

Green Travel Plan

Introduction

This document outlines the joint Green Travel Plan (GTP) for Adi Associates Environmental Consultants Ltd (hereafter referred to as 'Adi Associates') and En-Sure Limited (En-Sure).

This GTP has been informed by a Travel Survey, conducted among all Adi Associates and En-Sure employees. This survey ascertained what are the current modes of travel for employees coming to and leaving from the offices, what are the preferred modes of travel and what barriers, issues and challenges the employees consider stops them opting for their preferred mode of travel, and what measures and incentives the employees consider would make them opt for an alternative, more sustainable mode of transport to the private car.

The GTP has been developed with regard to national commitments to reduce private car dependency and promote greener, sustainable travel in the interests of improving environmental quality locally and the health and well-being of Maltese citizens, as well as contributing positively to the global challenges of climate change. The GTP recognises the current green travel priorities, thereby focusing on active mobility and micromobility modes.

The GTP also recognises the benefits of reducing the need to travel in the first instance and addresses teleworking opportunities and the options for online rather than face-to-face meetings.

The core focus of the GTP is the travel behaviour of our employees, where there is the greatest scope for success in implementing our GTP, although the Plan also addresses travel by our clients and business associates in connection with our operations. The GTP will be advertised and actively promoted with our clients and business associates, and they will be encouraged to facilitate its implementation.

The GTP is designed to be ambitious yet realistic, taking account of the opinions and preferences expressed by employees in the Travel Survey, and as reflected in the goals and targets, as well as the measures and incentives outlined.

Finally, we are committed to ensure that the measures and incentives to promote and encourage greener travel remain appropriately tailored to suit the needs of our employees, clients, and business associates and relevant in respect of national and global priorities. Accordingly, the timeframe for this GTP is two years – up to October 2024.

Green Travel Policy

Adi Associates and En-Sure are committed to achieving a high-level sustainability performance and to the implementation of a long-term sustainability management system. In taking this commitment forward, Adi Associates and En-Sure prepared this GTP, specifically aimed at encouraging greener,

sustainable travel in relation to all our operations, and at reducing our carbon footprint and addressing the challenges of climate change, thereby making a positive contribution to the liveability of our environment and the health and well-being of citizens.

We recognise the potential impact of our operations in enabling and encouraging our employees, clients, and business associates to adopt more sustainable travel behaviours. Together, as management and staff, we aim to promote greener travel by putting in place a framework of measures and incentives designed to optimise the choices, to reduce the use of the private car in particular, and to promote active mobility and micromobility as a preference.

Together we aim to ensure that green travel issues, and sustainability issues generally, are kept at the forefront of the mind of all employees, clients, and business associates, that we lead by example, and that our performance on green travel is given proper attention at all times.

This GTP takes forward Adi Associates' and En-Sure's commitment to promoting greener, sustainable travel having regard to the recognised green travel priorities; additionally, as employers, we also recognise the value of reducing the need to travel for work in the first place, and this is also reflected in the priorities and in the GTP:

Priority 1: reduce the need to travel to and from work and for work-related meetings

Priority 2: promote walking and cycling (active mobility and micromobility modes)

Priority 3: promote public transport and shared transport modes

Priority 4: reduce the use of conventional fuel vehicles

Priority 5: promote the use of electric vehicles

These priorities recognise national commitments to reduce private car dependency and promote greener, sustainable travel in the interests of improving environmental quality locally and the health and well-being of Maltese citizens, as well as contributing positively to the global challenges of climate change. The priorities accord with the Government's strategies for transport, the environment, and planning, as outlined in the *National Transport Strategy 2050*, the *Strategic Plan for the Environment and Development 2015*, and the emerging *National Strategy for the Environment 2050*, as well as the health strategies *A Healthy Weight for Life: A National Strategy for Malta 2012 – 2020*, *A National Health Systems Strategy 2014 – 2020*, *National Strategy for Diabetes 2016 - 2020*, and *A Mental Health Strategy for Malta 2020 - 2030*.

We are committed to encouraging and incentivising our employees, clients, and business associates to avail of greener travel options and to change their travel behaviours.

Aims and Objectives of our Green Travel Plan

The overarching aim of our GTP is to reduce reliance on the private car in connection with our operations, in the interest of mitigating the carbon footprint arising from our operations and making a positive contribution to the global challenge of climate change, as well as improving the health and well-being of our employees, clients, and business associates, and the liveability of Malta's environment.

In achieving this aim, and through this GTP, we have the following objectives:

- To improve the travel behaviour and travel experience of our employees, by reducing their reliance on the single-occupancy private car and enabling them to reduce their need to travel and to opt for a greener travel mode when travelling at any time in connection with our operations;
- To ensure that there is a range of green travel options available to our employees that are tailored to their needs, as far as practicable;
- To prioritise the promotion of active mobility and micromobility travel modes to our employees in the interests of improving their health and well-being, as well as ensuring a quality, liveable environment;
- To regularly advertise and remind employees, clients, and business associates of the measures and incentives available to facilitate their choosing green travel options;
- To actively encourage and incentivise the adoption of green travel options with our employees, by continually improving the range of green travel measures and incentives available to them;
- To contribute to sustainable transport management in Malta and the Government's commitment to ensuring a quality, liveable environment and the health and well-being of all Maltese citizens; and
- To mitigate the carbon footprint arising from our operations and to make a positive contribution to the global challenge of climate change.

Goals and Targets of our Green Travel Plan

The GTP identifies goals and targets designed to change the travel behaviours of our employees, as well as our clients, and business associates over a two-year timeframe – for achievement by October 2024.

The goals and targets recognise the aim of the GTP to reduce the need to travel, to reduce reliance on the private car as the preferred means of work-related transport, and to promote active mobility and micromobility in respect of work-related travel. They are based on current travel patterns, as established from the Travel Survey conducted with employees to inform the GTP. Currently, 92% of employees mainly use their private car to travel to and from the office, and five days a week, with only 7% of employees currently walking to and from work. There is currently no use of public or shared-transport (including car-pooling) by employees; in all cases, private car use is single-occupancy use. The goals and targets also recognise our employees' willingness to opt for alternative, active travel modes, but also what the employees identified to be the challenges to their choosing to walk and cycle and where the survey results point to the need for a range of multi-modal travel options.

Having regard to our current travel patterns, the GTP identifies the following goals and targets to be achieved by October 2024:

- 80% of employees will work from home on at least two days a week

- Not more than 20% of employees will travel by single-occupant private car to and from the office five days a week
- 50% of employees will walk, cycle or use a micro-scooter travelling to and from the office on at least one day a week on average for 75% of the year
- 30% of employees will car share / pool with at least one other employee travelling to and from the office on at least one day a week on average
- 75% of all meetings with employees, clients and business associates will take the form of online meetings

Green Travel Measures and Incentives

The GTP is designed to be ambitious but also realistic and, in this respect, designed to provide the widest possible range of options, to allow employees, in particular, to make positive and long-term changes their travel behaviours.

The GTP outlines measures designed to encourage and incentivise employees to adopt active mobility and micromobility modes in preference to conventional, motorised transport modes. Nevertheless, and with the aim of optimising choice, the measures also address public and shared transport modes. This is in recognition of the opportunities in this respect to reduce reliance on the single-occupancy private car, and of the benefits of more successfully encouraging behavioural changes when presenting options allowing for a multi-modality approach to work-related travel. Additionally, and in recognition of reducing the need to travel in the first instance, the GTP also addresses teleworking and the management of work-related meetings.

The following are the measures and incentives designed to facilitate employees in changing their current travel behaviours:

1	Employees who currently do not have a computer at home, will be supplied with a laptop for home use, to enable them to work from home up to two days a week
2	Employees will be given an annual sum to cover the costs of working from home, to enable them to work from home up to two days a week
3	Employees will aim to hold 75% of all meetings with other employees, clients, and business associates online rather than face-to-face
4	Employees will be given an annual sum to cover the costs of walking, cycling or using a micro-scooter to travel and from work and for other work-related travel
5	Employees can avail of individually-tailored walking and cycling / micro-scooter route maps, prepared by management, to facilitate walking and cycling / scooting to / from work
6	Employees can avail of individually-tailored public transport route maps, prepared by management, to facilitate the use of public transport to / from the work

7	Employees will be given an annual sum for car-pooling to and from work at least one day a week
8	Employees can avail of an individually-tailored car-pooling scheme, prepared by management, to facilitate car sharing for travel to / from work

The following measure will be advertised and promoted to our clients and business associates, to facilitate them in changing their current travel behaviours in their working relationship with Adi Associates and En-Sure, and facilitating us in meeting our own GTP targets:

9	Meetings between our management / employees and our clients and business associates will preferably be held online, rather than face-to-face
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