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Publication: Oregon Business Date: June 2021 Article: 2021 100 Best Green Workplaces in Oregon | p35



Workplaces in Oregon. The following list showcases companies and nonprofits whose employees rate their employers' sustainability efforts highly. It also includes descriptions of employers' sustainability practices during the pandemic.

In the past 15 months, many employers have faced the challenge of continuing sustainable missions with a mostly remote workforce. The

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fact that many employees have not been in the office for more than a year has not stopped list participants from living out their sustainability ethos.

Green list employers, for example, have held virtual educational sessions to inform staff how they can continue green practices at home, such as providing tips on how to recycle Amazon packages and lessons on how to grow and cook food.

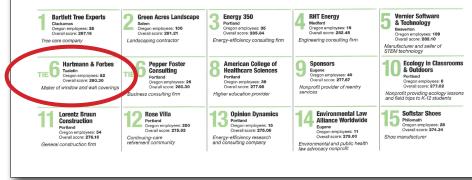
Others have undertaken energy-efficient office upgrades. These improvements have the added benefit of making offices more resilient against the spread of COVID-19, such as the installation of new HVAC systems that filter air more efficiently, and the addition of hands-free faucets and light switches that reduce water and electricity use. Employers have also made efforts to boost employees' morale during this year of heightened anxiety. For several years, the notion of sustainability has widened to encompass social benefits as well as environmental protection. List participants point to their efforts to maintain employee well-being as proof of their commitment to sustainability. These initiatives

include hosting virtual yoga sessions and happy hours, and sending employees wellness gift baskets with notes of appreciation.

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As more employees return to the office this year, organizations are likely to maintain sustainable-workplace habits picked up in the pandemic. Employers have signaled their willingness to introduce hybrid-work models that allows employees to work part of the time at home. This will lead to reduced energy use and carbon emissions as employers downsize office space and employees commute less.

The pandemic has redefined and transformed many workplace norms. Being a sustainable workplace can take extra effort. But the past is months have taught us that challenges that seemed difficult to overcome before the pandemic now appear more surmountable, and may even accelerate the adoption of a more sustainable way of living and working.



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