

Green Travel Scheme

FY2025 report

01 June 2024 - 31 May 2025





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Promoting greener travel to ETL

Encouraging employees to commute using eco-friendly transport methods is a key initiative at ETL, aimed at decreasing traffic congestion caused by single-occupancy vehicles. The Green Travel Scheme, initiated in 2022, promotes active travel, car sharing and the use of public transport. A cycle scheme, bike racks, changing facilities, car share spaces and rewards for clocking up Green Travel journeys are in place to support this initiative.

To boost our Green Travel Scheme and further reduce our commuting emissions, we launched an electric car scheme in 2025. We partnered with Tuscker to provide car leasing to ETL employees. This new benefit allows employees to drive a brand-new, zero emission car, while saving money through salary sacrifice and eliminated fuel costs. Read more on page 7 of this report.



If an employee travels to work by one of the greener options (car share, active travel, public transport) 10 or more times in a three-month quarter, they will receive a voucher in the company presentation. There are also top prizes awarded at the end of the financial year.



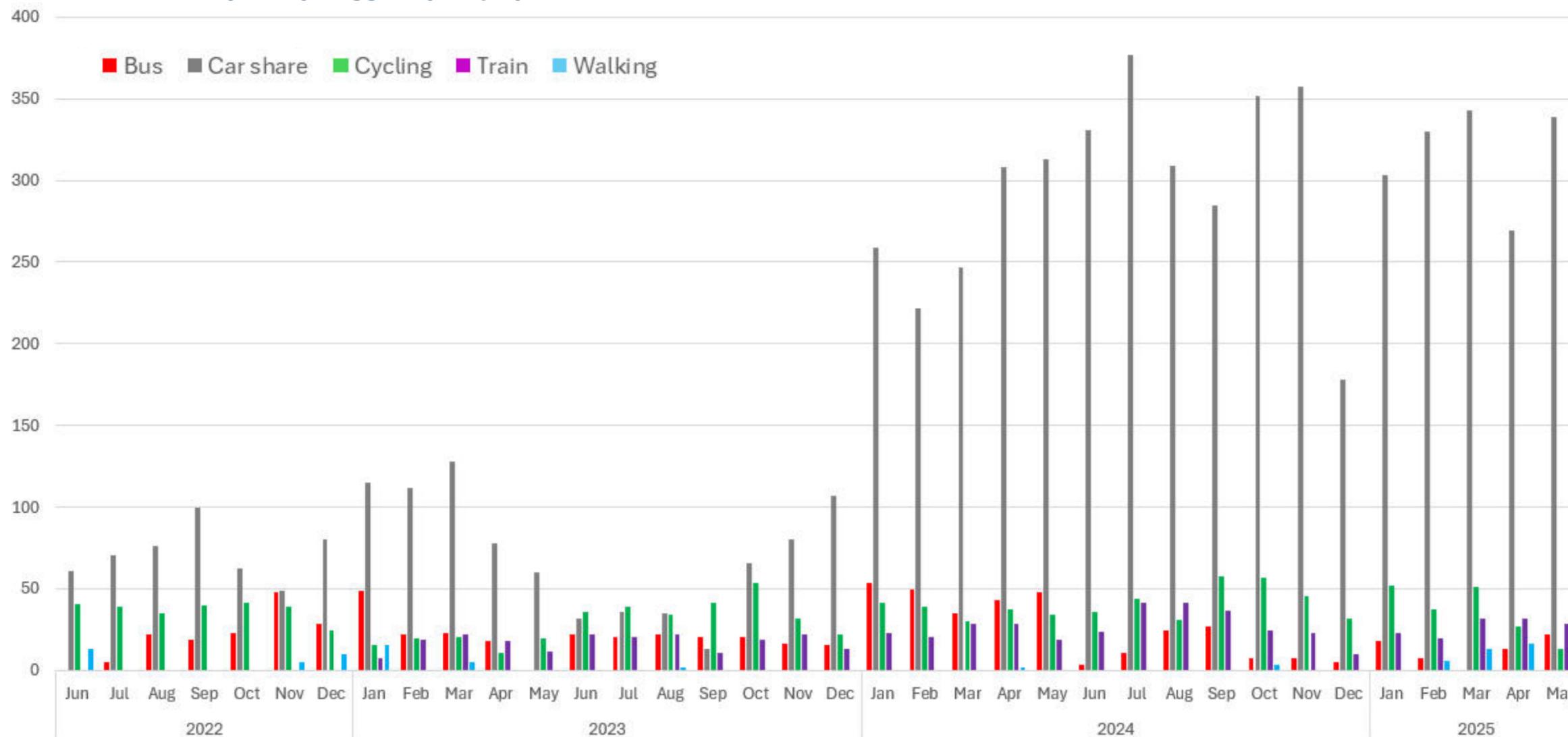
Green Travel Scheme uptake

FY25 has seen a record number of employees in our Green Travel Scheme, with 60 staff (25.7% of total staff) participating across the year compared with 33 staff (19.5% of total staff) in FY23. We are encouraging staff to continue taking part, especially across the summer months, where cycling and active travel are more practical.

	Journeys logged	Participants	% of staff participating (based on end of year headcount)
FY23	1728	33	19.5%
FY24	2785	40	22.3%
FY25	4799	60	25.7%



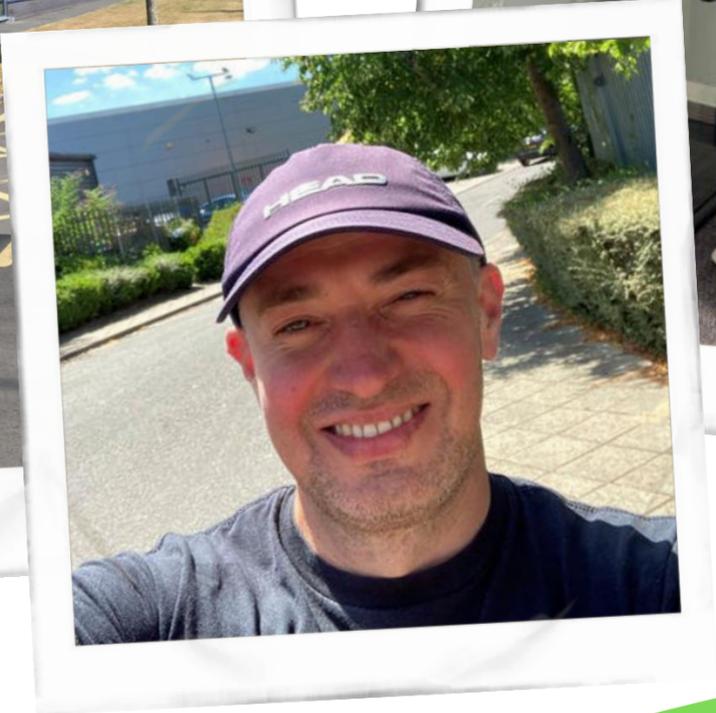
Greener travel journeys logged by employees in FY23, FY24 and FY25





FY25 Champions

A big thank you to all participants of the Green Travel Scheme, with special congratulations to our FY25 overall champions: Greg Dumara, Surabordin Lertpongwipusana and Aleks Shepelyavy, who clocked up the most journeys in their travel method of cycling, public transport and walking to work.



5 questions for ETL's Cycling Champion

How far do you travel to work?

7 miles each way

How long does your commute take?

25 minutes each way

Have you always cycled?

Yes, since I can remember

What do you enjoy most about your journey?

Everyday I can see from a distance the shape the Black Mountains. It also fascinates me how the countryside/fields change across all four seasons.

Have you enjoyed being part of the Green Travel Scheme?

To be honest, sometimes it has been difficult for me to remember to log my journey everyday, but over the years it has started to become a morning routine for me. The quarterly vouchers help with buying replacement parts for my bike!

ETL's Test Manager, **Greg Dumara** has been cycling to work for as long as he can recall. As one of ETL's longest serving employees, he will have clocked up well over 50,000 commuting miles on his bike!



5 questions for ETL's Public Transport Champion

- How far do you travel to work?**
13 miles each way
- How long does your commute take?**
35 minutes each way
- Have you always travelled to work by train?**
Yes
- What do you enjoy most about your journey?**
It's reliable and usually on time, great for keeping a routine.
- Have you enjoyed being part of the Green Travel Scheme?**
Yes, I do enjoy being part of the Green Travel Scheme.

ETL's RF Engineer **Surabordin Lertpongwipusana** has clocked up over 13,000 commuting miles by train whilst working at ETL's R&D Centre in Rickmansworth.



5 questions for ETL's first employee to join our electric car scheme

How long have you been on the electric car scheme?

9 months

Are you enjoying your electric car?

Yes, EVs are great fun to drive

Are you finding good cost savings and any other benefits?

The scheme saved about 25% over doing a private lease. and fuel costs are much less, about 6p per mile vs about 14p per mile for my petrol car (and will be even less, 2p pm, if I get a home charger installed!) Everything is included in the price, apart from the cost of charging.

Would you recommend this scheme to others?

Definitely recommend

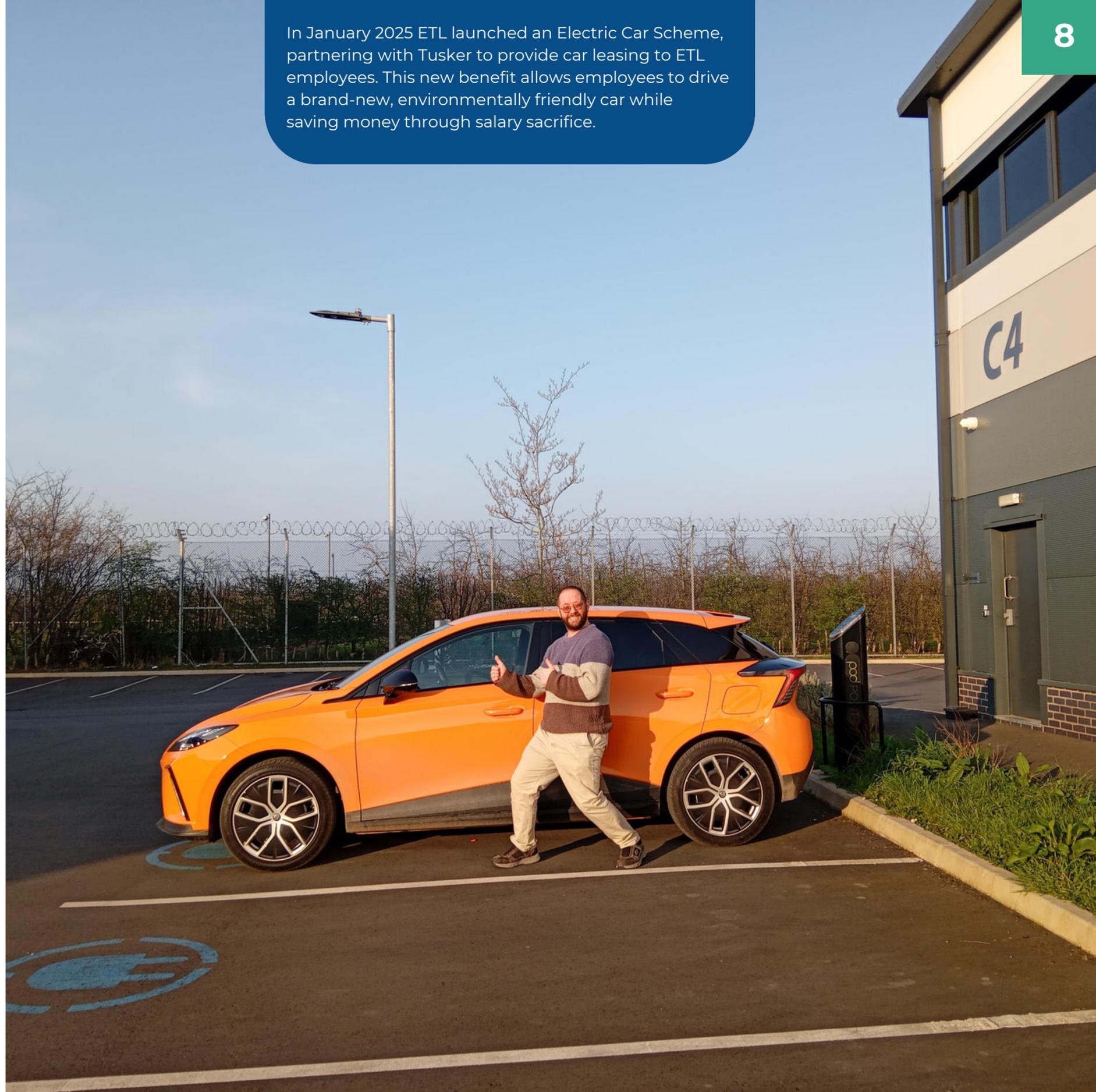
Are there any ways that it can be improved?

Home charger installation options

"I now have a bright (very bright) orange dodgem. The scheme was really easy to use and savings were good, net is about 25% less than I found privately leasing an electric car. The savings from charging vs fuel are significant. "

Stuart Probert, Software and Electronics Technical Lead

In January 2025 ETL launched an Electric Car Scheme, partnering with Tusker to provide car leasing to ETL employees. This new benefit allows employees to drive a brand-new, environmentally friendly car while saving money through salary sacrifice.



How does the scheme work?

If you travel to work by one of the greener options below **10 or more times** in a three-month quarter*, you will receive a voucher announced at the company presentation. Top prizes are also awarded at the end of the financial year.

****ETL Quarters:**

Q1 - June, July, August

Q2 - September, October, November

Q3 - December, January, February

Q4 - March, April, May

What do you need to do?

Every time you travel using a green method, simply log your entry on the **Travel to Work Log** on Sharepoint (address below)

<https://etlsystems.sharepoint.com/sites/Company/Lists/Travel%20To%20Work%20Log/AllItems.aspx>

Please speak to Rebecca Lyons (Corporate Compliance Manager) if you have any questions.



Active travel

(cycling, walking etc)

- Cycle storage
- Shower and changing facilities in Spring building
- Bike scheme in conjunction with Cycle2Work - see details under "Your Benefits" in Salary Extras

Car sharing

- 15 preferential car share spaces allocated outside C2, C3 and C4 in Hereford

Public transport

- Closest bus stop to Madley HQ: Great Brampton on corner of Stoney Street
- Rail or bus service to Rickmansworth and Hook



