

AVONVALE VETERINARY CENTRES TRAVEL POLICY

Avonvale Veterinary Centres are committed to reducing our environmental impact through a journey of continual improvement by working through the Investors in the Environment accreditation scheme. We would like to engage all our employees to think about sustainable business travel with aim of reducing carbon emissions and air pollution.

Travel Survey and data collection

Avonvale collates fleet vehicle emissions and grey fleet emission information annually as part of government reporting requirements:

- Fleet vehicle emissions: based on expenses claims for fleet vehicles and fuel cards.
- Grey fleet emissions: based on expenses claims for travel made in personal vehicles.

Unfortunately, it is difficult to accurately collect data on the environmental impact of commuting to work, and travel by our clients to our clinics.

To gather more actionable data, we run an annual travel survey gathering data and feedback from our team! This includes collecting methods of transport for commuting and collecting ideas for improvement, which are used to update this Travel Policy.

Online vs in-person meetings

Wherever possible we should try to limit travel between the Avonvale centres.

Where available and appropriate, meetings will have an online attendance option through Microsoft Teams.

- Previous required attendance meetings, e.g. senior staff meetings will now have a remote attendance option for Teams; reducing travel time, reducing business expenses for employee travel, and allows senior staff to remain onsite to provide emergency support and guidance if required.
- Ongoing online meetings will continue, including our monthly Halo Safety meeting.
- Continued Professional Development (CPD) events hosted at Avonvale are to have a remote attendance option via Microsoft teams where possible. In-person attendance is preferable for engagement with external speakers but will have online access for staff that live/work further away or would otherwise be unable to attend.

Efficient driving

Driving cars can be more fuel efficient with the following online recommendations:

- www.theaa.com/driving-advice/fuels-environment/drive-smart
- energysavingtrust.org.uk/transport/ecodriving/driving-advice
- www.gov.uk/government/collections/government-grants-for-low-emission-vehicles
- <https://energysavingtrust.org.uk/transport/electric-cars-and-vehicles/electric-vehicles>
- <https://www.theaa.com/driving-advice/fuels-environment/drive-economically>
- <https://www.rac.co.uk/drive/advice/emissions/11-ways-to-reduce-your-car-emissions>

Cycle to work scheme

Active travel both for both home and work can show large benefits to improving mental and physical health. We offer all Associates the chance to join the Halfords Cycle2Work Scheme, an initiative to promote a healthier journey to work. Through this staff have discount purchase of bicycles and cycling equipment up to £1000. There is further information regarding this scheme on The Link, searchable under **Cycle2work**.

Information on maintenance of your bike www.cyclinguk.org/article/simple-bike-maintenance-guides

Electric Car Scheme

The eCar Salary sacrifice scheme is operated by Zenith. It is open to all employees with the following criteria:

- The employee is on a permanent contract of employment, and been employed for at least 6 months
- The employee has sufficient salary from which to sacrifice the amount required for the chosen car
- The employee meets the insurance eligibility criteria that can be found in the Insurance section of the scheme policy
- The employee has a valid full UK driving licence

There is further information regarding this scheme on The Link, searchable under **Linnaeus Salary Sacrifice eCar Scheme**

We will continue to improve our environmental and travel management system by working to the Investors in the Environment (iE) criteria, considering any changes in legislation, our organisation, and other factors. We will convey this policy to all our employees ensuring that they are provided with training to increase awareness of environmental matters.

Kate Webb is our Sustainability Lead and has designated responsibility for the day- to-day implementation of this policy.

Avonvale Veterinary Centres will make this policy available when requested to interested parties including members of the public, including making a copy available on the group website.

Name: __Kate Webb__

Position: Investors in the Environment Lead for Avonvale Veterinary Centres

Date: 3rd March 2025

Name: __William Brookes__

Position: Sustainability Champion, Veterinary Surgeon

Date: 3rd March 2025

Name: __Kieran O'Halloran__

Position: Clinical Director for Avonvale Veterinary Centres

Date: 3rd March 2025