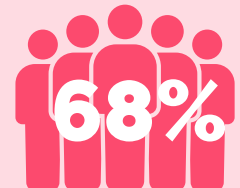
Senior Management



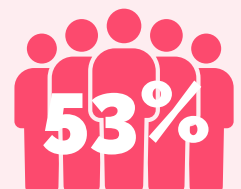
Middle Management



Intermediate



Entry level

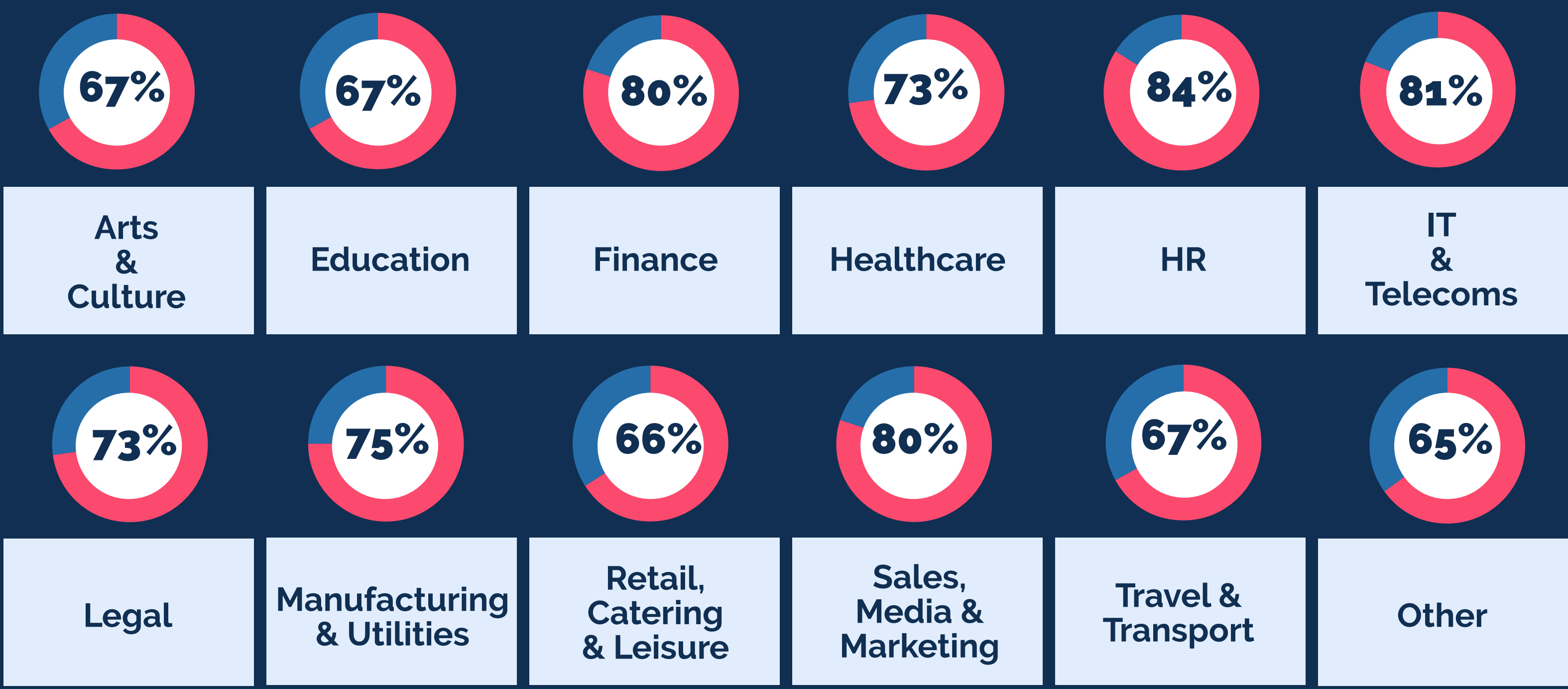


How conscious are employees of their own carbon footprint in the workplace?

The sectors adopting the most energy-saving and green initiatives

Employee awareness of their own carbon footprint does vary considerably across the sectors, suggesting that the visibility of sustainability initiatives has influence on an individual's behaviour.

It is across the corporate sectors, where confidence is at its highest, where we also see the most conscious employees, with, again, the likes of education, the arts and healthcare falling slightly behind. That said, almost seven in 10 employees across even those sectors is a significant portion of the UK's workforce.



What are employees actively doing to reduce their carbon footprint at work?

Ways in which employees are contributing to work meeting net zero targets

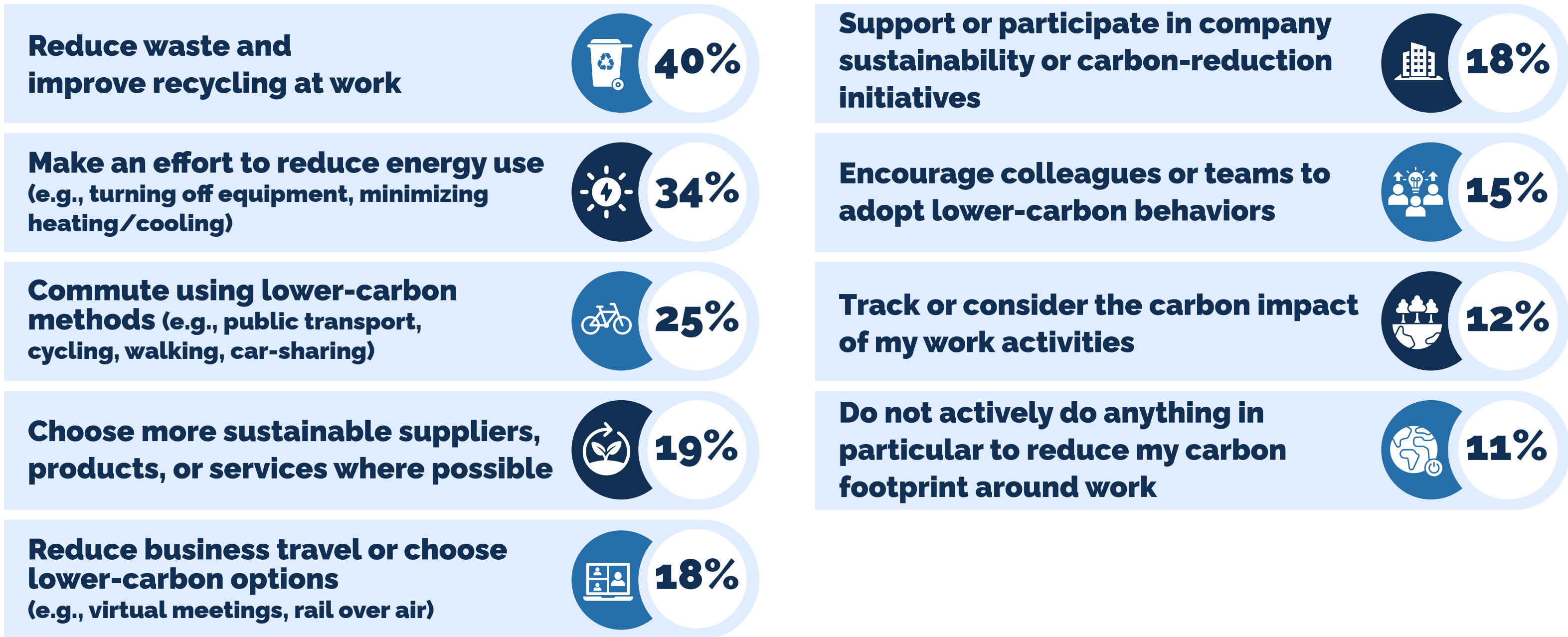
What are employees actively doing to reduce their carbon footprint at work?

Ways in which employees are contributing to work meeting net zero targets

While one in 10 workers don't do anything to reduce their carbon footprint in the workplace, there are signs that workers are actively wanting to be a part of the journey to net zero, even if it is subconsciously.

41% of workers reduce waste and recycle, while a third make an effort to reduce energy use and a quarter are using lower-carbon methods in getting to and from the workplace.

What are Employees Actively Doing To Reduce Their Carbon Footprint at Work?



Are business owners choosing more sustainable energy suppliers?

More businesses are looking towards renewable energy



We're seeing a clear increase in demand for renewable energy solutions. More businesses are actively seeking renewable electricity as a practical lever to reduce emissions and accelerate progress to net zero. There are several key reasons for this, including:

Net zero and emissions reporting expectations

Companies need measurable progress and renewable electricity becomes a controllable, reportable action.

Customer and supply-chain pressure

Large brands increasingly require suppliers to demonstrate sustainability credentials, including renewable sourcing.

Cost and risk management

Energy price volatility pushes businesses to seek longer-term certainty and hedge risk, including through renewable-linked arrangements.

Reputation and investor scrutiny

Sustainability performance affects brand trust and can influence access to partnerships.

Here at D-ENERGI we are doing our best to get net zero through both internal action and client impact. We're reducing our operational emissions and aiding clients with smarter usage, while sourcing renewable electricity where possible to align our footprint with renewable supply. It's something more of our clients are moving to as well, but there is still a long way to go for many businesses across the UK, particularly when it comes to taking it seriously and translating plans into action.



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