

# Tools for tackling employee travel emissions



Abley has been engaging with sustainability teams in private and public sector organisations to understand how they approach employee travel in relation to their organisational sustainability.

We identified there is a need for more integrated tools that measure emissions and support employees to reduce their emissions through behavioural change.

## Why does it matter?

There are 2,690 businesses with more than 100 employees in New Zealand representing 48% of all employees (Stats NZ, 2020). Therefore, a relatively small number of organisations can influence a significant portion of the travel demand, and associated emissions.

The New Zealand Government recently launched the Carbon Neutral Government Programme requiring public sector organisations (not including Councils) to become carbon neutral by 2025.

## Categories of transport emissions in an organisation



| Scope 1<br>Direct emissions | Scope 2<br>Energy Indirect Emissions                   | Scope 3<br>Other Indirect Emissions  |
|-----------------------------|--|--|
| Company vehicles            | Purchased electricity used to charge electric vehicles | Transportation and distribution (up-and downstream)  |
|                             |  | <b>Employee travel</b> <ul style="list-style-type: none"> <li>• Business travel</li> <li>• Employee commuting</li> </ul> |

Scopes are used to separate types of emission sources in greenhouse gas inventories.

## Measure

Measuring transportation emissions in an organisation currently requires aggregating data manually from multiple sources, and then entering this data into a carbon inventory software for verification and certification. In some cases (e.g. commuting), the data seldom exists.



## Engage

Engaging employees in carbon reduction activities and creating lasting behaviour change is a challenge that many sustainability teams are grappling with. There is a lack of tools that embed behaviour change longer term.

In 2019 the Climate Leaders Coalition, an alliance of businesses representing over half of New Zealand's emissions, pledged to:

**“Proactively support our people to reduce their emissions.”**

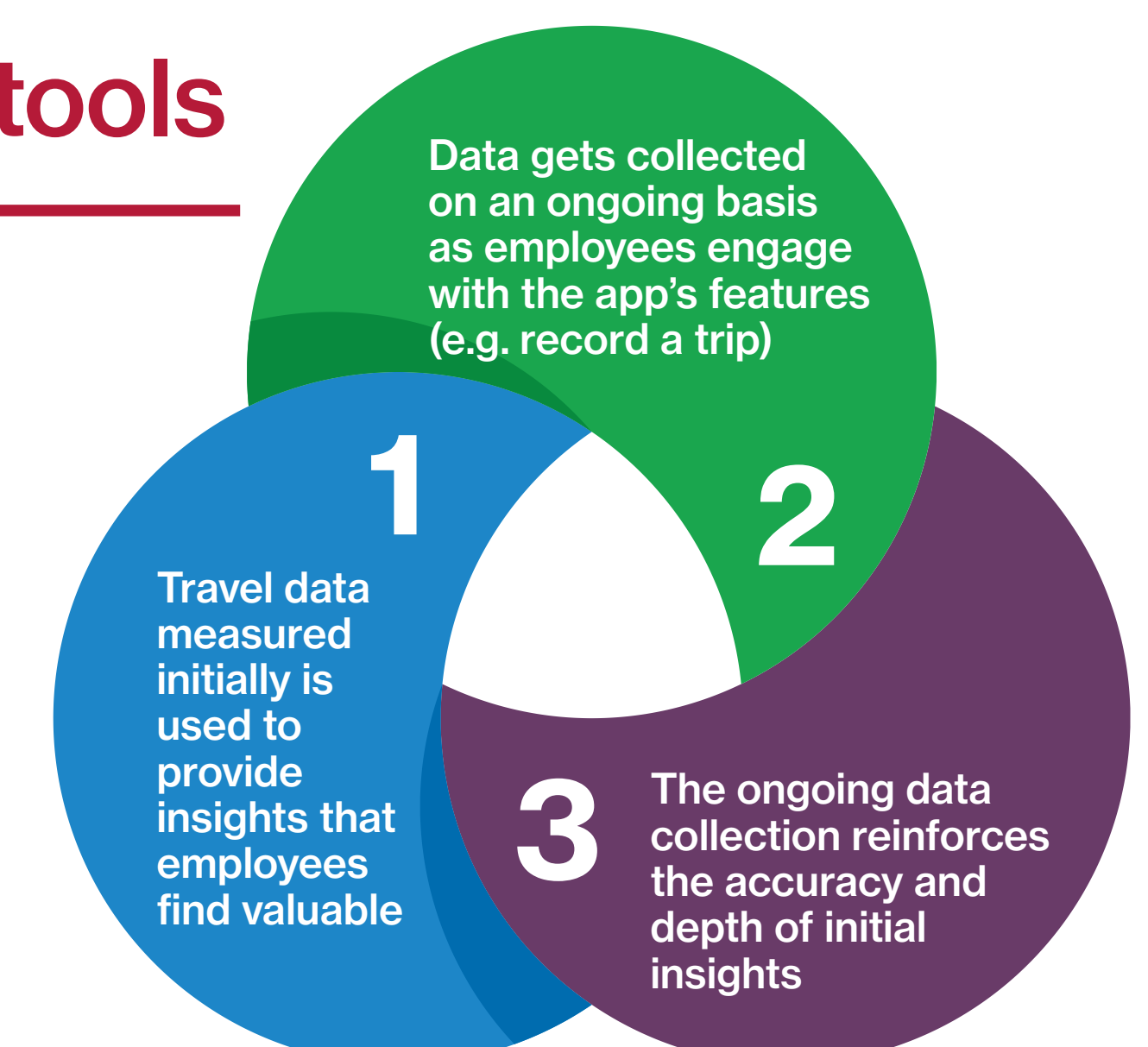
## Existing tools and gaps

Let's talk about this!



## Benefits of integrated tools

Positive feedback loop exploiting synergies between measuring data and engaging employees.



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