

URBIS

# GREEN TRAVEL PLAN

Public version



**This document has been condensed to share with a public audience. To learn more about the detailed research and advisory behind this transformative plan, please reach out to our Green Travel Team.**

**Disclaimer**

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**Urbis acknowledges the important contribution that Aboriginal and Torres Strait Islander people make in creating a strong and vibrant Australian society.**

**We acknowledge, in each of our offices, the Traditional Owners on whose land we stand.**

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You must read the important disclaimer appearing within the body of this report.

# EXECUTIVE SUMMARY

Urbis is proud to be a carbon-neutral company. As part of this commitment, we are looking at how we can support all staff to travel more sustainably to and for work. This Green Travel Plan (GTP) is based on feedback from staff and seeks to create and encourage opportunities for more sustainable work travel behaviours.

## WHAT TRAVEL EMITS THE MOST AT URBIS?

This GTP looks at work commutes and trips taken for work purposes (flights, taxis and rideshare). This can help inform where we will get the most impact in reducing carbon emissions.



**CARBON EMISSIONS  
FROM WORK FLIGHTS**

**373 T/P.A.\***

**COMPANY-WIDE**



**CARBON EMISSIONS  
FROM COMMUTING**

**1.2 T/P.A**

**COMPANY-WIDE**



**CARBON EMISSIONS FROM UBER/  
TAXI TRIPS FOR WORK**

**2.51 T/P.A**

**COMPANY-WIDE**

\*Tonnes per annum

# EXECUTIVE SUMMARY

## TOP 6 MOVES

These are our top changes Urbis are focusing on for the next two years:

### To reduce emissions from work flights:

1

Continue to explore the air mileage reductions strategy with a view to seeing a 25% reduction by 2029 in line with our overarching strategy.

2

Conferences such as the Associate Directors Conference, the Directors Conference and the Partners Conference should be held in a location that results in the lowest amount of air travel overall.

### To reduce emissions from commuting:

3

Support salary packaging of bikes / e-bikes through options such as LeasePlan or Paywise, E-stralian.

4

Establish bike ambassador program in each office to provide practical advice to staff interested in riding to work.

5

Urbis no longer provide car parks to shareholders (since 2019). Going forward Urbis will not offer car parks as part of any employment contract negotiations with staff.

### To reduce emissions from Uber/Taxi trips:

6

Trial e-micromobility fleet vehicles or use a partner such as Beam ([Beam for Business](#)) for staff to book out e-bikes and e-scooter for meetings.

# 01

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## INTRODUCTION



**URBIS OFFICE, BRISBANE**

# THE SCOPE

Urbis is proud to be a carbon-neutral company. As part of this commitment, we are looking at how we can support all staff to travel more sustainably to and for work across all our office locations, as shown.

This project has been completed with the cooperation of Urbis and Cistri staff who completed a survey in May to June 2023 about how they travel to work.

**2022**



**URBIS ACHIEVES  
ACCREDITATION AS A  
CARBON-NEUTRAL  
COMPANY**

**2029**



**REDUCE OUR EMISSIONS  
BY 25 PER CENT RAW,  
REGARDLESS OF  
COMPANY GROWTH.**

## Urbis and Cistri Office Locations



# BENEFITS OF THE GREEN TRAVEL PLANNING

The purpose of this Green Travel Plan is to identify strategies / targets to encourage staff to use non-car methods of travel for their journeys to and from our seven offices across Australia and Singapore. This behavioural change can have the following wider benefits for Urbis and Cistri, as shown below.



**CARBON EMISSIONS  
REDUCTION**



**MORE TIME AT HOME  
AND LESS IN THE AIR**



**IMPROVED STREET  
AMENITY AND SAFETY**



**INCREASE IN  
PHYSICAL ACTIVITY**

# 02

## WHERE WE LIVE/ WHERE WE WORK

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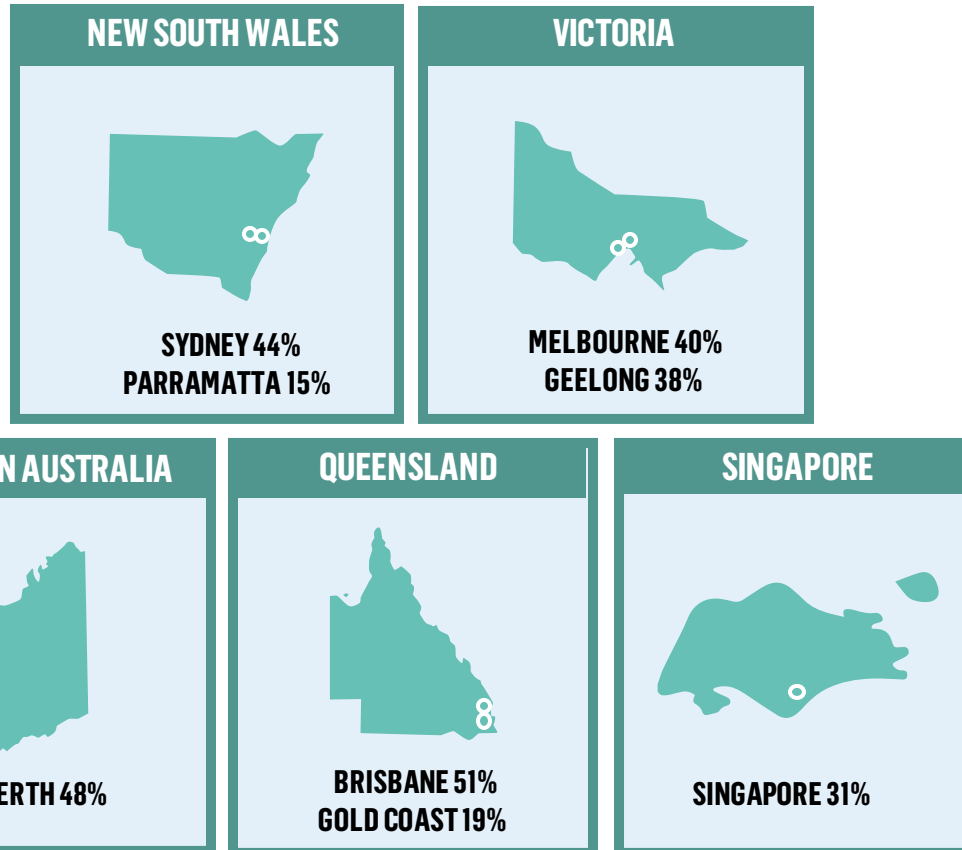
The way we travel to work is linked to a variety of factors including proximity of our homes to workplaces, transport availability, socio-economic determinants and family / lifestyle factors. In this chapter we unpack how these factors differ across Urbis and Cistri offices.

**GOLD COAST, QLD**



# WHO HAS THE OPPORTUNITY FOR NON-CAR COMMUTES?

Proportion of staff members within a 30-minute commute by non-car modes



“ EXAMINING WHERE STAFF LIVE IN RELATION TO SUSTAINABLE TRANSPORT CATCHMENTS ALLOWS URBIS / CISTRI TO SET REALISTIC GOALS. ”

Data source – Urbis / Cistri



## INSIGHT

Staff members who live proximately to their workplace present a greater opportunity for use of non-car modes. This data is useful in setting meaningful and realistic targets for non-car use.



## OPPORTUNITY

As well as a staff member living within a 30-minute sustainable transport catchment to work, environmental factors also play a role – such as whether there is a safe bike path, shady walking routes or bus lanes which make public transport dependable and time efficient.

# CHEAP PARKING INCENTIVISES CAR COMMUTING

When parking is expensive or difficult to find, people are generally less inclined to drive to work. High parking costs can encourage individuals to consider alternative transportation methods, such as public transit, cycling, walking, or carpooling. Conversely, when parking is cheap or free, it tends to incentivize driving as it reduces the overall cost and hassle associated with car use.



## INSIGHT

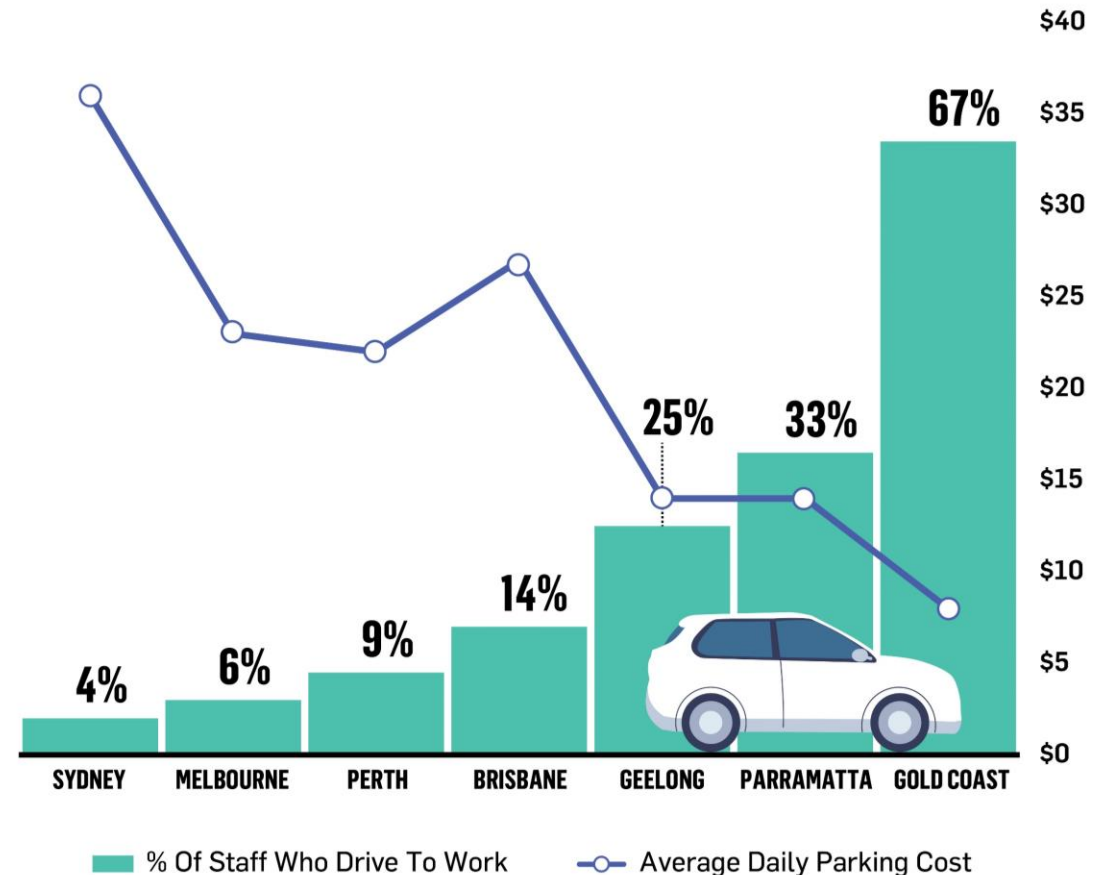
The cost of parking plays into whether people choose to drive to work. In locations with cheaper parking, there is generally more driving.



## NEW MOVES FOR URBIS

Urbis no longer provide car parks to shareholders (since 2019). Going forward, Urbis will not offer car parks as part of any employment contract negotiations with staff.

Percentage of Staff Who Drive and Daily Parking Costs



Assumptions – Cost is based on a three-carpark average for each office location. The following carparks were chosen: Wilson Parking, Secure Parking, InterPark, CarePark, King George Square, Market Square, Cloyne Road Carpark, Mar Burke Carpark, Forest Centre Car Park, and St Martin Centre. More in Appendix B.

# 03

## GETTING TO WORK: HOW WE COMMUTE

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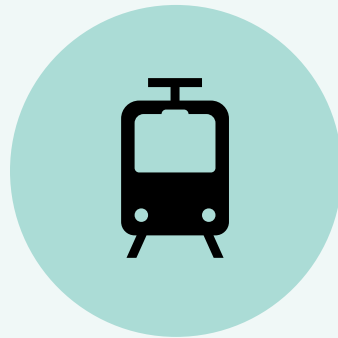
**PEDESTRIANS, SINGAPORE**

# FACTORS INFLUENCING TRAVEL

The mode of transport one uses to travel to work is strongly influenced by both the location of residence and the availability of transport options in that area. Mode of transport to work is not just a matter of personal preference but a complex interplay of factors including the location of residence, the availability and efficiency of public transportation, socioeconomic status, lifestyle choices, and even governmental policies and global events. Different combinations of these factors will produce various commuting patterns in different regions and that is true across Urbis and Cistri's offices.



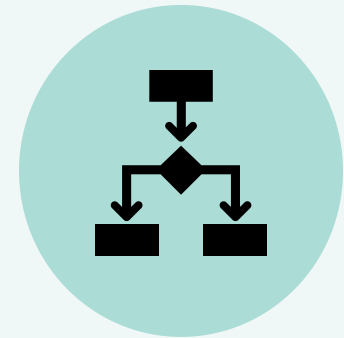
**PROXIMITY TO  
WORKPLACE**



**PUBLIC TRANSPORT  
AVAILABILITY**



**SOCIOECONOMIC  
FACTORS**



**CULTURAL AND  
LIFESTYLE CHOICES**

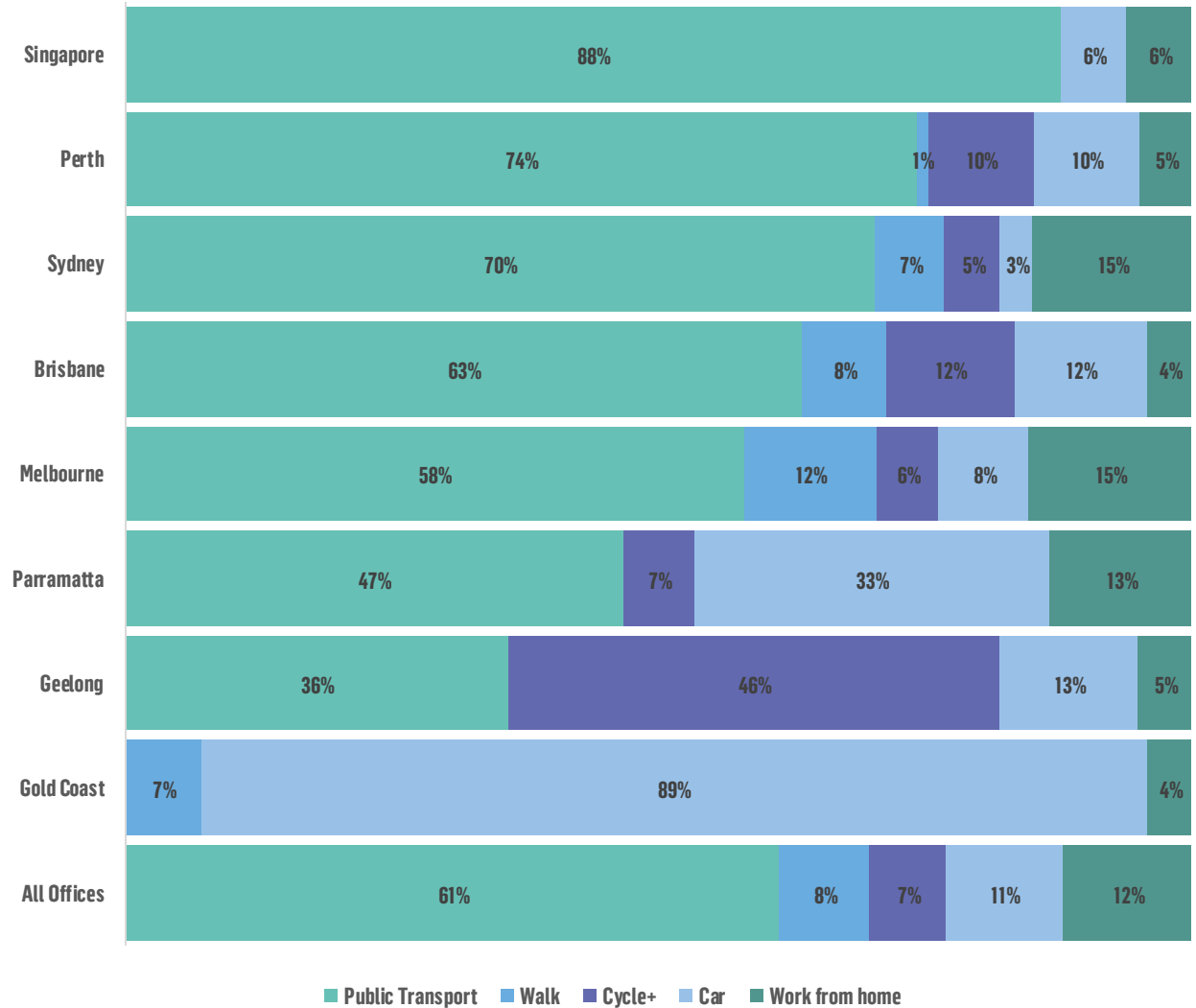
# ALL OFFICES – HOW DO STAFF TRAVEL?



## INSIGHT

The vast majority of people use sustainable transport to commute, however, there are still opportunities to make meaningful changes where driving does occur.

All Urbis and Cistri Offices – Mode of Travel



Note: Capital City includes Sydney, Melbourne, Brisbane, Perth and Singapore and Non-Capital City includes Parramatta, Gold Coast, Geelong

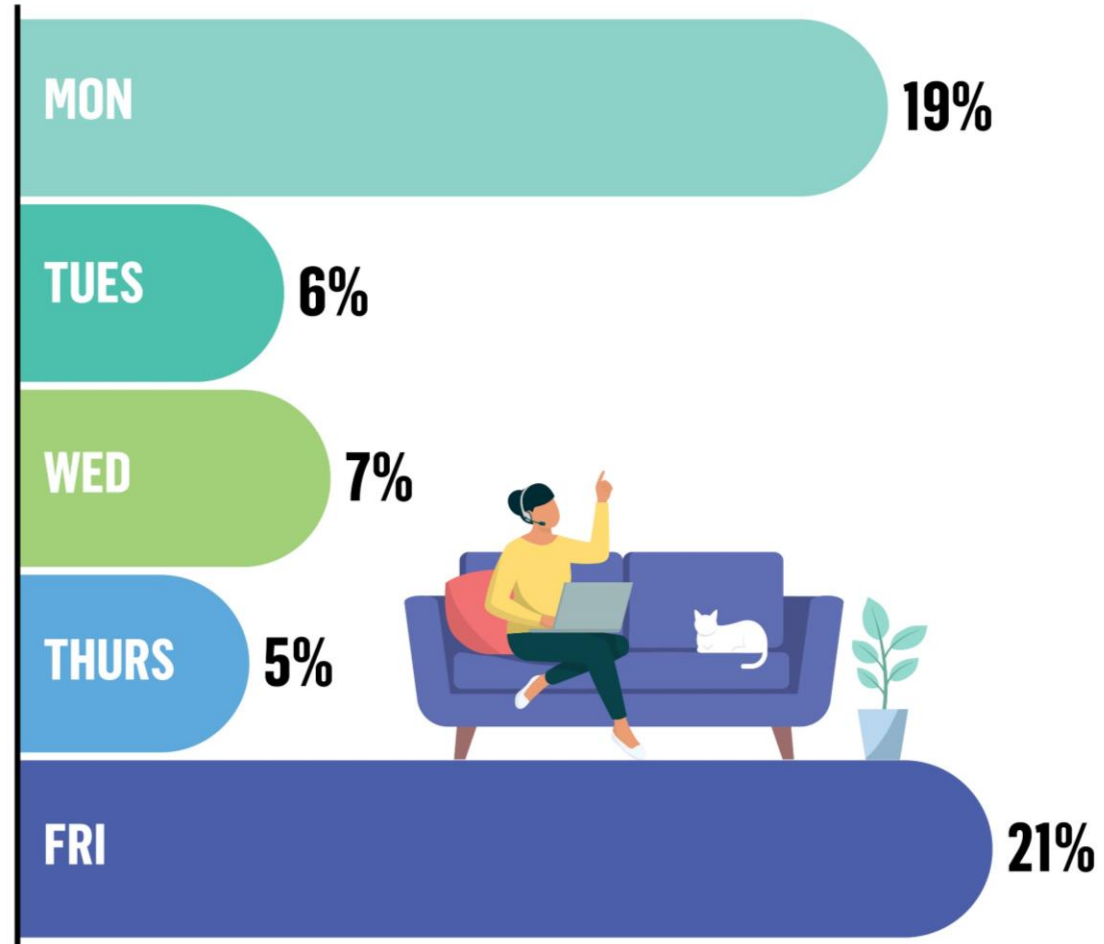
Data source- Urbis and Cistri, Travel Survey conducted May-June 2023  
See Appendix A for more on this survey.

# WORK FROM HOME

Urbis / Cistri shows a strong work-from-home (WFH) trend on Mondays and Fridays. With the company's use of cloud-based software and remote connection applications, employees can maintain a similar level of productivity to that of an office setting.

WFH can also be seen as an option to lower the company's overall carbon footprint, where adopting a hybrid workweek can effectively limit emissions produced in daily commutes.

**All Urbis and Cistri Offices – Percentage of staff who work from home, by day of week**



Data source Figure 1- Urbis/Cistri

# HOW WE COMMUTE: WALK

A significant portion of our staff choose to walk to work at Urbis / Cistri. It's a mode of transport that Urbis / Cistri strongly support as it produces no carbon emissions and contributes to the health and wellbeing of staff.

## HOW DO URBIS / CISTRİ CURRENTLY SUPPORT WALKING?

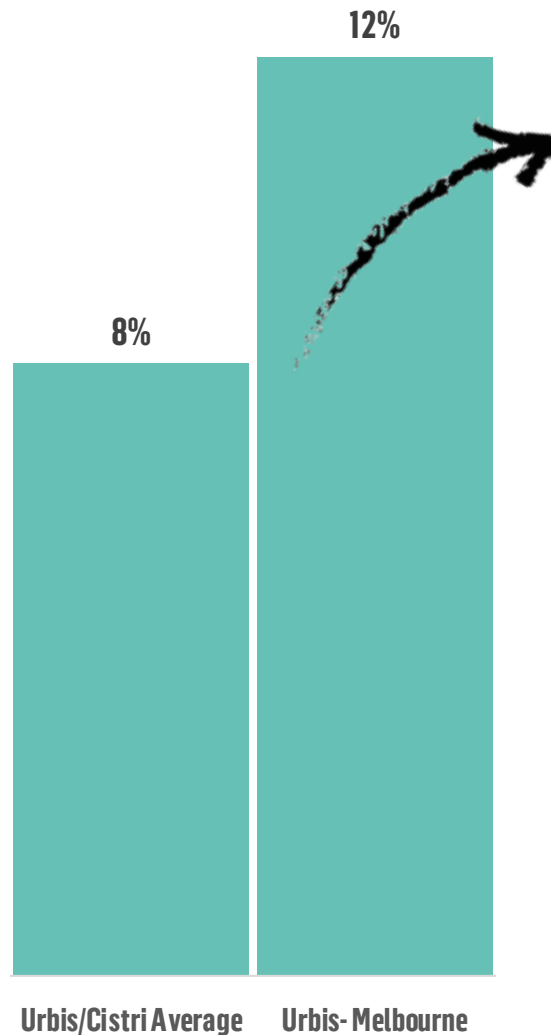
Urbis' Premises Strategy will continue to prioritise buildings / offices that have changerooms / showers available for employee use.



### NEW MOVES FOR URBIS

Urbis will develop a walkability metric as part of our office leasing decision matrix to ensure our offices are located in environments that are feasible, safe, attractive and amenable for walking to work.

## WHICH URBIS / CISTRİ OFFICE WALKS THE MOST TO WORK?



I LIVE CLOSE TO THE OFFICE. WALKING TO WORK GETS MY STEPS UP AND GIVES ME SOME FRESH AIR AND A CHANCE TO ENJOY PUBLIC GARDENS.

MANESHA RAVJI –  
ASSOCIATE DIRECTOR



# HOW WE COMMUTE: CYCLING

Across the company cycling represents 7 percent of all commuting trips to work. Several offices sit well above this average with Geelong being a notable stand-out with cycling presenting 46 per cent of commuting trips. As with walking, cycling is a zero-carbon form of transport and contributes to staff health and wellbeing and as such is a commute type that Urbis strongly supports.

## HOW DO URBIS / CISTRİ CURRENTLY SUPPORT CYCLING?

Urbis' Premises Strategy will continue to prioritise buildings / offices that have bike parking and changerooms / showers available for employee use.

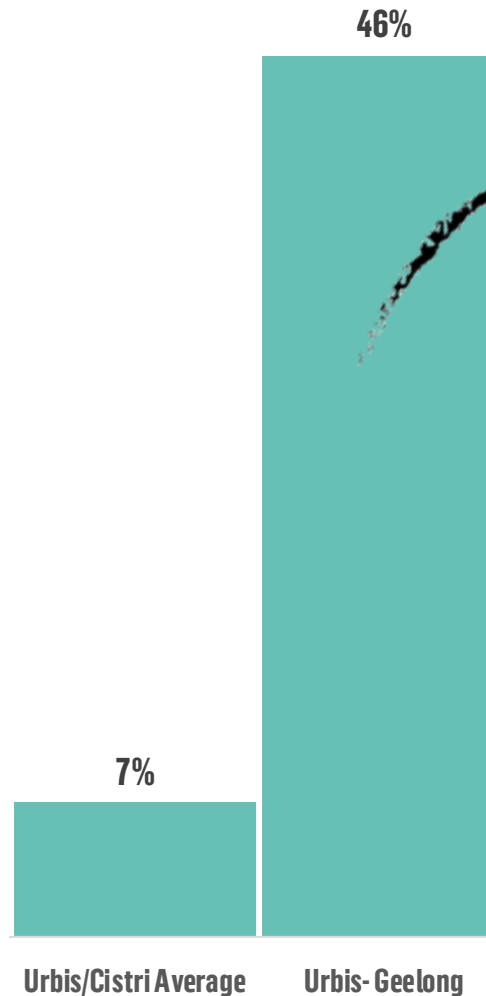


### NEW MOVES FOR URBIS

Urbis will:

- Support salary packaging of bikes / e-bikes through options such as LeasePlan or Paywise, E-stralian.
- Establish a bike ambassador program in each office to provide practical advice to staff interested in riding to work.
- Bike ambassadors will coordinate Ride to Work Day in each office supported by Urbis.

## WHICH URBIS / CISTRİ OFFICE CYCLES THE MOST TO WORK?



I ENJOY RIDING TO WORK AS A SUSTAINABLE AND RELAXING METHOD OF COMMUTING, WITH THE ADDED BENEFIT OF BEING HEALTHY FOR THE BODY AND MIND.

BEN PORTEOUS –  
ASSOCIATE DIRECTOR

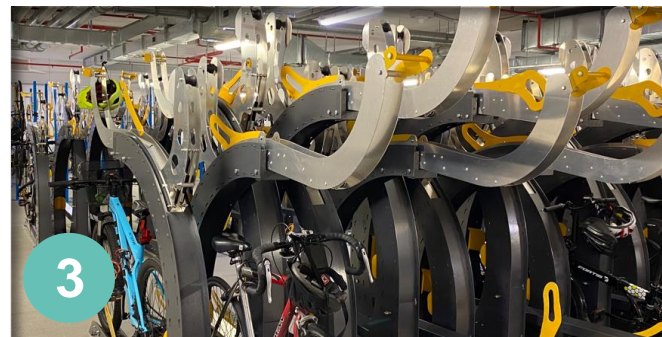
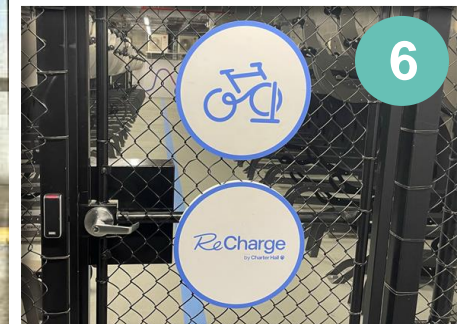
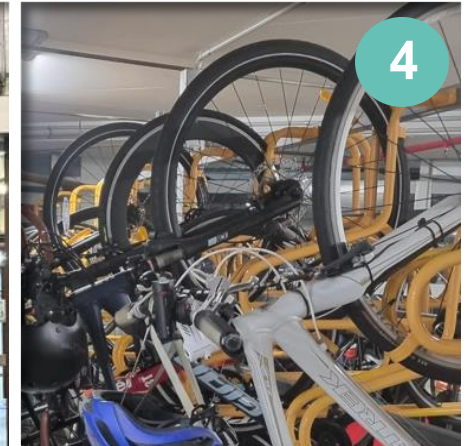
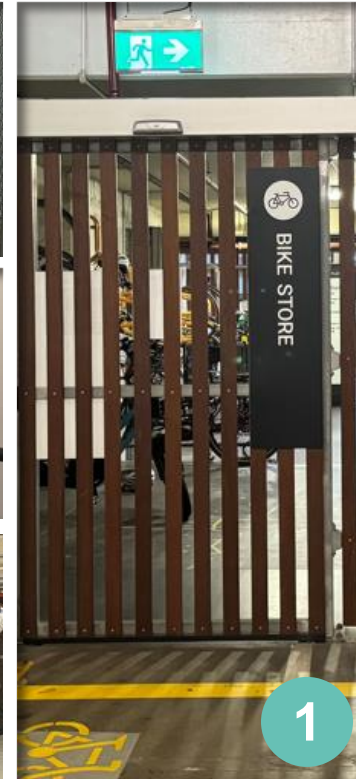
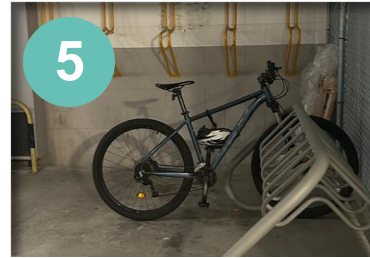




# HOW WE COMMUTE: SUPPORTING CYCLING AND WALKING THROUGH END-OF-TRIP FACILITIES

Figure 27: Cycling Facilities Across Offices

	Bicycle Parking	End of Trip Facilities
1 Sydney	✓	✓
2 Melbourne	✓	✓
3 Brisbane	✓	✓
4 Perth	✓	✓
5 Gold Coast	✓	✓
6 Parramatta	✓	✓
7 Geelong	✗	✗
8 Singapore	✓	✓



# HOW WE COMMUTE: PUBLIC TRANSPORT

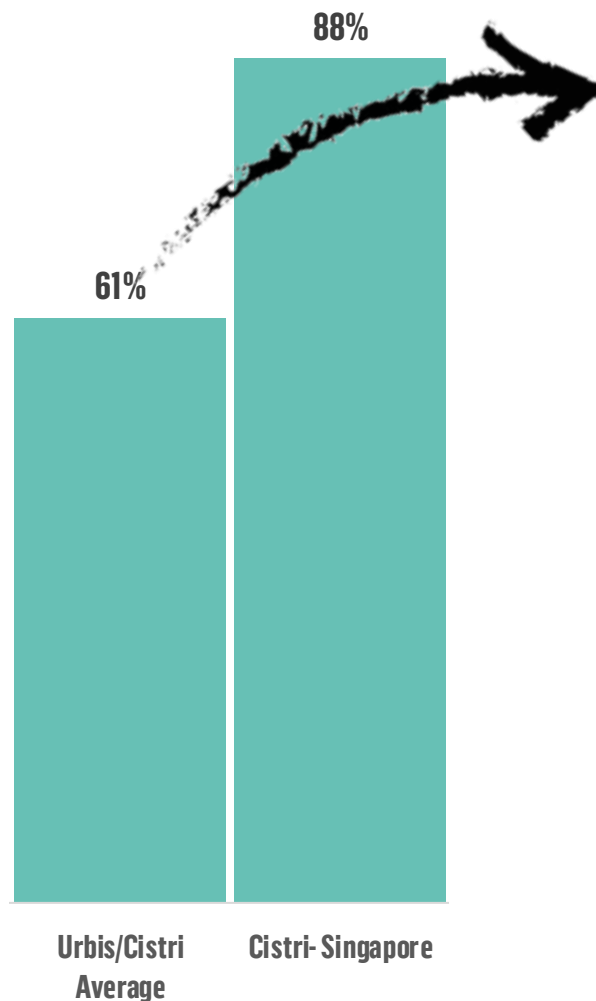
By far, the largest group of commuters in Urbis / Cistri offices are those that get to work by public transport. It is the workhorse of all commuting options.

Across the company public transport commutes represents 62 per cent of all commuting trips to work. Staff in Sydney use public transport to get to work the most out of all Urbis / Cistri offices (92 per cent of commuting trips). This is due to a combination of staff living proximately to work and the Urbis office being highly accessible by train, light rail, bus and ferry.

## HOW DO URBIS / CISTRI CURRENTLY SUPPORT PUBLIC TRANSPORT USE?

Urbis can support public transport use by selecting offices near key public transport nodes.

Which Urbis / Cistri office uses public transport the most to work?



CATCHING THE TRAIN IS THE BEST OPTION FOR ME, IT IS THE QUICKEST WAY TO WORK AND THE MOST AFFORDABLE. WHEN I GET ON THE TRAIN I CAN GET A SEAT WHICH MAKES THE JOURNEY MORE COMFORTABLE.

ELIZA HANNAH – CONSULTANT



# HOW WE COMMUTE: DRIVING

Across the company driving represents 10 per cent of all commuting trips to work. Staff in Gold Coast drive to work the most out of all Urbis / Cistri offices (67 per cent of commuting trips). This is due to a combination of staff living further from work and cheap public parking (see page 19).

## HOW DO URBIS / CISTRİ CURRENTLY SUPPORT A TRANSITION AWAY FROM NON-CAR MODES?

In 2021 Urbis / Cistri to no longer allow shareholders packaged car parking and this has contributed to low overall car use.



### NEW MOVES FOR URBIS

Urbis will:

- Provide information to staff on cost savings associated with EV operations vs. ICE operations so when it comes time to upgrade more people choose electric.
- Not offer car parks as part of any employment contract negotiations with staff.

Which Urbis / Cistri office drives the most to work?



**UNFORTUNATELY, TO USE PUBLIC TRANSPORT WOULD BE A DAILY COMMUTE OF 2.5 HOURS, SO I DRIVE. I'M DEFINITELY INTERESTED IN GOING ELECTRIC THOUGH.**

**- PATRICK HEFFERAN, DIRECTOR**



# 04

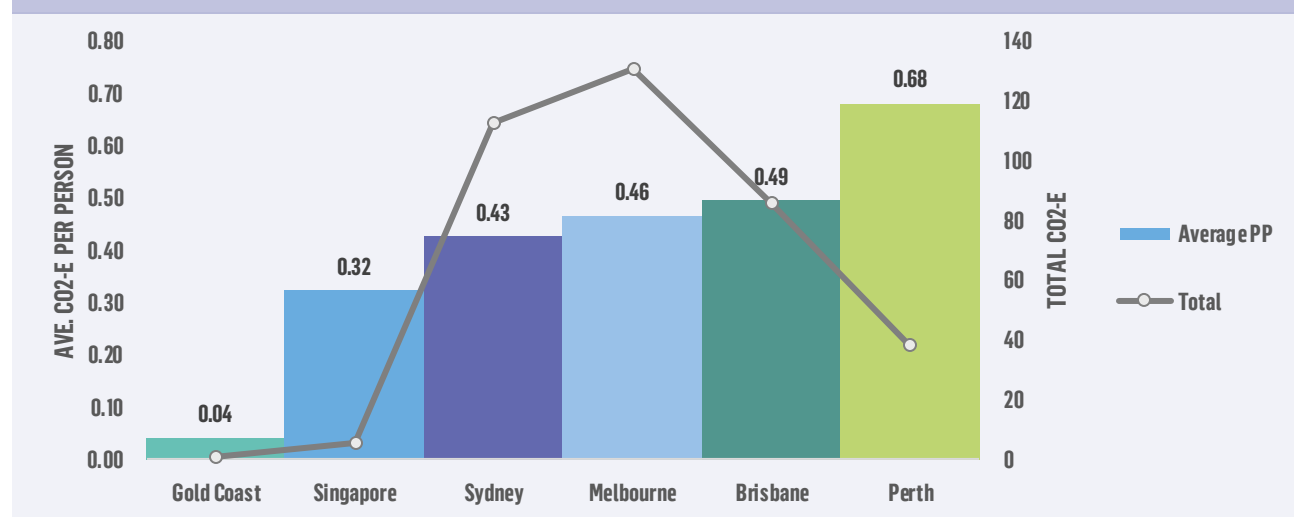
## TRAVELLING FOR WORK: FLIGHTS, TAXIS AND RIDESHARING

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# HOW WE TRAVEL FOR WORK: FLIGHTS

Flying is an integral part of our work at Urbis / Cistri. We fly to meet clients, collaborate with our colleagues and attend training / forums. However, it is also the largest contributor to the carbon associated with travel that is emitted by Urbis / Cistri.

Figure 30: Flights - Co2 emitted by Office Location (Tonnes)



## NEW MOVES FOR URBIS

Urbis will implement the following changes:

- Conferences such as the Associate Directors Conference, the Directors Conference and the Partners Conference should be held in a location that results in the lowest amount of air travel overall.

Figure 32: Flights - Co2 emitted by Position Classification



# PROPORTION OF WORK FLIGHTS FOR PROJECTS VS NON-PROJECT

Client compared to Business-related air travel (proportion of all travel)



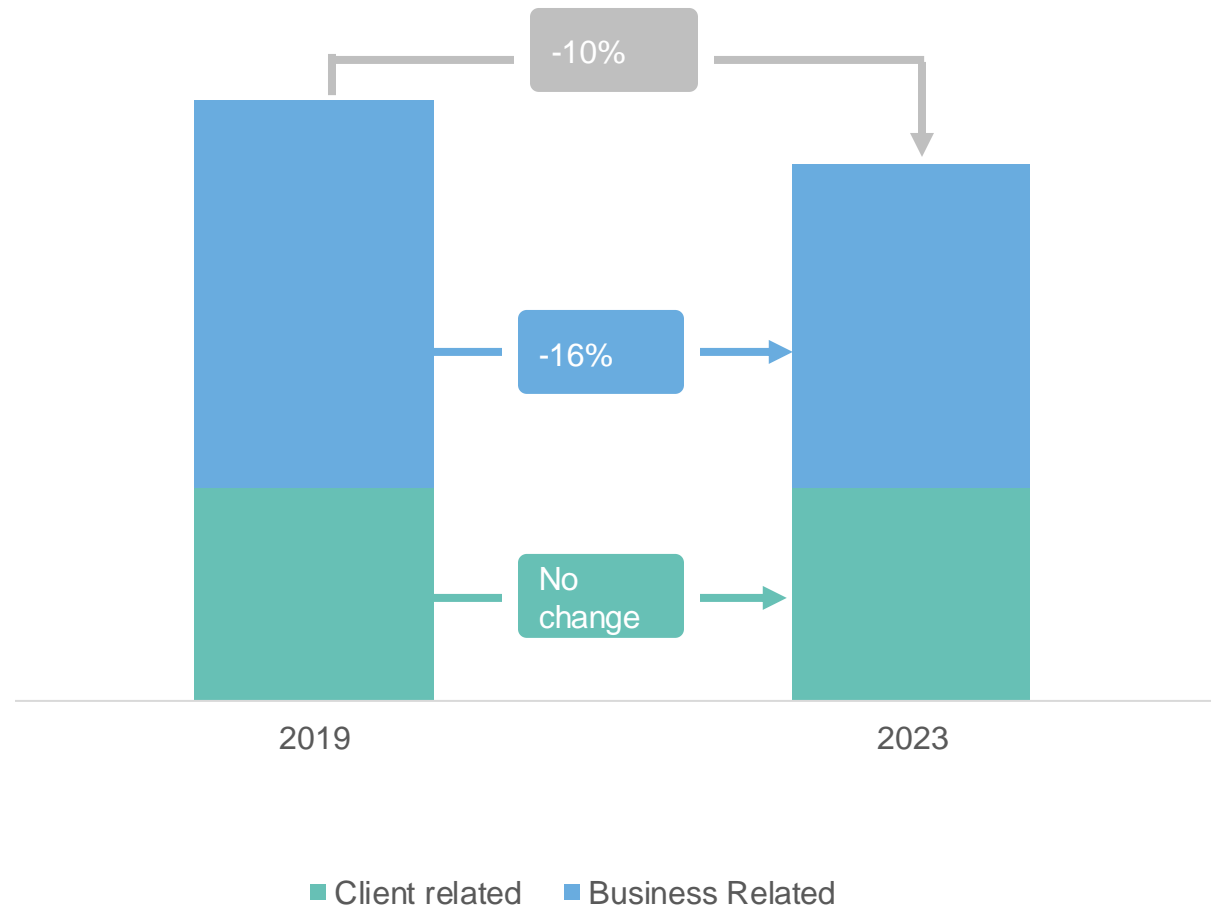
## INSIGHTS

- Streamlining business related air travel to strategic locations for Urbis staff members can help to reduce cost expenditure and overall CO2 output.
- Current data indicates that this trend is already occurring with a 16% decrease in business related air travel between FY 19 to FY 23.



## NEW MOVES FOR URBIS

- Urbis will implement the following changes:
- Continue to explore the air travel reductions strategy with a view to seeing a 25% reduction by 2029 in line with our overarching strategy, particularly with a view to reducing business-related air travel (not project related).



# 05 GENDER INSIGHTS

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PERTH, WA

# HOW WE COMMUTE: GENDER

There are notable differences with how Urbis / Cistri staff of different genders commute to work.

- Men are much more likely to walk and cycle to work. 69 per cent of all active transport trips to work are made by men. The skew towards men is particularly notable for cycling trips, of which 80 per cent of all trips are made by men.
- Women are more likely to catch public transport with 55 per cent of all public transport trips to work are made by women.
- Women are notably more likely to work from home at 57 per cent.

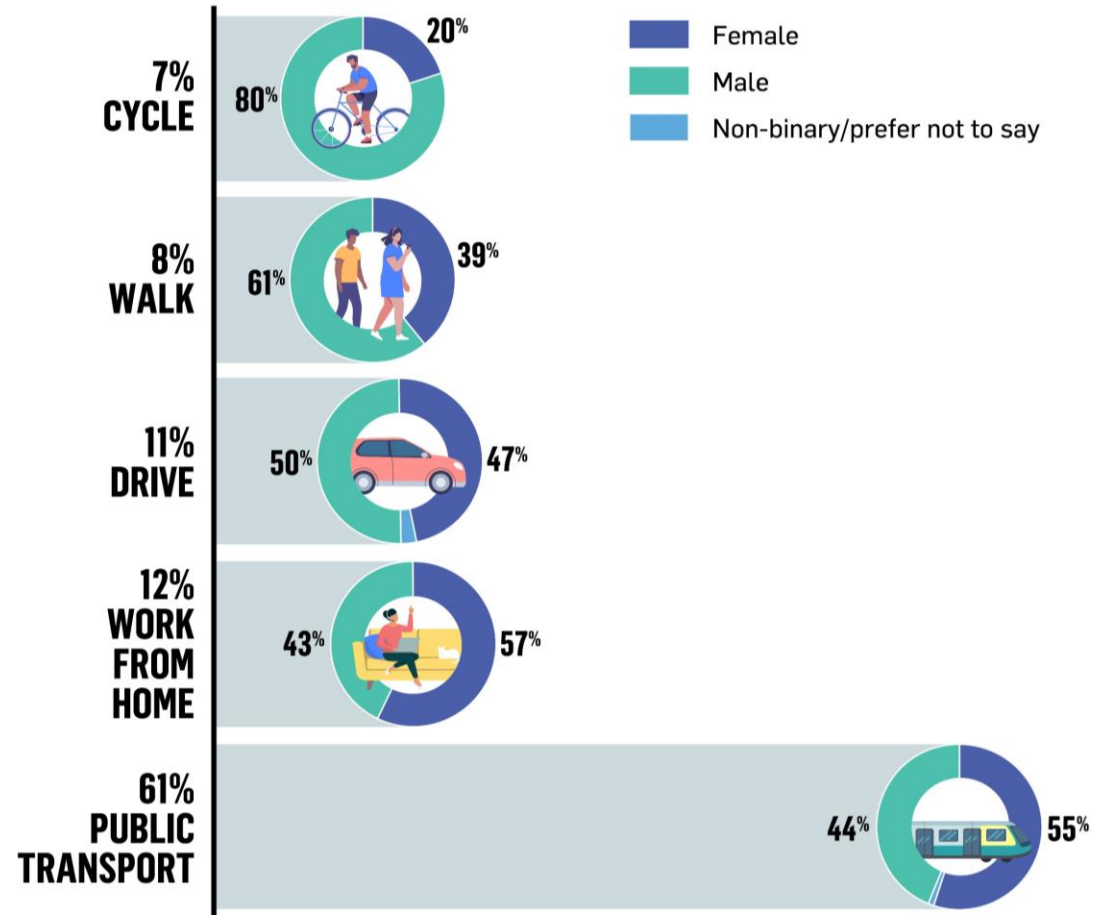


## INSIGHTS

How we commute is a gendered issue. Women bear the burden of care<sup>1</sup> and this is likely to feed into notably more women at Urbis working from home than their male counterparts.

The proportion of women at Urbis walking and cycling to work is markedly low. Those responsible for initiatives listed on Page 38 should be aware of these issues and seek to enhance women's involvement in walking and cycling where possible.

## What is the gender of staff using each mode?







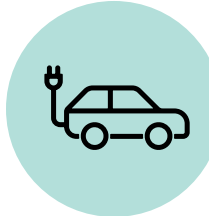






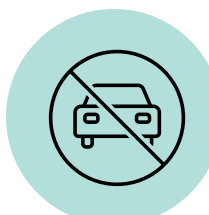
# 06 HOW WE CAN GET BETTER: TARGETS, INITIATIVES AND MONITORING

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MELBOURNE, VIC

# INITIATIVES

Trips <u>for</u> work		Trips <u>to</u> work	
Air travel	Taxis/ Uber	Commuting	
 <p><b>CONTINUE TO EXPLORE THE AIR TRAVEL REDUCTIONS STRATEGY</b></p>	 <p><b>TRIAL E-MICRO MOBILITY FLEET VEHICLES OR USE A PARTNER SUCH AS BEAM</b></p>	 <p><b>PROVIDE INFORMATION TO STAFF ON COST SAVINGS ASSOCIATED WITH EV OPERATIONS VS. ICE OPERATIONS</b></p>	
 <p><b>CONFERENCE SHOULD BE HELD IN A LOCATION THAT RESULTS IN THE LOWEST AMOUNT OF AIR TRAVEL OVERALL</b></p>	 <p><b>URBIS IMPLEMENTED UBER GREEN AS THE DEFAULT OPTION ON THE UBER APP</b></p>	 <p><b>SUPPORT SALARY PACKAGING OF BIKES / E-BIKES.</b></p>	
 <p><b>FLYING NOT ENCOURAGED FOR ANYTHING UNDER 400KM</b></p>		 <p><b>ESTABLISH BIKE AMBASSADOR PROGRAM IN EACH OFFICE</b></p>	
		 <p><b>BIKE AMBASSADORS WILL COORDINATE RIDE TO WORK DAY</b></p>	
		 <p><b>DEVELOP A WALKABILITY METRIC AS PART OF OUR OFFICE LEASING DECISION MATRIX</b></p>	

# NEXT STEPS

Once the initiatives listed on Page 38 are finalised the following will need to take place:



**MODELLING WILL NEED TO BE DONE**



**COMMUNICATION CHANGES TO STAFF**



**IMPLEMENTATION PLAN**

## MONITORING



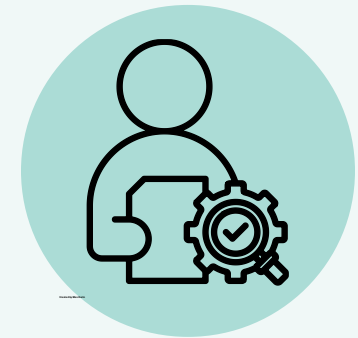
**MAINTAIN AN UNDERSTANDING OF STAFF TRAVEL BEHAVIOUR**



**BI-ANNUAL MONITORING AND TRACKING TRAVEL BEHAVIOURS**



**BI-ANNUAL SURVEYS WHEN REVIEWING INTERVENTIONS**



**STAFF MEMBER RESPONSIBLE FOR THE GREEN TRAVEL PLAN**

URBIS



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