

Sustainable Holiday Travel Policy

This policy is aimed at supporting and encouraging employees to engage in sustainable holiday travel. The policy may be changed or withdrawn if business needs or circumstances dictate.

Introduction

RealWorth is proud to be a Climate Perks accredited employer. This means we will give paid travel time when employees elect to travel via land or sea rather than air. The paid travel time can be claimed for additional hours spent travelling, in accordance with the provisions of this policy. The maximum travel time that can be reclaimed is two working days in any one 'travel time year.' The travel time year is the same as your annual leave year, which starts from the anniversary of the date you joined the Company.

Why sustainable travel is important to us

Despite less than 1 in 5 of the world's population ever having stepped inside a plane, flying is the fastest growing contributor to climate change globally. On current trends, aviation alone will account for 40% of UK carbon emissions by 2050. In line with the 2015 Paris Agreement, we recognise the need for behaviour change to play a role in reducing aviation emissions and in turn the role of social and workplace innovations to facilitate and drive such behaviour change.

We also recognise that the challenge of decarbonising the global economy must have equity considerations at its core. Citizens in global north countries must be empowered to reduce their lifestyle greenhouse gas emissions to assist developing countries in providing their citizens with a higher standard of living within finite global carbon budgets.

We are therefore committed to supporting a cultural shift towards low carbon leisure travel.

Policy statement

RealWorth is committed to having a positive social and environmental impact and recognises that staff have an important role to play in responding to the urgent challenge of climate change.

We aim to encourage our employees to 'walk the talk' when it comes to sustainability behaviour, in line with our organisational values and policies.

Research indicates that converting one or more return flights to train, coach or boat is likely to be one of the most powerful actions regular travellers can take to reduce lifestyle carbon emissions, in turn helping to inspire further behaviour change amongst peers.

To help staff make sustainable travel choices, we offer paid travel time, subject to certain criteria.

It is important to note that this is not additional annual leave, but additional time to undertake sustainable travel. Whether employees take up the scheme or not, they remain entitled to the same amount of annual leave. Please refer to the annual leave policy for further information.

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Scope

Qualifying journeys

For the purposes of this policy, sustainable holiday travel means travel by land or sea that has a significantly reduced environmental impact compared to journeys to the same destination by plane.

Qualifying sustainable holiday travel includes journeys by bus, train, ferry, coach and in both private and hired electric vehicles (EVs). It also includes journeys in petrol and diesel cars where there are three or more people in the vehicle. It does not include petrol or diesel car journeys with fewer than three passengers, nor does it include road-trips with campervans or caravans. It does not include holidays which are journeys in themselves, e.g. long-distance cycle rides, cruises or walks - unless travel is required to or from start and endpoints.

Only overland or sea travel to reach or return from the destination country qualifies, and cannot be combined with a flight within an outward or return leg. For example, this policy would not grant paid journey time for a coach taken from Mexico City to Guatemala with a flight having been taken to Mexico City.

Employee qualifying criteria

If you are on leave of absence (e.g. sabbatical, volunteering, unpaid leave, maternity, paternity, adoption, shared parental and unpaid parental leave), you will still qualify for this benefit when you return from a leave of absence, in respect of the relevant annual leave year but on a pro-rata basis. For example, if you return from leave and there are five months of the travel time year remaining, you will be eligible to apply for 5/12 of the travel time allocation. If you take a leave of absence for the whole annual leave year, you will not qualify for the benefit. This is because Climate Perk days are not rolled over to the next year. However, they will reset again for the next annual leave year.

If you work part-time, you will qualify for travel time on a pro-rata basis.

Procedure

Where an employee travels by land or sea (rather than flying) on holiday in accordance with this policy, RealWorth will reimburse the difference in travel time, up to a maximum of two working days or 15 hours.

You must be able to demonstrate that your planned journey is not already quicker or the same in length when compared to flying to the same destination.

Sometimes your journey time may fall on a weekend. This may be because the journey is a better price that day, or you have an important meeting you need to be back in the office for on a Monday. Climate Perks employers recognise that people should not have to surrender leisure time to take clean travel options. Therefore, you can still claim paid journey days against time spent travelling to or from your destination on a weekend. For example, if you're planning to leave for Italy on a Wednesday, but need to travel back on a Sunday, you could leave a day earlier on Tuesday to make up the time.

To request travel time, you must complete the sustainable travel days request form below and pass it to your line manager.

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You should attach to the form:

1. Evidence (such as a printout from an internet travel site) of the time taken for air travel, plus two hours to allow for check-in time for both the outward and the return flights.
2. Evidence of the time taken to travel by land or sea, including 1 hour for check in time for both the outward and the return (or 1.5 hours for Eurostar)
3. A calculation of the time difference between 1 and 2 above.

Spreading the word

We hope to start an ongoing conversation about sustainable travel and contribute to a social shift towards low-carbon travel options. Behaviour change is best spread through peer networks, including workplaces.

Once you have returned from your holiday, you will be asked to share some feedback from your journey with colleagues. This may be via a team meeting or an article in our staff newsletter. We'd love to see your photos of travel by land or sea!

Planning a low carbon journey

There are lots of resources online for planning a journey by land or sea within Europe and beyond. Here are a few to get started with.

- [RouteZero](#) - a website where you can compare and book travel, and see differences in carbon emissions.
- [Seat61](#) - comprehensive rail travel guide, primarily focused on Europe but with advice on destinations further afield as well.
- [Eurostar cheap fare finders](#) - use these monthly view tools to find the best Eurostar prices easily.
- [Rail Europe](#) - easy pan-European rail ticketing website.
- [Direct Ferries](#) - pan-European ferry ticketing website.
- [FlixBus](#) - pan-European coach ticketing website.
- [Interrail](#) - the Interrail Pass is a paper train ticket that allows you to travel on almost all trains in Europe. With it, you get access to 40 railway and ferry companies in 33 countries. Commonly used for longer journeys, but also offer options for shorter trips.
- [Trainline](#) - pan-European rail and coach ticketing website.
- [Byway Travel](#) - flight free package holidays

Further information

You can find out more about the Climate Perks scheme, plus facts and stats about flying and low-carbon travel at www.climateperks.com.

Abuse of the scheme

Any employee found to use the scheme fraudulently will be subject to RealWorth's disciplinary procedures.

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Sustainable travel days request form

To be completed by the employee

Employee name:
Travel time year-end date - (this is the same as your holiday year):
Maximum travel time in a full year: 2 working days
Total applied for and approved so far this year:
Amount of this application:

Outward journey		Return journey					
Time (hours) that would be taken to travel by plane, including 2 hours to cover check-in time	Time (hours) that will be taken to travel by land or sea, including 1 hour check-in time (or 1.5 hours for Eurostar connections)	Time (hours) that would be taken to travel by plane, including 2 hours to cover check-in time	Time (hours) that will be taken to travel by land or sea, including 1 hour check-in time (or 1.5 hours for Eurostar connections)	Total additional hours (capped at a maximum of 2 days per year)	Date of request	Proposed date(s) to take back the travel hours	Manager Authorisation

Employee declaration

- I have attached documentary evidence of the difference in time between travel by land and sea and travel by air, in accordance with the sustainable employee travel policy.
- I agree to provide a copy of my travel ticket for my land/sea journey prior to using my Climate Perks days. These should be sent to your line manager.
- I confirm that if my arrangements and therefore the travel hours change after completing this form, I will inform my line manager.

Signature of Employee:

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Date: