

# EY Experience Day

Enviromove | Solve Exercise

## Candidate Sources

Solve Part 1 Pages 1-5

Solve Part 2 (Eco-Challenge) Pages 6-7



 **New message**

**From:** Sam Oakara, Head of ESG (Environmental, Social and Governance)  
**Subject:** Environmental goals at EY

Hello,

Thank you for volunteering to join our internal Environment team! As part of our commitment to “building a better working world”, EY have set ambitious targets to reduce our carbon emissions, with the goal of net-zero emissions from 2025 onwards. To help us achieve this, our areas of focus include:

- **Reduce overall carbon emission created by our employees by 20% for commuting and travel purposes.** 47% of EY’s energy consumed globally is currently from employee or client travel, with only 12% of that coming from renewable energy currently.
- **Using new technologies and solutions** to remove carbon from the atmosphere and help to offset more carbon than EY emits each year.
- **Encourage our clients to drive change** by supporting them to set science-based targets for their organisations, including offering training to help them on their own decarbonisation journeys.
- **Providing EY teams** with the tools to calculate, then work to reduce, the amount of carbon emitted in carrying out client work.

We’ve provided four initiatives that we think could help us to achieve our strategic aims. You’ll have the chance to discuss these with your colleagues shortly, however for now, we’d recommend reading through each initiative to help you to prepare for the meeting. We’ll share more about what to consider then!

Speak to you soon!

Sam Oakara  
**Head of ESG (Environmental, Social and Governance)**

## Initiative 1 | Reducing carbon emission for commuters to EY's offices

**Initial set up cost:** £3.8 million

**Ongoing costs:** £600,000 for yearly maintenance

**Time to deliver:** 18 months to roll-out the scheme across the UK

### How it works

- Install power units so electricity outputs can be created for electric vehicles.
- Where possible, put in bicycle storage, showering or changing facilities to enable employees to cycle to work. Investigate underfloor heating to improve energy efficiency and minimise the risk of over use during summer and under use in winter. Investigate the possibility of ground source heat pumps in buildings where older boilers need to be replaced to accommodate for showering facilities.
- Create 'nudges' within buildings to encourage sustainable behaviours, e.g. signs prompting colleagues to take the up the cycle to work scheme or "part buy part own" for electric vehicles.
- Colleagues based in the offices being renovated to be more sustainable will need to work with a reduced workspace or flexibly/ from home while the work is being completed.
- The objective is to create comfortable, sustainable and modern workspaces where EY UK's colleagues are proud to work.



### Project Benefits

- Opportunity to reduce costs and emissions for employees up to 25% globally each year.
- Some of our buildings require updates and restructuring in the next year, so now is a good opportunity to make any updates to electric charging stations, changes of car parking space allowance etc.. without significant additional disruption.
- Updates can include 'nudges' to prompt more environmentally friendly behaviour of EY colleagues which are low-cost and simple to implement. Such as, posters to remind them of the free cycle to work scheme offered.
- A clear link to EY's commitment to sustainability, which clients would be able to see when they visit our offices.



### Project Challenges

- Physical changes to buildings to include new infrastructure for bicycles or electric cars will be noisy, which may be disruptive to colleagues working in those spaces during this time.
- Building regulations are strict and require exact standards to be met to certify car parks and spaces to be safe for all types of commuters, which may be difficult to achieve in some of our older buildings which have already low space for fire exits. Where will extra space be found for bicycle parking?
- Changing employee habits due to concerns about convenience, autonomy, cost effectiveness etc. Not suitable for all employees, e.g. due to hybrid working.

## Initiative 2 | Introducing a shuttle (on-demand) service for commuters to EY's offices

**Initial set up cost:** £2 million

**Ongoing costs:** £10,000 for yearly maintenance

**Time to deliver:** 6 months to roll-out the scheme across the UK

### How it works

- A taskforce will be set up to get and compare prices of different shuttle providers, working with Enviromove as the expert into which to choose.
- Designing a Green workshop for all colleagues to explain the switch and educate them on ways this service will reduce emissions at EY, will positively impact regular commuters and the reduction in costs to employees who use this service.
- Sharing sustainable daily habits "hints & tips" on internal communications channels.
- The objective is to encourage EY UK colleagues to be aware of, and make better choices when it comes to, their role in use of individual transportation.
- Initial roll-out in the UK, with potential to replicate this globally if successful.



### Project Benefits

- Little disruption to employees commuting to the office as changing one form of transport is fairly simple.
- Opportunity to educate colleagues on reducing the need for individual transportation such as taxis, and providing knowledge of the benefits of shared transportation
- Contributes towards meeting EY's carbon emissions target.
- Switching to a shuttle service from nearby bus and train stations may enable more employees to come into the office and its will be cheaper and easier to come to work.



### Project Challenges

- Some concerns about intermittent service and the timetable that will be operated to accommodate all working roles.
- Although this initiative would be environmentally beneficial, there are no plans currently in the pipeline to fully switch our transportation away from fossil fuels (e.g. company cars, air travel) which may be questioned at Green workshops.
- Key stakeholders will need to be supportive of the switch as the initial upfront cost is high and there may be no immediately apparent benefit to the day-to-day running of the business.

### Initiative 3 | Mobile transport application

**Initial set up cost:** £1 million

**Ongoing costs:** £525,000 for yearly maintenance

**Time to deliver:** 9 months to roll-out the scheme across the UK

#### How it works

- Roll out of a mobile application available to all employees, to download on their work mobile devices.
- Mobile application to give employees notifications when others book travel starting and ending in a location near to them to increase proportion of ride sharing.
- Introduce a fleet of electric scooters which employees can use during the working day to get to different client sites, to save time.
- Focus on offering discounted travel if employees choose to ride share.
- Employees can choose to buy one of the electric scooters at a discounted rate compared to its recommended retail price.
- Push of incentives and leaderboards to increase gamification of the mobile application to entice employees to use it.



#### Project Benefits

- Potential to significantly change EY UK colleague's travel behaviour, which may influence their environmental impact beyond working hours.
- EY UK colleagues may gain mental health benefits from interacting with colleagues while ride sharing or spending time outside on an electric scooter.
- Encourage our clients to utilise this application when working with us.



#### Project Challenges

- Reviewing the data analytics and privacy options around lift sharing, application notifications and tracking features to make sure this adheres to data security policies.
- Sourcing electric scooters and where to place them will be easier in some locations than others due to building size and space and will require more consultancy cost to be paid to Enviromove to advise on this.
- Potential for colleagues to push back on the plans as it might not be as convenient, suitable or appropriate for certain situations. For example, the use of electric scooters during days of wind and rain.
- EY UK will need to subsidise (partially fund) the discounted scooters and travel, which represents a significant ongoing cost for this initiative.

## Initiative 4 | Reducing carbon emission in/for Client Work

**Initial set up cost:** £1.5 million

**Ongoing costs:** £20,000 for yearly maintenance

**Time to deliver:** 6 months to roll-out the scheme across the UK

### How it works

- A dashboard will track individual and project teams' progress against EY travel emissions targets and other sustainability metrics (e.g., number flights taken per employee/project team, length of flight or journey taken, method of transportation) for client work.
- The dashboard will include game-based principles to encourage friendly competition between project teams and to encourage colleagues to score 'points' for reducing their carbon emissions compared to similar projects or their own work in previous months.
- Project teams and individuals with the lowest carbon emissions relative to each project category will be rewarded with vouchers and experiences.
- The objective is to encourage EY UK colleagues to be aware of, and take proactive steps in, their role in delivering more sustainable client projects.
- Initial roll-out in the UK, with potential to replicate this globally if successful.



### Project Benefits

- Aims to encourage personal ownership among individual colleagues and project teams to reduce carbon emissions and the need to travel to client sites for work which can be conducted virtually.
- Opportunity to positively influence our clients by role-modelling EY's commitment to sustainability, even if the project is not related to carbon emissions.
- Reducing travel for face-to-face work would help increase work-life balance for colleagues and be inclusive for those colleague who cannot travel.
- Less travel time per week, month and year can increase time for other tasks and make employees more efficient.



### Project Challenges

- Requires colleagues and clients to have conversations about travel and face-to-face work. This might be perceived to impact client relationships, especially as there are no set requirements/targets colleagues must meet.
- Senior stakeholders will need to agree with the aims of this initiative to role-model and enable sustainable behaviours across client projects.

## Eco-Challenge: At Home

Our Eco-Challenges explore practical ways we can make positive change to support our planet, focusing on key lifestyle areas. Each Eco-Challenge contains a list of tasks and actions that can help EY colleagues to be more eco-conscious in our day to day.

Explore how you can make positive changes to reduce your carbon emissions at home, through simple actions that you can take in your house.

### EY Bronze

- Wash your clothes at 200C.
- Turn the tap off while brushing your teeth.
- Switch to LED light bulbs.

### EY Silver

- Repair an item such as clothing or an appliance instead of buying a new one.
- Turn the lights off every time you leave a room.
- Switch appliances off at the wall when they are not in use.

### EY Gold

- Learn the difference between sell by, use by, and best before dates on food.
- Compost your food scraps.
- Set a limit of 5 minutes for your showers.
- Plant a tree in your garden or leafy plants in pots.

## Eco-Challenge: Transport

Our Eco-Challenges explore practical ways we can make positive change to support our planet, focusing on key lifestyle areas. Each Eco-Challenge contains a list of tasks and actions that can help EY colleagues to be more eco-conscious in our day to day.

Explore how you can make positive changes to reduce your carbon emissions through travel - on your way to work, at the weekend and any time you leave the house!

### EY Bronze

- Swap the car for public transport one day a week.
- Walk to the shop instead of getting in the car.
- Keep your car engine off until you are ready to drive away.

### EY Silver

- Use navigation apps and choose the most fuel-efficient route to your destination.
- Bicycle or walk to work two days a week.
- Work from home more often, if practical.

### EY Gold

- Lift share with one or more colleague who lives near you - take it in turns to drive into the office.
- Check your car tires are filled to the correct air pressure.
- Drive at a steady speed to increase your fuel efficiency.
- Check the performance of the air filters in your car and replace them with more efficient filters if needed.