

OLD MUTUAL WEALTH MAKING SUSTAINABLE TRAVEL EASY AND CONVENIENT FOR STAFF AT ITS SOUTHAMPTON OFFICES.

Travelling more sustainably reduces environmental impact, improves people's wellbeing and saves money. Old Mutual Wealth in Southampton is committed to making it easier for their employees to use sustainable transport. To meet this objective, Old Mutual Wealth devised a sustainable travel plan focusing on employee engagement, creating initiatives, supplying services and providing facilities to help employees to travel more sustainably. The travel plan makes it more convenient for employees to commute to work by cycling, car share, walking and utilising public transport.

Cycling

Investments made in first-rate cycling facilities clearly demonstrate Old Mutual Wealth's determination to encourage sustainable travel. The number of office cycle bays has recently been expanded from 71 to 89. Cycle commuters can also benefit from 8 shower enclosures and changing facilities, with access to secure lockers.

Employees with hectic daily schedules may have little time to keep their bikes maintained. To curb this issue, the company provides free quarterly bicycle maintenance services conducted by the Bike Doctor. The Bike Doctor makes basic repairs and service bikes for staff while they work. Then at the day's end, employees can cycle home with confidence on their newly serviced bike.



Figure 1: Old Mutual Wealth Pool Bike Scheme Cycle Bays

Employees that do not own a bike can make use of the company's Pool Bike Scheme. This scheme allows employees to rent a bicycle for a short period of time for free. The initiative is a great opportunity for those who do not own a bike to see if cycling to work would suit them. It is also useful for regular cyclists that have an issue with their own bike and need a temporary bike to commute to work.

To promote cycling to work even further, Old Mutual Wealth Southampton introduced the Cycle to Work Scheme in 2014. This scheme takes advantage of the generous tax benefits provided by the government to promote the use of bicycles as an alternative mode of transport. Employees can save up to 42% on a wide range of bicycles and equipment from around 1,600 independent

bike shops throughout the UK. Since its inception in 2014, 95 employees have taken advantage of this scheme.

Car Share Scheme

Old Mutual Wealth has a free in house Car Share Scheme that aims to lower fuel emissions from employee travel and reduce the number of cars on the road during rush hours. In addition, car sharing has many benefits for its users. These include:

- Saving money on fuel, car parking and vehicle running costs.
- Saving time spent looking for a parking space due to dedicated green parking bays for car sharers.
- Enables those without a car to have another travel option available to them.
- Enjoying the social aspect of commuting with friends and colleagues.
- Reducing reliance on private vehicles for commuting, while still demanding mobility for work travel.
- Improve your work-life balance by leaving work on time.



Figure 2: Old Mutual Wealth Car Share Green Bays.

Since its inception in April 2014, the Car Share Scheme has proven to be very popular and currently boasts 196 registered users. That is approximately 10% of the Southampton workforce. The growing popularity of the Car Share Scheme has recently compelled the company to expand their green bay parking spaces from 6 to 7.

Public Transport

Old Mutual Wealth provides employees an interest-free loan scheme to help cover the cost of public transport and make it more accessible. The Transport Season Ticket Loan Scheme caters for train, bus and car parking costs.

The company has also installed travel information pods in its reception areas. These travel pods provide employees with important up to date travel details such as timetables, train delays and the weather forecast.

Employee Engagement

Old Mutual Wealth participates in the annual My Journey Commuter Challenge. Organisations in Hampshire compete against each other by switching their regular commutes to work with walking, cycling, car sharing or using public transport. Participants then log details of their journeys on the My Journey website. The aim of the challenge is to encourage people to help protect the environment, improve their health and save money.

In 2015 the Old Mutual Wealth team finished in 7th position in the 1001+ employee category. The team clocked up 767 Journeys, covered 6360.12 Miles, saved 443.52 kg CO2 and burned 93401.7 calories.

Since 2014, Old Mutual Wealth has conducted an annual travel survey. Approximately one quarter of their Southampton workforce participated in both the 2014 and the 2015 surveys (403 and 407 participants respectively). The results of 2015 (figure 1) suggests that the amount of people who drive alone to work has dropped by an impressive 12% compared to 2014. The survey goes on to indicate that more employees are opting to use public transport. The number of staff traveling by bus shows an increase of 7% and there is a 1% increase in those travelling by Train. There are also slightly more people walking to work (1%) and there is little to no change in the amount of people cycling to work, traveling by ferry or by motorcycle.

OLD MUTUAL WEALTH SOUTHAMPTON 2015 TRAVEL SURVEY RESULTS

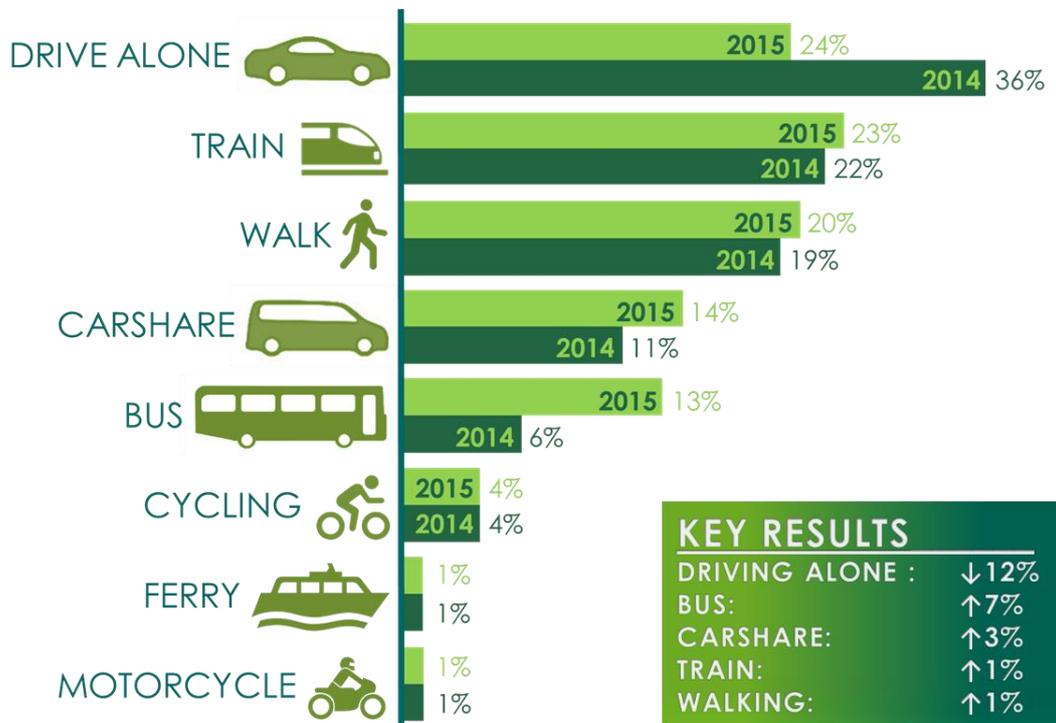


Figure 3: 2015 Travel Survey Results (407 Participants).

The 2015 travel survey clearly indicates that Old Mutual Wealth's sustainable travel plan is having a very positive influence on employee travel. Old Mutual Wealth's Environmental Management Team are highly committed to building on their success and in making sustainable travel even easier and more convenient for their employees in the future.