



Green Travel Scheme

FY2026 Report

01 June 2025 - 31 May 2026



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PROMOTING GREENER TRAVEL TO ETL

ETL's Green Travel Scheme encourages employees to adopt sustainable ways of travelling to and from work. The scheme supports healthier lifestyles and wellbeing, reduces environmental impact, promotes cost-effective travel choices, and aims to minimise journeys made by Single Occupancy Vehicles (SOVs).



CAR SHARING

To encourage car sharing and reduce single-occupancy vehicle use, 15 parking spaces at Head Office are reserved specifically for car-share vehicles. These spaces are located in prime positions outside Buildings C2, C3, and C4.

During FY25, around 25% of UK staff participated in car sharing at some point, demonstrating strong engagement with this greener travel method.



CYCLE TO WORK SCHEME

ETL participates in the government-backed Cycle2Work initiative, enabling employees to save up to 42% on the cost of a bicycle and cycling safety accessories through tax-efficient salary deductions.

Cycle storage: Secure, covered bicycle storage is available on site to support employees who choose to cycle to work.

Showers and changing facilities: High-quality shower and changing facilities are provided within the on-site gym, located in the Spring Building, to ensure comfort and convenience for employees.

cycle²work





CYCLE TO WORK STORY

ETL's Senior Mechanical Design Engineer, Yury Shaffir, has been cycling to work for the past five years.

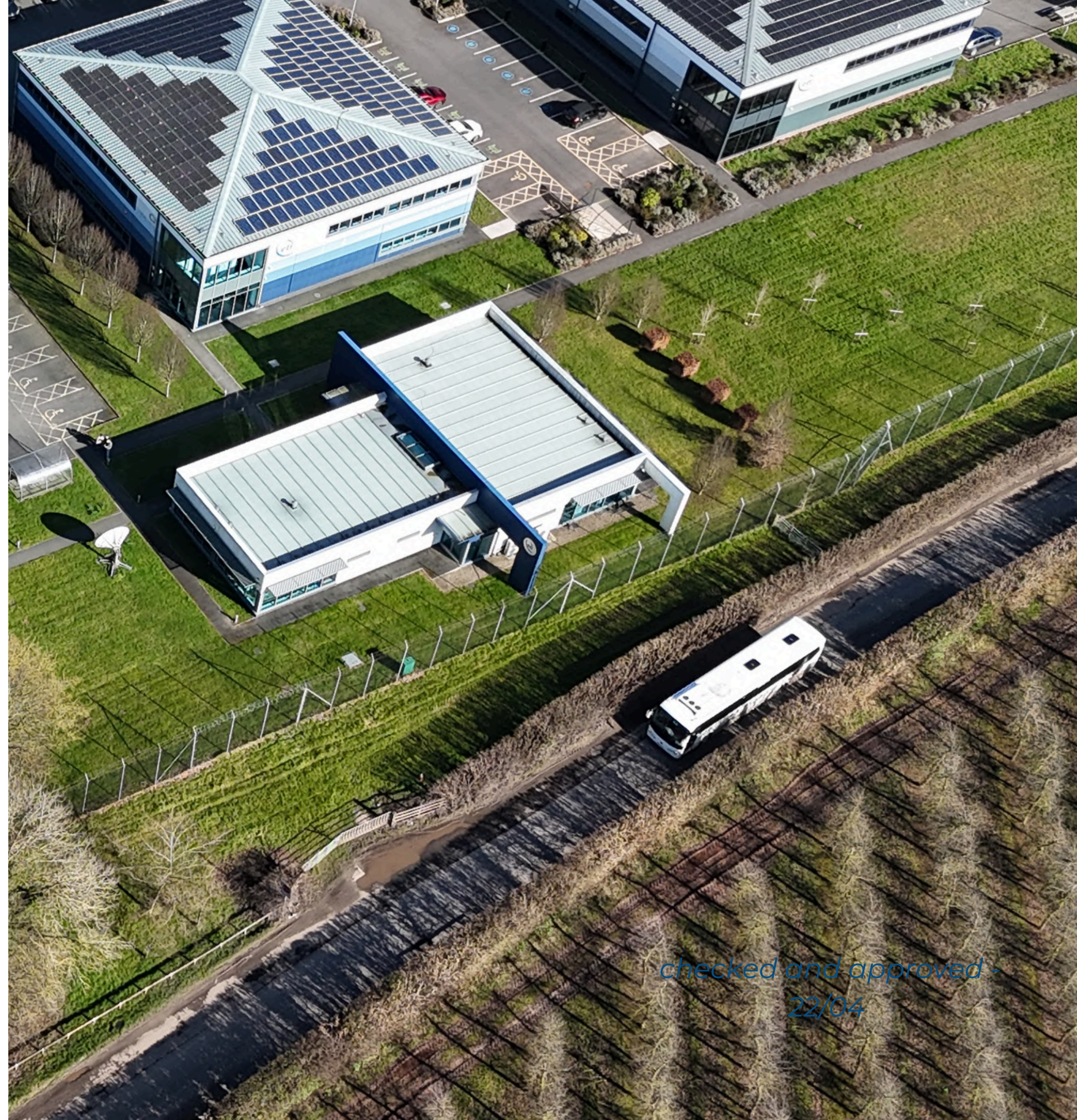
During that time, he has clocked up well over 2500 miles on his bike through daily commuting alone. In this short Q&A, Yury shares his experience from years of travelling to work on two wheels.

- How far do you travel to work?**
3 miles each way
- How long does your commute take?**
15 minutes each way
- Have you always cycled?**
I have cycled 2 or 3 times a week for the last 5 years
- What do you enjoy most about your journey?**
The views are fantastic, amazing!
- Have you enjoyed being part of the Green Travel Scheme?**
Very much! It's great to get vouchers and use them for date nights!

PUBLIC TRANSPORT

Bus service 449 operates past the Madley head office site, providing a connection from Hereford. The nearest bus stop is Great Brampton, located at the Stoney Street junction approximately 500 metres from the site.

Rail or bus services are available to the area surrounding our Hook and Rickmansworth site.



*checked and approved -
22/04*

ELECTRIC CAR SCHEME

In January 2025, ETL launched its Electric Car Scheme in partnership with Tusker, giving employees the opportunity to lease an electric vehicle through a salary sacrifice arrangement.

This benefit enables ETL employees to drive a brand-new, environmentally friendly car while benefiting from cost savings through tax and National Insurance efficiencies. The scheme helps employees access cleaner, greener transport in a simple and cost-effective way.



The Tusker Green Car Scheme is a salary sacrifice program that lets staff exchange a portion of their salary for a new car. This amount is deducted before income tax and National Insurance contributions, resulting in significant savings for both staff and the company. The scheme covers everything from comprehensive car insurance, road tax, breakdown cover, MOT, maintenance, replacement tires, even accident assistance. The only cost staff need to cover is fuel or charging.

Benefits of the scheme:

1. Cost savings on tax and National Insurance contributions.
2. All-inclusive package: the monthly amount covers all car-related expenses apart from fuel or charging.
3. Environmental impact - reduced CO2e emissions
4. Range of green vehicle options with electric and hybrid cars available.
5. Ease of use and no unexpected costs, making budgeting easier.

Staff Uptake

Since launching the scheme, two employees have made use of the scheme and are enjoying the benefits of driving electric cars.

Energy savings

With on-site chargers outside building C4's production facility, and potential for this electricity to come from the solar PV, this is an energy saving solution for both staff and ETL.



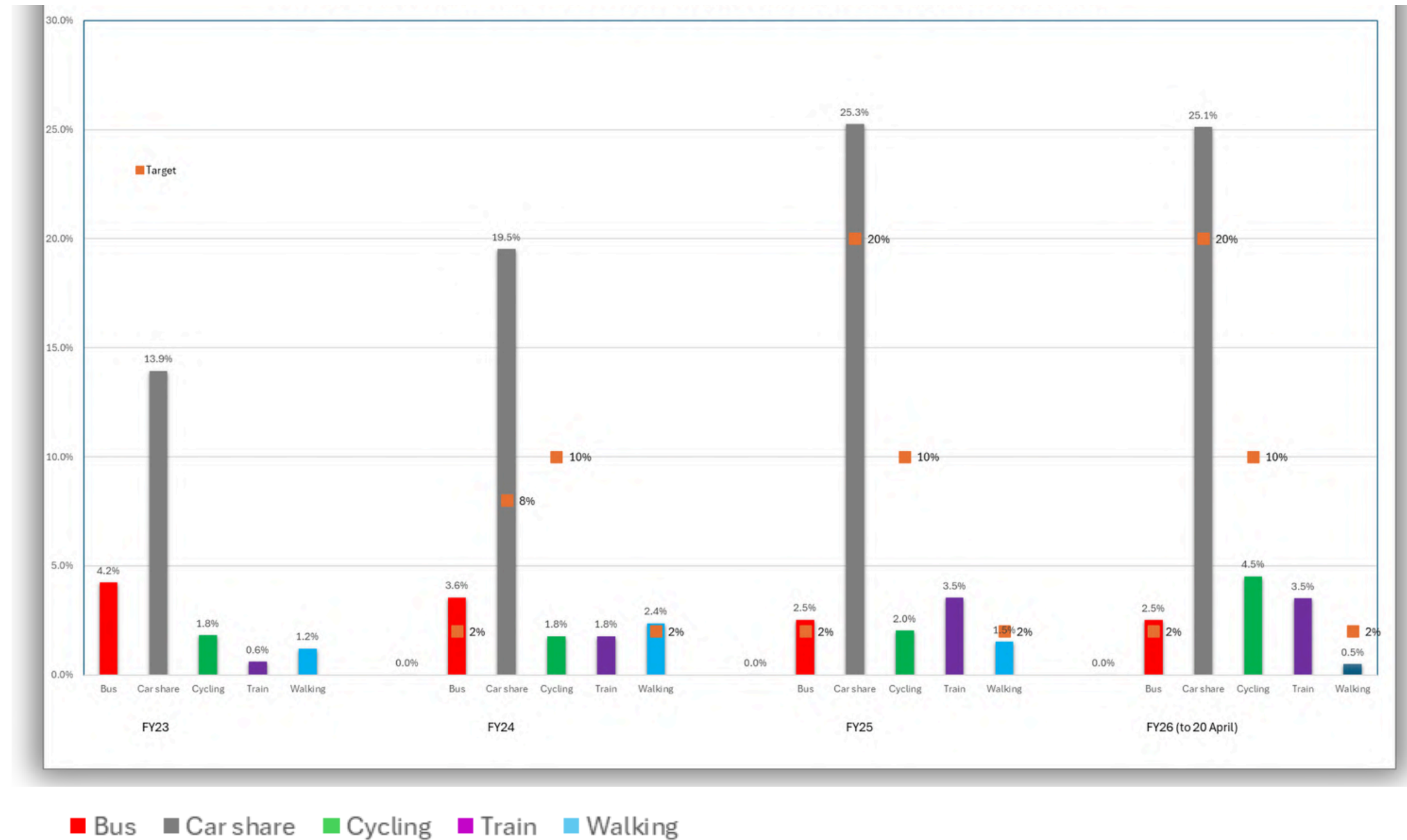
PARTICIPATION

The Green Travel Scheme has remained strong throughout FY26, with 60 participants and a record proportion of ETL employees cycling to work at some point during the year.

- Currently, 4.5% of staff commute by bicycle at some point during the year. With the continued promotion of the Cycle2Work scheme and the arrival of the summer months, we are aiming to increase participation further and move closer to our 10% cycling target (% of employees cycling at some point during the year)
- Car sharing remains a popular and effective option, with 25% of staff currently car sharing at some point in the year.
- Bus and other public transport options are available; however, uptake remains lower. This is largely due to stricter travel times and limited flexibility compared with other commuting options.

Number of Green Travel Method participants at some point during the year as a percentage of headcount*

**Based on UK headcount at 31 May year end*



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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



