

COVER NOTE: ADOPTED GREEN TRAVEL PLAN AND EMERGING TRAVEL PLAN.

This note was updated in June 2024, prior to the submission of the S73 application, to vary planning permission 23/02625/FP.

The current Travel Plan

Supporting this planning submission is Johnson Matthey's (JM) most up-to-date Travel Plan (2021), which this cover note sits on top of. This adopted travel plan follows on previous travel plans, including the Green Travel Plan that was submitted to both North Hertfordshire District Council and Hertfordshire County Council in 2014.

Within this travel plan (2021), a range of measures were put forward to encourage sustainable travel for JM-associated staff. Key headlines from this plan included:

- The reduction in site numbers in both staff and visitors, due to post-COVID working strategies (e.g. more flexible working patterns), which notably lessened the impact of personnel travelling to site (e.g. parking demand etc.).
- A large proportion of travel to site remained via single-user private cars, however there was a reduction from the previous travel survey (80% down to 70%). This was likely due to the change of working patterns. Single-user private car journeys, for example, tended to represent a greater proportion of longer distance journeys and opposingly those able to walk are less likely to work from home. Those walking to site had increased by 2% from the previous survey.
- Employees travelling further to get to site was the largest increasing category (those travelling over 45mins to site doubled to 29%).
- Car-sharing, as a mode of transport, had decreased. This was concluded to primarily be related to COVID-influencing factors. An action was highlighted to review that scheme when it was appropriate to do so.

This 2021 travel plan is supported by monitoring and maintenance arrangements and remains 'valid' to serve the site's travel needs. JM however have agreed to produce a new travel plan entirely, with actions already in place for its renewal.

The new 2023 travel plan will look to review the current travel patterns of JM Royston staff. It will particularly seek to further assess the post-COVID landscape, ensuring that any notable impacts are identified and served by appropriate travel recommendations or mitigations. JM continues to work with a greater acceptance of more flexible-working patterns, however, there has been a push towards a return to the workplace, where it is safe and practical to do so. Accordingly, any impacts on travel patterns and site capacity and demand will be reviewed. This information will be reviewed in conjunction with real-time parking surveys, with data gathering and analysis to occur across October/November 2023.

The 2023 travel plan will be used as an opportunity to assess the re-introduction of the car-share scheme, alongside the reasonable introduction of any other green travel schemes where appropriate (e.g. EV driver support schemes). These recommendations will be outlined in the new travel plan once issued to the Local Planning Authority, as described in the following section.

New Travel Plan and Planning Balance

As described above, Johnson Matthey is already progressing actions in data collections to inform the new travel plan. Some of these actions included parking surveys. These were held in Autumn 2023 and provided during consideration of planning application 23/02625/FP. These staff travel surveys continue to demonstrate that **Johnson Matthey is committed to producing a new travel plan. A planning condition was agreed under planning approval and it is understood that, under the approval of the S73 application, this condition would be reapplied.**

Pre-applications have been held with officers from both Hertfordshire County Council and North Hertfordshire District officers. The written pre-application advice provided from Hertfordshire County Council, in relation to transport matters, alongside an in-person meeting held with the officer on 22 August 2023, was positive.

Policy T1 'Assessment of transport matters' of the North Hertfordshire Local Plan (2022) states that *planning permission will be provided that...c) Suitable Transport Statements, Transport Assessments and / or Travel Plans along with supporting documents are provided **where required***'.

The current 2021 travel plan remains valid and therefore it is included within the planning submission of this application.

We consider that details of a 'new' travel plan can reasonably be secured through a planning condition, as per the tests outlined within the National Planning Policy Framework (2023), as well as being in accordance with Policy T1, as well as the 'Vehicle Parking at New Development' SPD (2011).

JOHNSON MATTHEY GREEN TRAVEL PLAN – MARCH 2021 – FINAL VERSION

1 Introduction

This document outlines the latest Green Travel Plan for the Johnson Matthey (JM) site in Royston. The background information contained dates back to before the COVID-19 pandemic and this document is therefore positioned to reflect usual numbers of staff working on the Royston site. At the time of writing, the majority of JM staff are currently working from home with only those staff whose presence on site is business critical attending on a regular basis. This way of working will remain until the UK is at Government Alert State Black, meaning there are no outbreaks of COVID-19 anywhere in the country.

If the long-term effects of COVID mean that we continue to operate with higher numbers of staff working from home, we will of course review and revise this Travel Plan in light of this.

1.1 Background

A Green Travel Plan for the Johnson Matthey Royston site was submitted to North Hertfordshire District Council (NHDC) and Hertfordshire County Council (HCC) in January 2014. This was written by consultancy company URS (now AECOM) who had been commissioned by JM to prepare the plan for the Royston site, and the plan was required to discharge certain planning conditions as well as promoting use of sustainable transport modes. This shall henceforth be referred to as TP2014.

The overarching aims of the travel plan were as follows:

- To reduce the usage of single occupancy vehicles by staff;
- To increase the number of journeys made by alternative sustainable modes of travel, such as walking, cycling, and public transport; and,
- To reduce the environmental impact of those trips which have to be undertaken by staff and the business.

Based on these overarching aims, objectives were set for the site which included the following:

- To raise awareness and improve perception of sustainable travel options for travel to and from the site;
- To make alternative travel choices more attractive and accessible to employees;
- To encourage the sustainable use of the car through practices such as car sharing;
- To review and improve travel arrangements and dissemination of information;
- To regularly review and update the travel plan.

As part of the regular review and updating of the Travel Plan, a Travel Survey was carried out in December 2018, with the final report published by AECOM in March 2019. The Travel Survey was sent to all 2000 employees at Johnson Matthey in Royston and received 937 responses, a return rate of 47%. This current Travel Plan (August 2020) is primarily based the findings of a this survey along with advice given in mid-2019 from the North Herts District Council travel team and Living Streets.

1.2 What is a Travel Plan?

Travel plans form an important element of the Government's Integrated Transport Strategy and are a means of managing the transport impacts generated by a development site. Travel plans are specifically designed to provide users of a development with an enhanced range of sustainable transport opportunities. The overall objective of a travel plan is to 'achieve a shift away from single-occupancy car use towards more sustainable forms of transport and to reduce the environmental impact of travel'.

The key focus of a TP is to identify initiatives and measures to encourage sustainable travel, reduce the need to travel in the first instance and to promote the more efficient use of the car where travel by private motor vehicle is required. A travel plan should also include targets, monitoring and management arrangements to ensure that the objectives of the plan are achievable and that it remains sustainable over the longer term.

A wide range of benefits can be accrued from the implementation of a TP, including a lower demand for car parking, improved health and wellbeing of users, as well as reduced environmental effects in the vicinity of the site in terms of air quality, noise and congestion.

This TP is therefore an essential component in demonstrating Johnson Matthey's commitment to reducing the impact of its Royston site on the local and wider transport network, through encouraging the considered use of transport to travel to and from the site. Moreover, it supports JM's wider sustainability vision to make the world cleaner and healthier, today and for future generation as well as one of the JM 5 core values of "Protecting people and the planet".

For further information about travel plan policy, including the National Planning Policy Framework, please see Johnson Matthey TP2014.

1.3 Hertfordshire County Council Local Transport Plan 2018-2031

The latest Hertfordshire County Council Transport Plan looks at projected population and development growth within the county and focusses on planning for a future transport system in the county based on two aspects:

- A move away from a focus on car-based investment and capacity enhancement. These are now seen as a last resort because of the financial

and environmental cost, question marks over their value in the long term, and because they often perpetuate car dependence, unhealthy lifestyles and unsustainable travel behaviour;

- A growing appreciation that transport is on the verge of great change.

The North Central Hertfordshire Growth and Transport Plan published in late 2019, a supporting document of the HCC Local Transport Plan, helps towards a more joined-up approach for transport planning taking travel and area growth patterns into account. It has a focus on the role of transport improving the health of the population and the quality of the environment. There are 15 interventions planned, including improvements to the cycle infrastructure in Royston, to be implemented over the next 4-5 years, which will have a positive impact on the accessibility of the JM site to other main cycle routes:

- Cycling connections across the A505 to the Melbourn Greenway.
- Development of cycling network along radial routes combined with cycle parking at the station.
- Improved connectivity to the industrial estate (where JM is based).
- Improved facilities and information at Royston bus station.
- To transform Royston into a town that facilitates safe, attractive and convenient journeys by active and sustainable transport modes.

For further information about the HCC Local Transport Plan please visit www.hertfordshire.gov.uk/ltp

2 Site Details

2.1 Site Context

The site is located in a predominantly industrial area in the north-west of Royston, a town in Hertfordshire with a population of just over 17,000 people. The site encompasses an area of approximately 12 hectares and is bounded by York Way to the north, residential development to the east and Orchard Road to the south and west, with 2 additional office and conference buildings close by. A site location plan is provided at **FIGURE 2.1**.

The site has good connectivity to the wider road network, via Old North Road, and is also situated at the edge of the Royston Gateway area providing direct access to the westbound A505 Royston East-West bypass via a new junction from Orchard Road.

2.2 Johnson Matthey Usual Operation (non-COVID)

The Royston site has just over 2000 permanent employees, plus a number of contract and temporary staff – with the 2000 figure used throughout this Travel Plan. Operations take place 24 hours a day, although there are fewer staff present overnight.

Movements associated with this workforce vary, with some employees working office hours and other staff working shift patterns. The site includes a mix of functions including the Johnson Matthey headquarters, office buildings and operational facilities.

Due to the range of functions, building types and growth of the site over time, the site is therefore disparate in its layout. As such, it has numerous access / egress points for vehicles and pedestrians, with all pedestrian gates staffed for security reasons.

2.2.1 Cycle Parking

8 covered and 1 uncovered formal cycle parking areas serve the site, some offering parking within the JM security cordon. Gate 6 cycle parking is temporarily uncovered as the area is used at present as a hand wash station due to COVID-19. There is 1 covered motorbike parking area on site.

2.2.2. Car Parking

There are 13 car parking areas distributed across the site, as shown in **FIGURE 2.2**, with the approximate number of parking spaces for each shown in **TABLE 2.1**. Due to building works at Gate 14, this car park is currently not operational.

A programme of ongoing monitoring and maintenance of the cars parks is in place; however some of the car parks are leased so it is more difficult to implement change for these. Extensive resurfacing and reallocation of parking spaces was undertaken in 2019/20 including increasing the number of Liftshare spaces available.

TABLE 2.1 – Staff Car Park Spaces (refer to Figure 2.2 for locations)

Car Park	Number of Spaces (Approx.)	Dedicated Liftshare Spaces
HQ	258	21
Thermal	160	6
Gate 6	20	
Gate 8	50	
Gate 9	110	4
Noble Metals	129	
Gate 14	Currently closed	
York Way	122	
Nursery	50	
Gate 10	140	
Beverley Close	89	
Gate 20	50	
Gate 22	20	
Gate 21	60	
Total	1,258	31

2.2.3 ZEV charging facilities

There are charging facilities for zero emission cars located on site which are only accessible by JM staff. Two fast charge points are available at Gate 10, one regular charge point at Gate 11 (on the secure side and for Noble Metal staff use only) and one regular charge point at Gate 22.

This is an increase since the previous Travel Plan.

FIGURE 2.1 – Site Location Plan

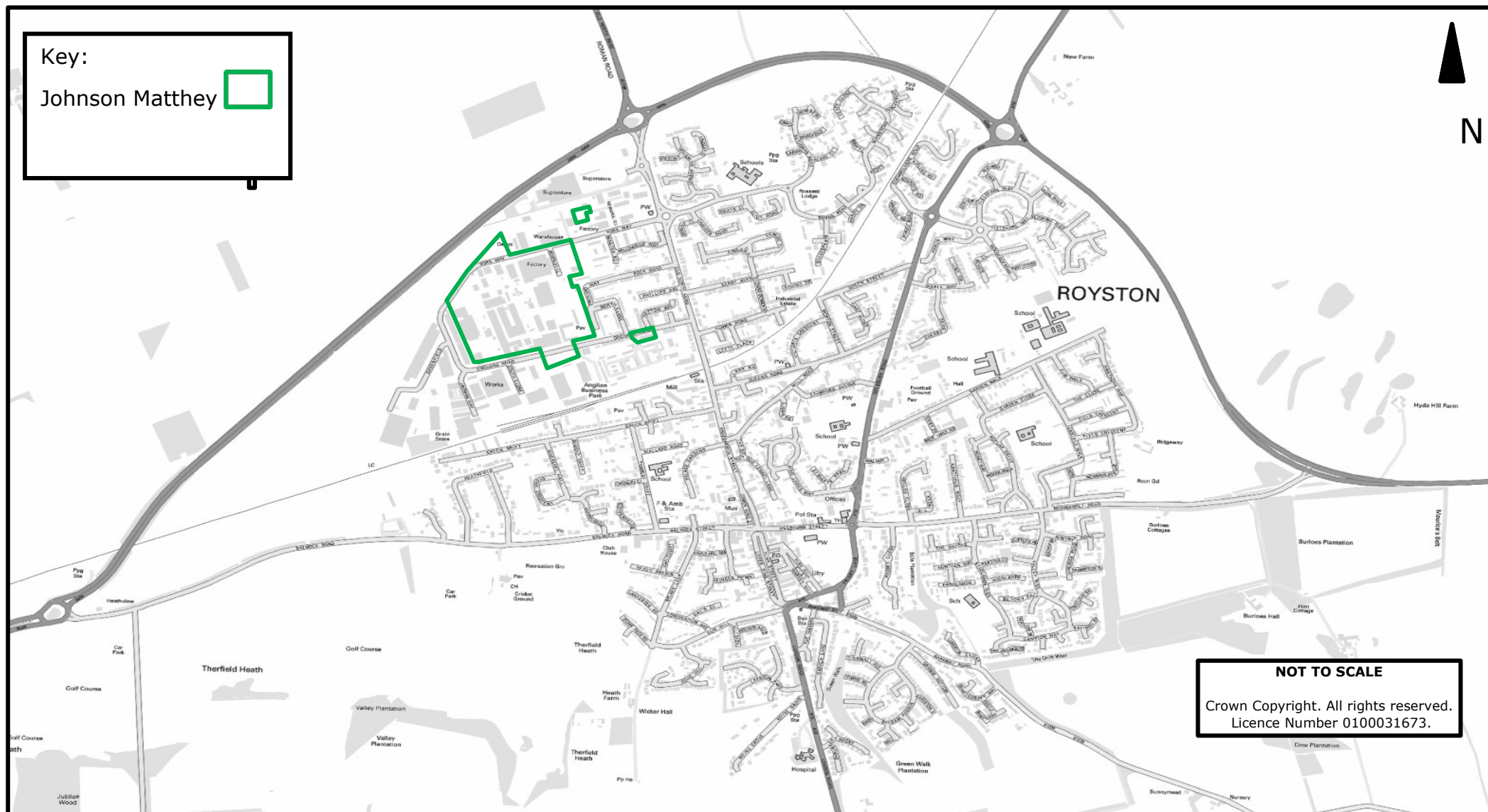
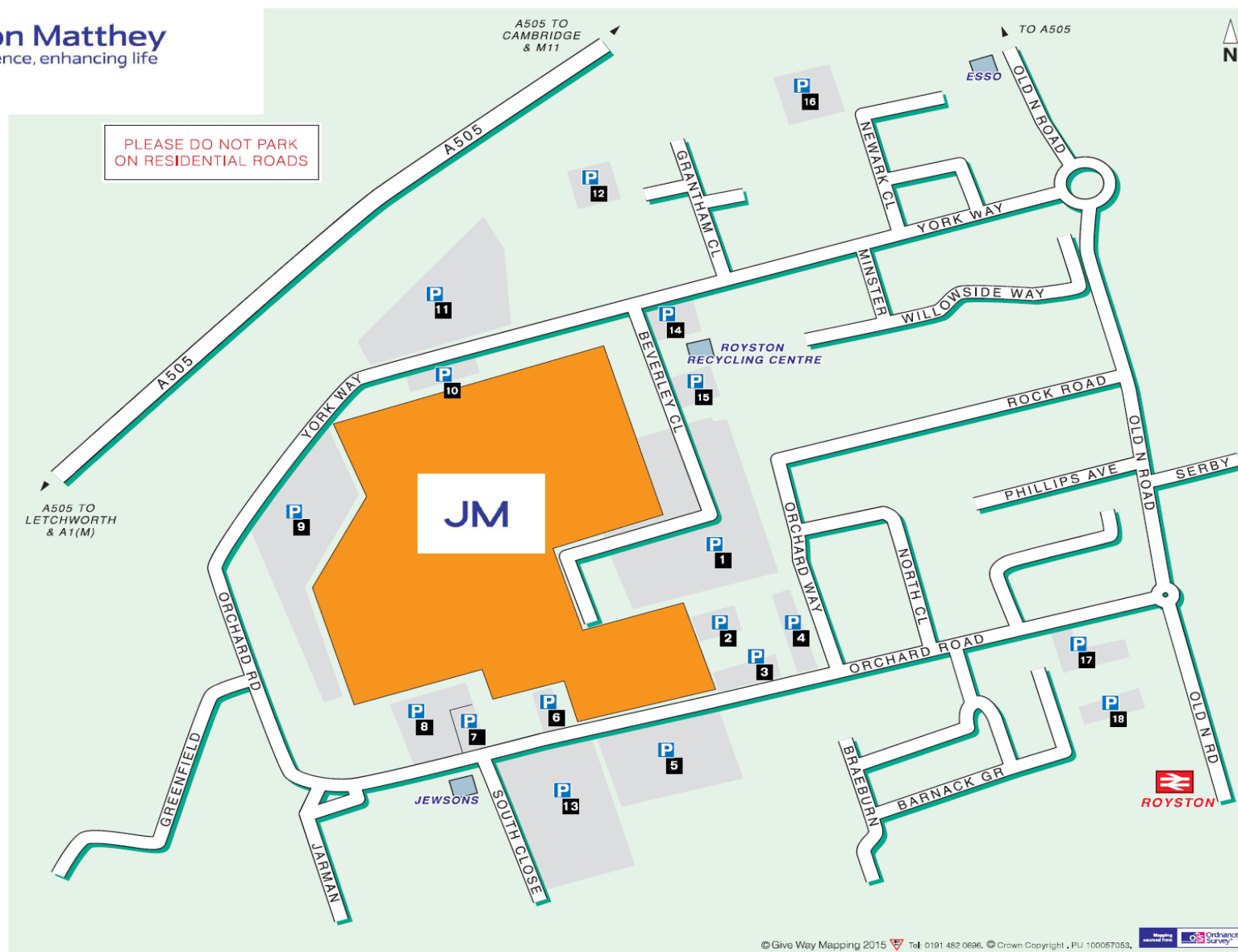


FIGURE 2.2 – Staff Car Park Plan

Johnson Matthey plc
Orchard Road,
Royston, Herts SG8 5HE
Tel: 01763 253 000
Fax: 01763 245 014
www.matthey.com

CAR PARKING

1. Main car park. Open 24 hours.
2. HQ. Open 24 hours.
Directors and reserved parking only.
3. HQ. Open 24 hours.
4. Liftshare. Open 24 hours.
Liftshare Users only.
5. Thermal Engineering. Open 07.00 - 22.00.
6. Gate 6. Open 24 hours.
Visitors only.
7. Gate 8. Open 05.00 - 17.00.
Contractors only.
8. Gate 9. Open 05.00 - 21.30.
9. Noble Metals. Open 05.30 - 23.00.
NM Employees and Visitors only.
10. Gate 14. Open 07.30 - 17.00 (Mon - Thurs),
07.30 - 16.15 (Fri).
11. York Way. Open 05.00 - 23.00.
12. Sunhill Nursery. Open 07.00 - 23.00.
13. Gate 10. Open 05.00 - 21.30.
14. Beverley Close. Open 06.00 - 23.00.
15. Gate 20. Open 05.00 - 20.30.
16. Gate 22. Open 08.00 - 22.00.
New Markets employees and visitors.
17. Gate 21 - Unit 1. Open 06.00 - 23.00.
Gate 21 employees only.
18. Gate 21 - Unit 3. Open 06.00 - 23.00.
Gate 21 employees only.



2.3 Actions from Previous Travel Plan

2.3.1 Liftshare scheme

The JM Liftshare Scheme is now in its 7th year of operation and has seen a steady growth in users year on year; currently there are 974 members. Liftshare estimates that almost 6million miles of travel have been saved by the JM Royston site since inception, with around 1300 tonnes of CO2 saved. A key part of the scheme is the "Free Ride Home" offer of which staff are made aware, as part of the Liftshare portion of the new staff induction programme.

There are 31 dedicated parking spaces for Liftshare users (shown in Table 2.1). These are monitored daily and actions taken to ensure not abused. When Liftshare spaces become fully utilised JM will then reallocate further spaces in blocks of 10.

The JM Liftshare Scheme was due to be relaunched in Spring 2020; however the onset of COVID-19 has obviously delayed this due to staff working from home where they can combined with social distancing measures. JM are still paying into the Liftshare scheme and intend to do a major relaunch as soon as practicable.

2.3.2 Cycling Facilities

There is one additional cycle park on site since the previous Travel Plan, giving~150 spaces in total, with usually around 50% utilisation at any time.

Each area of site has male and female showers and locker provision to enable staff to shower and change before starting work.

JM offers staff access to the Cycle2Work Scheme, a salary sacrifice scheme offering staff up to £2000 to spend on a bike and accessories and a local cycle shop is a partner. This also includes e-bikes and folding bikes. This is included in new employee inductions.

JM have also committed £30,000 towards the construction of a new A505 Foot crossing which will join the Melbourn Greenway with cycle routes within Royston, making it easier to cycle in from the Cambridge direction.

There is an internal JM Cycling Yammer group.

2.3.2 Public Transport

Season ticket loans are offered to staff of up to £10,000 per year, interest-free for use on trains and buses. This is included in new employee inductions.

Bus and train timetables are easily available via the JM Royston intranet and are updated regularly.

2.3.3 Walking

Working in partnership with Living Streets, a Community Street Audit was undertaken looking at the area around the JM site and further into Royston, the findings of which were reported to HCC and JM for action. Interlink posters advertising bus routes and information were placed around site. Once site is back to normal, walk buddies and local route information are to be promoted to staff.

2.3.4 Working From Home

Since TP2014, JM Group policy was updated to allow more people to work from home, on an ad-hoc or regular basis, for up to 2 days/week and subject to operational need.

Since COVID-19, all staff who are not required to be on site have been instructed to work from home, with the site staff numbers running at between 35-40% overall. This has meant that managers have had the chance to assess the effectiveness of staff at home and equipment has been arranged and longer term we believe higher numbers of staff will work from home than pre COVID-19.

2.3.5 Travel Plan Coordinator

New coordinator appointed in 2019 – Jayne Foster (jayne.foster@matthey.com), supported by the JM Facilities Team.

3 ACCESSIBILITY APPRAISAL

3.1 Introduction

This chapter evaluates the accessibility of the Royston site in regards to walking, cycling, bus and train. These are considered to be more sustainable modes of transport than the private car (when used by a single occupant) and it is therefore important to understand the provision for these modes, and any opportunities and constraints which are present.

To support the content of this chapter, the sustainable travel opportunities for these travel modes are illustrated in the plan provided as **FIGURE 3.1**.

3.2 Walking

Walking routes in the vicinity of the site primarily consist of footways adjacent to the roads within the town. To supplement the footways, a public footpath at the west of the Royston site offers access to the south-west of the town, via an at-grade pedestrian crossing of the railway line. Walking distances and approximate walking times to key services and amenities are outlined in **TABLE 3.1**.

TABLE 3.1 – Access to Key Amenities on Foot

Amenity	Walking Distance	Walking Time *
Railway Station	600m	8 minutes
Royston Gateway	600m	8 minutes
Town Centre	1,110m	15 minutes
Bus Station	1, 450m	20 minutes

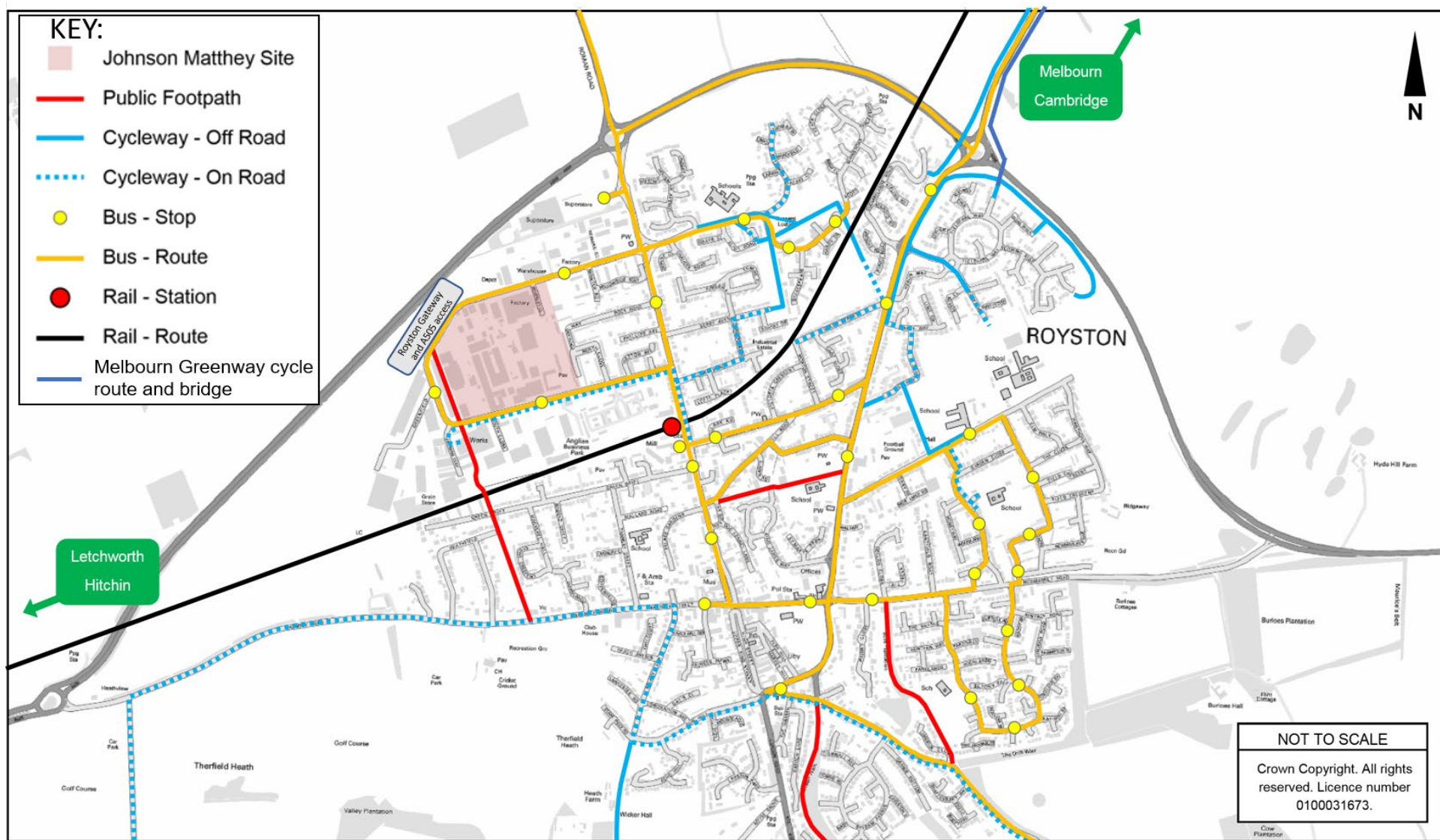
** Calculated using an average walking speed of 1.2 metres per second (the speed that 85% of pedestrians walk at or above). Source: Puffin Crossings: Good Practice Guide - Release 1 (DfT, 2006)*

The main barriers to pedestrian movement in the vicinity of the site are the A505 road to the north of Royston, and the route of the railway line which divides the town in two.

From the direction of Melbourn and the A10, pedestrians can cross the A505 at an uncontrolled crossing with dropped kerbs, located at the north-western arm of the roundabout. A similar crossing exists at the junction of the A505 with Old North Road.

Opportunities for pedestrians to cross the railway line consist of the road bridge adjacent to the railway station, on Old North Road, and the aforementioned at-grade pedestrian crossing in the west of the town. There is also a pedestrian and cycle underpass in the north-east of the town, linking Burns Road to the A10.

FIGURE 3.1– Sustainable Travel Opportunities



3.3 Cycling

There is a wide variation in cycle route provision within Royston. Many areas of the town do not have specific cycle routes, although cyclists can use the highways. Cycleways do exist in some areas of Royston, such as along the Old North Road to the east of the site; with this particular route provided through surface markings and partial segregation from traffic.

As with pedestrians, the main severance issues are caused by the A505 and the railway line. No off-road cycleways or dedicated crossings currently exist to facilitate safe passage across the road, leaving on-road cycling as the only option; this may discourage a number of potential cyclists.

The railway line can be crossed at the Old North Road bridge and at the new underpass in the north-west of the town. The public footpath in the west of Royston is restricted to pedestrians only, and as such cyclists would have to dismount to use this route and the crossing point.

However, the newly agreed Melbourn Greenway, one of a series of Greenways for cyclists and walkers to use to get into and out of Cambridge, includes an extension of the cycle route from Melbourn to join up with the north east corner of Royston, parallel to the A10. This is to be facilitated by an A505 bridge crossing, which is to be built immediately south of the A10/A505 junction, and is to be funded by a combination of local authority contribution and business donations. JM have pledged £30,000 to this project, which is due to be completed before 2025. This will enable cyclists to travel into Royston safely from Cambridge and villages running north along the A10.

In addition, the HCC North Central Growth & Transport Plan specifically mentions improving arterial cycle routes into the town, joining routes up to the new A505 bridge and implementing cycle routes into the industrial area where JM is based.

3.4 Bus

The nearest bus stops to the site are on York Way and Orchard Road. These are served by the number 16 bus in the AM and PM peak hours only. As such, the services in the immediate vicinity of the site are relatively limited, especially for those who work shift patterns or non-standard hours.

Further services are available at the bus stops on Old North Road, to the east of the site, which are located at the junction with Rock Road. Buses serving these stops also provide connectivity to the railway station, town centre and bus station.

The bus stops on York Way and Orchard Road are within 400m of the site, whereas the bus stops at the junction of Old North Road and Rock Road are approximately 600m from the site.

Services are provided by a mixture of national and local bus operating companies. The frequency and destination for each service stopping at Rock Road is summarised in **TABLE 3.2**.

TABLE 3.2 – Summary of Bus Services from Rock Road

Route	Operator	Towards	Number of buses in AM peak time (8.00-9.00)	Number of buses in PM peak time (17.00-18.00)
16	Richmonds Coaches	Circular Route within Royston	3	0
18	Centrebus/Arriva (connects with Arriva 331 at Buntingford)	Royston	1	1
		----- Buntingford/Hertford	1	1
A/D Busway	Stagecoach	Royston	1	1
		----- Cambridge	0	2
127	A2B Bus & Coach Ltd	Royston	1	1
		----- Ashwell	1	1

3.5 Rail

Royston railway station is situated approximately 350m south-east of the Johnson Matthey site and is the primary rail station serving the Royston area. As stated in Section 3.2, the shortest walking route to the railway station is 600m.

The station is located on the Cambridge Line, which connects the West Anglia Main Line to the East Coast Main Line, linking Cambridge to Hitchin. Services continue southbound from Hitchin towards London King's Cross station, and northbound from Cambridge towards Ely. The majority of semi-fast trains from London stop at Royston station.

The station is managed by Great Northern, with passenger services provided by Great Northern and Thameslink.

The stations directly accessible from Royston, and the respective travel times and fares are outlined in **TABLE 3.3**.

TABLE 3.3 – Direct connectivity to Royston by rail

	Station	Fastest Travel Time Available	Anytime Day Return	7 Day Season Ticket	1 Month Season Ticket
Northeast	Cambridge	14 mins	£8.00	£37.40	£143.30
	Foxton	10 mins	£5.30	£26.70	£102.60
	Shepreth	7 mins	£3.60	£18.00	£69.20
	Meldreth	4 mins	£3.10	£14.10	£54.20
ROYSTON					
South and Southwest	Ashwell & Morden	4 mins	£3.60	£17.40	£66.90
	Baldock	9 mins	£6.90	£32.30	£124.10
	Letchworth Garden City	12 mins	£8.00	£39.20	£150.60
	Hitchin	17 mins	£8.00	£39.20	£150.60
	Stevenage	22 mins	£8.70	£44.40	£170.50
	Knebworth	24 mins	£12.20	£57.50	£221.60
	Welwyn North	29 mins	£13.50	£62.30	£239.30
	Welwyn Garden City	32 mins	£13.50	£62.30	£239.30
	Hatfield	40 mins	£14.10	£65.00	£249.60
	Potters Bar	44 mins	£16.00	£84.10	£323.00
	Finsbury Park	40 mins	£27.20	£124.00	£476.20
	London Kings Cross	39 mins	£31.30	£126.90	£487.30

There are many opportunities for employees to travel by rail, with 7 Day or 1 Month season tickets offering discounts over Day Return fares. A summary of the rail frequencies during the AM and PM peak hours is provided below at **TABLE 3.4** and **TABLE 3.5** respectively.

TABLE 3.4 – Trains arriving at Royston (AM peak)

Origin	Number of Trains 08:00 – 09:00
London King's Cross	4
Cambridge North/Cambridge	4
Brighton	2

TABLE 3.5 – Trains departing from Royston (PM peak)

Destination	Number of Trains 17:00 – 18:00
London King's Cross	5 (4 continue to Brighton)
Cambridge	5 (2 continue to Cambridge North)

During the morning peak, a total of 10 services arrive at Royston, comprising 6 from the London direction including 2 from Brighton and 4 from Cambridge direction. In the evening peak, 5 trains depart towards London Kings Cross, and 5 towards Cambridge. An indication of other stations served on these routes can be seen in **TABLE 3.3**, above.

4 TRAVEL MONITORING OF JM STAFF

4.1 Introduction

In December 2018 an Employee Travel Survey was sent to all employees at Johnson Matthey. The questionnaire survey received 937 responses out of the current 2000 employees, a response rate of 47%. The survey was to review current employee travel behaviours and patterns and see how these compare to the baseline results from 2013. This was then analysed by AECOM (previously URS), who produced the original Travel Plan TP2014, to determine the progress of the Travel Plan since implementation at the Royston site and to consider whether any amendments to the travel plan strategy would be required.

The survey encompassed such themes as:

- Distance of usual journey to work
- Duration of usual journey to work
- Primary mode of transport usually used for travel to and from work
- Alternative travel modes which would be considered.

4.2 Survey Respondents

Of the survey respondents, 95% were full time JM employees with the remainder as part time employees (4%) and 1% temporary staff. Almost 50% of respondents worked in the Clean Air sector, 27% within Efficient Natural Resources and the remainder within Group, New Markets, Battery Materials and Unify. 77% of respondents were between 30-59 years old.

4.3 Geographical Distribution of Survey Respondents

The survey provided postcode data of employee home locations, facilitating an analysis of the geographical distribution of employees who work at the Royston site.

The majority of the employees based at the Royston site live within a 40-mile radius, with only a small number (11.2%) regularly travelling from beyond this threshold. Within the 40-mile radius, clusters of postcode locations are evident. This is consistent with the results from the 2013 survey.

The most popular postcodes for employees to travel from have been set out in TABLE 4.1 below. As expected, the most popular postcode for employees to travel from is SG8, which covers Royston and the surrounding areas including up to Arrington in the North and Nuthampstead in the South. Out of the 227 employees travelling within SG8 to the Johnson Matthey site almost half (47%) travel to the site by walking, with 13% travelling by bicycle and 35% by car.

TABLE 4.1 – Top 10 postcode areas of survey respondents

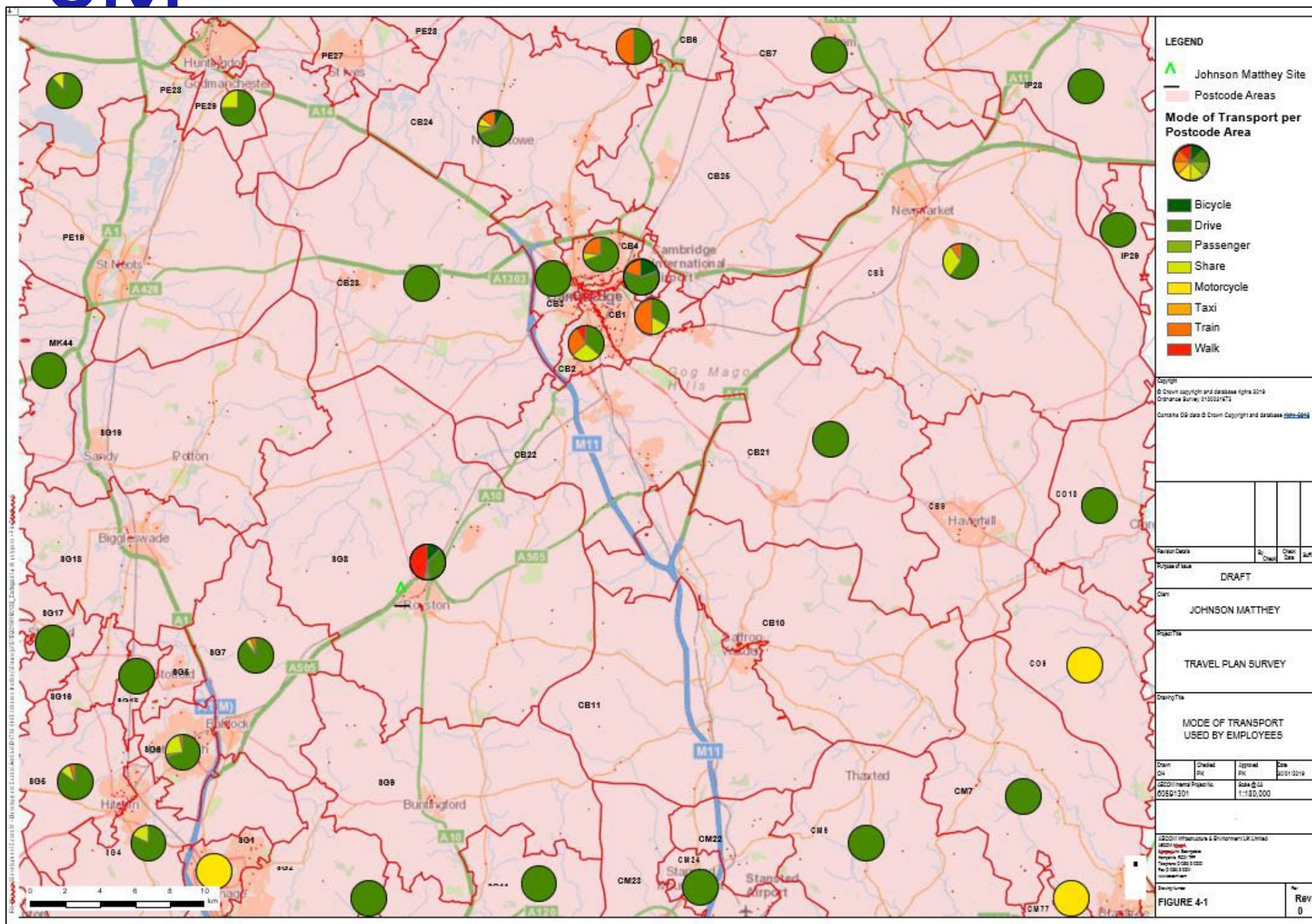
Post-code	Location	Bike	Car (Drive Alone)	Car Passenger	Car Share	Motor-cycle	Taxi	Train	Walk	Total
CB1	Cambridge (East)	0	8	0	4	0	0	12	0	24
CB23	Cambridge (West)	0	43	0	0	0	0	0	0	43
PE19	Peterborough	0	19	0	5	0	0	1	0	25
SG1	Stevenage	0	16	0	3	2	0	2	0	23
SG18	Biggleswade	0	20	0	4	1	0	0	0	25
SG19	Sandy	0	20	0	2	0	0	0	0	22
SG5	Hitchin	0	17	0	2	0	0	1	0	20
SG6	Letchworth Garden City	0	21	1	7	0	0	1	0	30
SG7	Ashwell (west of Royston)	0	17	0	1	0	0	1	0	19
SG8	Royston	29	80	5	4	2	0	0	107	227

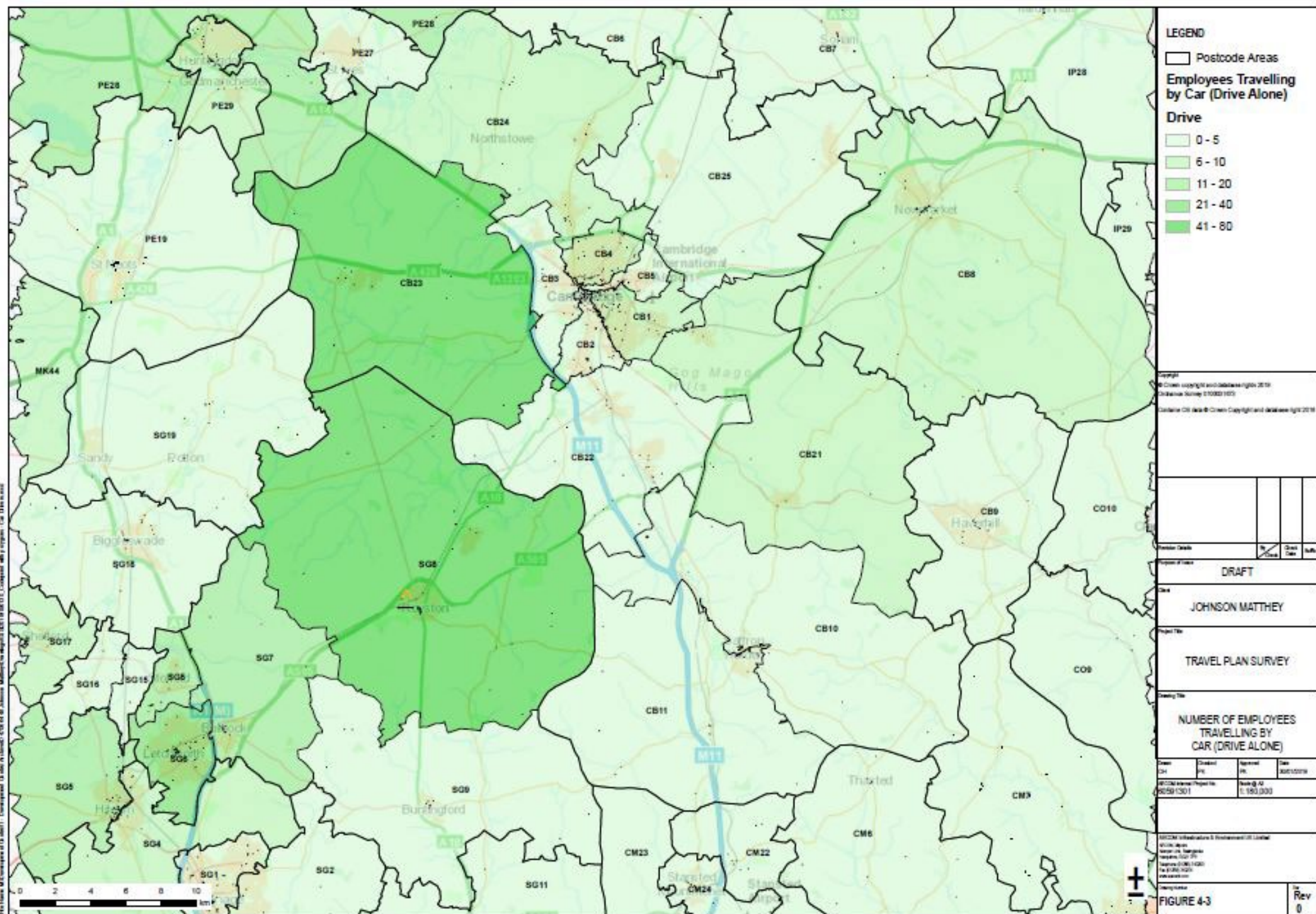
FIGURE 4-1 shows the mode of transport used by employees travelling from different postcode areas. It illustrates that employees travelling from closer postcode areas, such as SG8 and SG7, are more likely to use sustainable modes of transport, such as walking or cycling, which is to be expected.

FIGURE 4-2 shows the number of employees travelling from nearby postcode areas, and FIGURE 4-3 shows the number of employees travelling by private car (drive alone) to the Royston site based on postcode area (e.g. SG8).

Employees travelling from central Cambridge postcodes (e.g. CB1) travel using a range of modes with train being a popular choice with 50% of respondents travelling between CB1 and Royston via train. This is likely due to good public transport connections to surrounding areas, such as Royston, offering more travel options to employees living within these areas. CB1 (Cambridge) is the most popular postcode for those commuting by rail with direct links from Cambridge Station to Royston Station. Due to the rural location of CB23 all respondents (43 employees) from this postcode area travel by car (drive alone).

The general trend of mode of travel shows that the further the distance from the Johnson Matthey site the more likely employees are to travel by private vehicle.

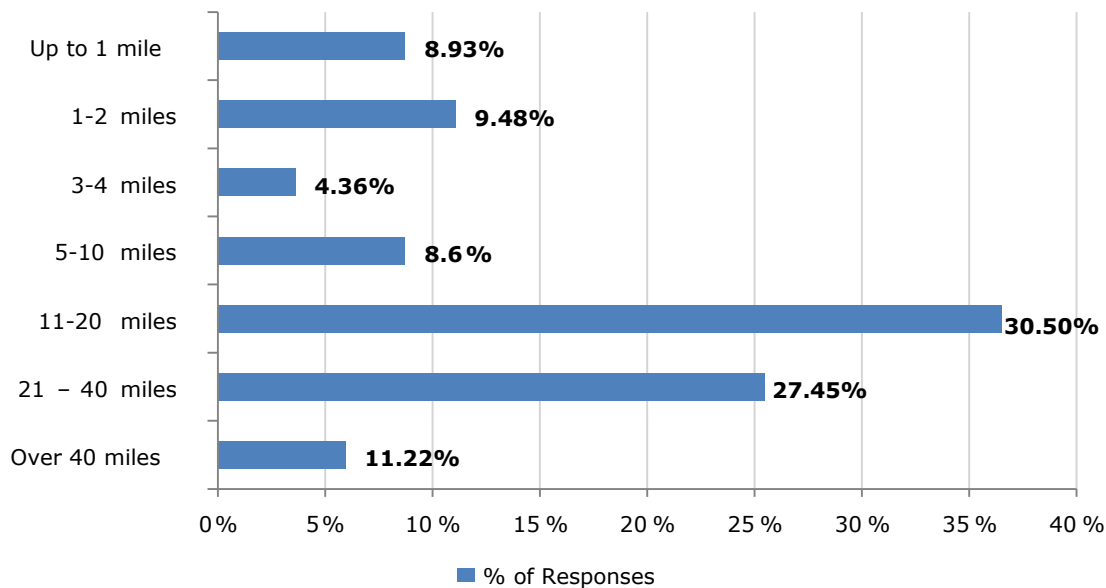




4.3 Journey Distance

The survey responses have been analysed to consider the distance which employees usually travel to work, as outlined in FIGURE 4.4, which shows the proportion of respondents against each distance category

FIGURE 4.4 - Distance Travelled to Royston Site



The results primarily reflect the character of the area as Royston is a relatively small town surrounded by rural hinterland. As such, 18.4% of employees usually travel either "up to 1 mile" or "1 to 2 miles", whereas the "3 to 4 miles" category has a much lower figure of 4.4%.

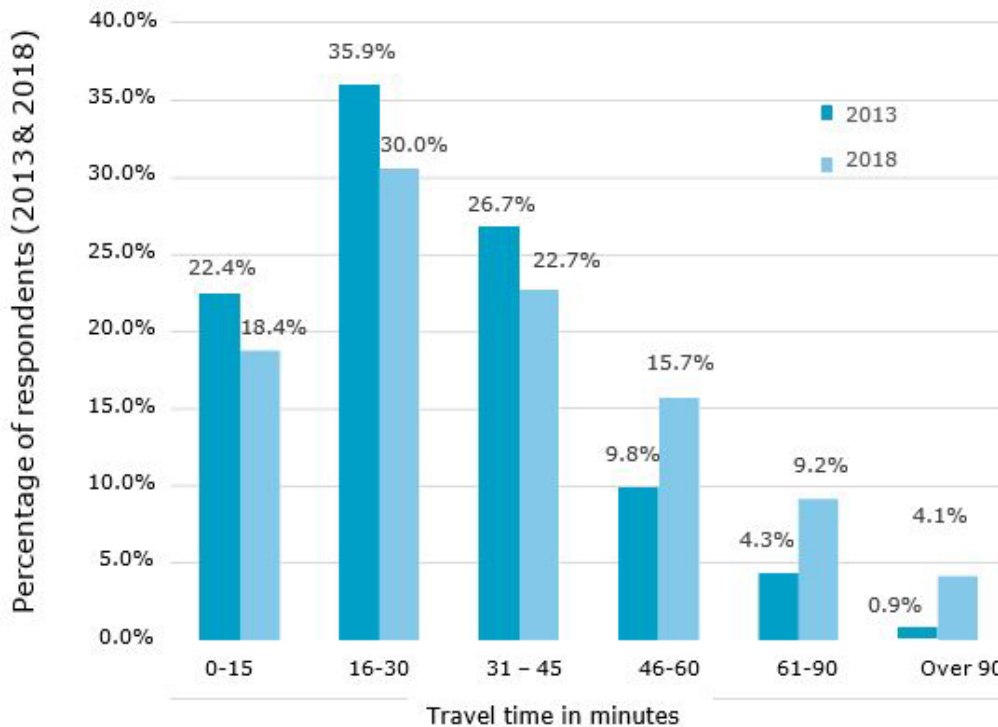
58% of respondents stated that they usually travelled "11 to 20 miles" or "21 to 40 miles", which may suggest many of these employees commute from larger urban areas within the vicinity; such as Cambridge, Letchworth and Hitchin. This is a slight decrease in the number of employees travelling either "11 to 20 miles" or "21 to 40 miles" as 62.0% of employees falling within these categories in 2013.

A further 11.2% responded that they usually travel over 40 miles to the Royston site. However, the results show that the number of employees travelling over 40 miles has almost doubled since 2013. With those travelling over 40 miles likely to arrive by private car, this suggests that a greater proportion of the workforce are unlikely to be receptive to using alternative methods from the car for travel to work, and therefore it is suggested that focus would need to be placed on car sharing for these employees.

4.4 Journey Time

The typical journey times for respondents of the Travel Survey are shown below in **FIGURE 4.5**.

FIGURE 4.5- Journey Time to the Royston Site



71.0% of respondents usually have journey times of less than 45 minutes, with the remaining 29% primarily consisting of those who travel for “46-60” or “61-90” minutes.

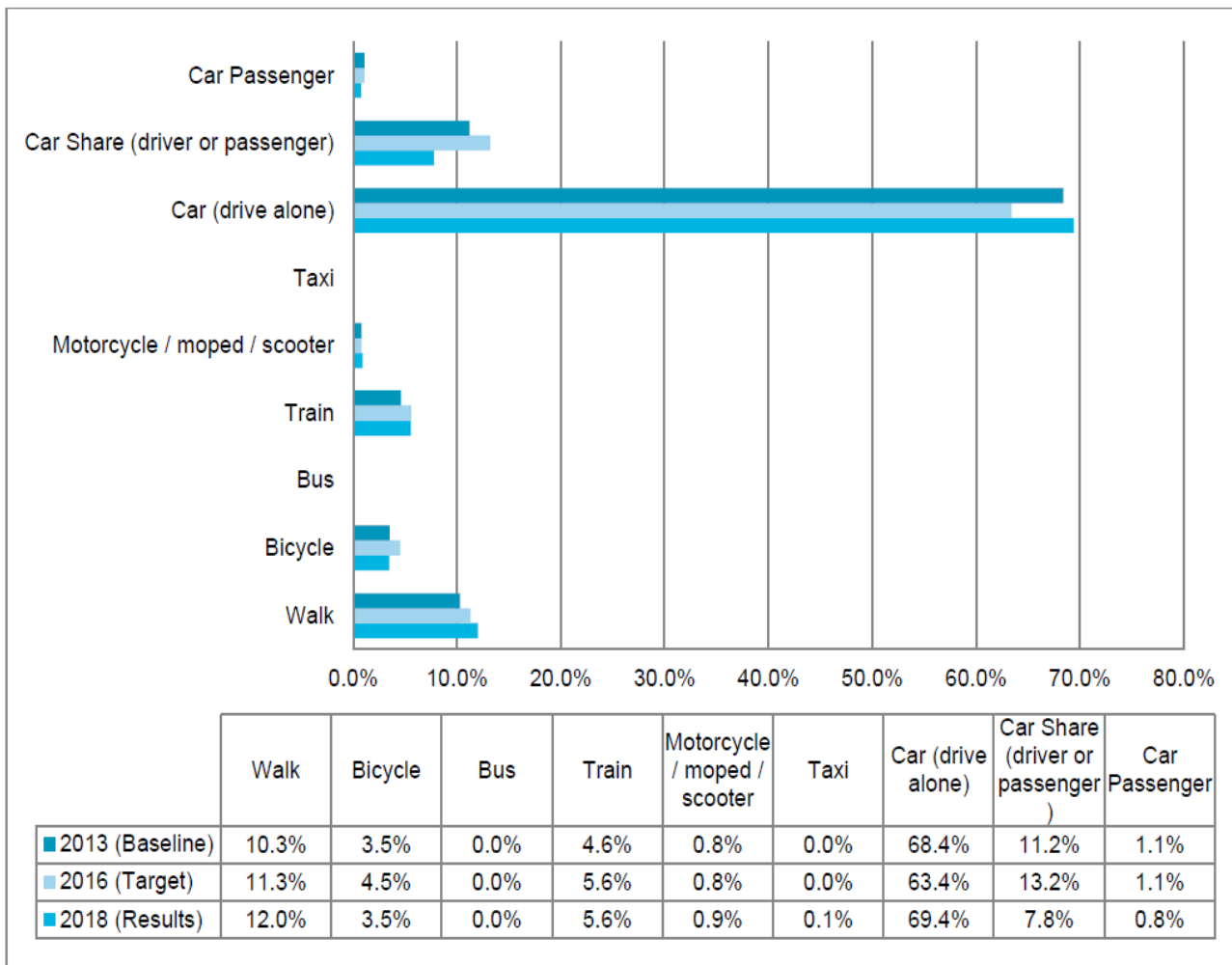
Relative to the 2013 survey, there has been an increase in respondents travelling over 45 minutes to the Royston site with 29.0% indicating that they travel over 45 minutes in 2018 compared to 15.0% in 2013. This would appear to reflect the increase in the number of respondents travelling either “21 to 40 miles” or “Over 40 miles” to work; although congestion and shift times also have an impact.

4.5 Mode Share

The proportion of travel modes for the respondents, mode share, has been determined and is shown in **FIGURE 4.6**.

This chart compares the baseline data used for the JM Travel Plan 2014, and the 2016 (Year 3) targets which were then set, with the data from the 2018 survey.

FIGURE 4.6- Mode share comparison



78.0% of all journeys to work by respondents are made by private car with 69.4% of these journeys made by those driving alone (single occupancy vehicles), 7.8% of journeys made by those who car share (multi-occupancy vehicles) and 0.8% of journeys by those travelling as car passengers (dropped off / picked up).

Overall, the number of respondents choosing to travel by private car has decreased since 2013 where previously 80.7% of journeys were made by private car. Those travelling as car passengers have decreased since 2013 where 1.1% travelled by this mode in comparison to 0.8% in 2018, and there has also been a decrease in those choosing to car share for their journey to work as in 2013 11.2% travelled by car share compared to 7.8% in 2018. The numbers of those driving alone have however increased from 68.4% to 69.4%, which again in part is likely

to be reflective of the enhanced number of staff travelling over 40 miles to the site, which reduces the opportunity for alternative modes of travel.

After private car use, walking is the most popular travel mode with a proportion of 12.0% using this mode, which is an increase from 10.3% in 2013. The survey results indicate that 5.6% of respondents are travelling via train which is an increase from 4.6% in 2013. The percentage of journeys made by bicycle remains at 3.5%.

Those travelling via powered two-wheel vehicles (motorcycle / moped / scooter) have increased from 0.8% in 2013 to 0.9% in 2018, and 0.1% of respondents are now travelling by Taxi, a mode which previously was not used by respondents. Employees at the Royston site are still not using buses to travel to / from the site, which is likely to be due to the fact there are limited bus routes currently serving the site or bus stops on York Way or Orchard Road as discussed in Chapter 2.

Target mode splits were predicted in TP2014. The target mode share for private car use was 77.7%, therefore the result of 78.0% from the Year 3 (2018) surveys was an improvement from the Year 0 baseline surveys. The percentage of respondents walking on their journey to work (12.0%) exceeded the target of 11.3% set out in the Travel Plan with the target for train use (5.6%) also being met.

4.6 Alternative Modes

In 2013, respondents who indicated that they travelled by car were encouraged to suggest alternative modes of transport that they would consider if the use of their car was not available. Respondents were given the option to select more than one answer. Based on the choices of the respondents within the 2013 survey the modes of travel with the greatest potential for modal shift from private car use are: train, car share and bicycle.

The same question was repeated within the 2018 questionnaire survey and again respondents demonstrated that alternative modes of travel they would use should their private car not be available were: train, car share and bicycle

The results from both the 2013 and 2018 questionnaire surveys indicate that there are potential alternatives to the use of single-occupancy cars with the option of travelling by train the most popular amongst respondents in both surveys. Car sharing was also a popular alternative.

In regard to electric vehicle ownership, 2.9% of respondents indicated that they owned an electric vehicle with the majority (2.7%) owning a hybrid electric vehicle and 0.2% owning a pure electric vehicle. However, at the time of the survey, 0% use the onsite electric charging spaces. When asked if sufficient recharging facilities were available would this affect your decision to purchase a zero-emission vehicle, almost half of respondents (43%) indicated 'Yes' and 57% indicated 'No'. Therefore, it is likely that if additional recharging facilities were available at the Johnson Matthey site it would encourage the uptake of electric vehicle ownership and these have been subsequently implemented, although the onset of COVID-19

and WFH has meant we have been unable to see if numbers using the charging points increase.

When respondents were asked what would encourage them to use alternative modes of travel the most popular response was being offered travel incentives, such as discounted local bus or train travel, or offering incentives to those travelling by sustainable modes and not occupying parking spaces. Being able to work more flexible hours was also a popular response amongst respondents with many indicating that their working hours make travel via public transport, walking or cycling unviable due to limited services or the lack of street lighting if working late shifts. Another popular answer was subsidised travel such as a subsidised bus running to/from surrounding rural areas.

The results therefore demonstrate that there are a number of potential alternatives to use of single-occupancy private cars. For instance, walking or cycling may be most suited to members of staff who live locally, whereas those living further afield in towns and villages may have opportunities to car share or use train services. As onsite charging facilities increase and the benefits are made clear to staff, the use of electric vehicles may increase.

5. Summary

In summary, the findings of the 2018 survey have shown that some aspects of green travel have improved since the 2013 survey, based upon a response rate of 47%.

The numbers of people that people travel into work have remained largely the same for below a 4-mile commute, with the proportion travelling between 11 & 40 miles 5% lower than in 2013. However, the proportion of staff travelling over 40 miles has almost doubled since 2013 (now around 11.2% of staff) and it may be difficult to affect their travel patterns given that travel choices are likely to be limited primarily to the car and then train.

In terms of journey time, 71% of employees have a commute of less than 45 minutes, which is a reduction from 85% in 2013. However the number of staff travelling between 46 and 90 minutes has doubled since 2013 (now 29%), reflecting the increased distances travelled.

78.0% of all employee journeys to work were made by private car with 69.4% of these journeys made by those driving alone. Previously in 2013, 80.7% of journeys were made by private car, with 68.4% of these journeys made by those driving alone. 7.8% of employee journeys were made by those car sharing, compared to 11.2% in 2013.

After private car use, walking is the most popular mode of travel with a proportion of 12.0%, compared to 10.3% in 2013. The results also indicated that 5.6% of employees are travelling via train in 2018, in comparison to 4.6% in 2013.

No employees at the Royston site use the bus to travel to / from the site, and this remains unchanged as this was also the case in 2013.

The percentage of employees walking on their journey to work (12.0%) exceeded the target of 11.3% set out in the 2013 Travel Plan; the target for train use (5.6%) was met.

The target mode share for private car use was 77.7%, therefore the result of 78.0% from the 2018 surveys was an improvement from the 2013 baseline surveys. However, it is noted that the percentage of staff car sharing has dropped, whilst those driving alone by car has increased, and as such is not meeting its expected target.

As such, there is a clear need to refocus on promoting car sharing (especially given the longer distances observed in commuting to work) and promoting alternative modes of travel to staff.

However, it is worth noting again that the impact of the COVID pandemic is not known and the longer-term impact of this on both numbers of people attending site and car sharing will need to be a priority focus.

6. Recommendations

Based on the findings from the survey, and the resultant changes in work patterns due to the COVID-19 pandemic, some initial recommendations follow.

At the time of writing, around 800 people a day are attending the Royston site from the 2000+ who currently work there, these being predominantly manufacturing staff, shift workers and others for whom it is essential that they are on site. For the remaining, predominantly office-based staff, the plans for returning to site are still uncertain due to the ongoing nature of the pandemic. It is hoped that by summer 2021 around 40-50% of office-based staff will be back on site.

Once staff have settled into a new regime of home-working and commuting to site, as is expected, then the recommendation is that we aim to re-launch the Green Travel Plan starting with a new survey (as there will be far fewer journeys undertaken) and currently it is felt that December 2021/January 2022 would be an ideal time to launch this. This is of course subject to COVID case numbers remaining low, supported by the vaccination programme.

However, it is still worth looking at the recommendations relating to the 2018 survey:

- *The Green Travel Plan should be relaunched, with a new round of communications and events, including clear key messages. This is to ensure all staff are aware of the measures and support available them for travel to and from the site;*
- *As part of the above communication strategy, the results of the travel survey should be shared with staff;*
- *Any relaunch needs to include new or refreshed travel plan measures to garner interest and to show that Johnson Matthey are invested in continual improvement;*
- *Given the number of staff that still drive to work in close proximity to the site, a key focus should be placed on improved offsite infrastructure e.g. bus services, cycle paths, lighting in liaison with the council and highway authority;*
- *Provision of additional electric vehicle charging spaces should be investigated and any new parking or associated new infrastructure should be future proofed to allow conversion from passive to active provision if future demand dictates such a need; and*
- *The travel survey should be repeated at regular intervals (e.g. every 2 years) to review progress.*

Therefore, the final recommendation is for a new travel survey to be undertaken, from which the findings will be different to the 2018 survey; however it is felt that the focus will continue to be to increase the numbers of people car sharing (if safe to do so) and that the recommendations above will still stand, along with potential new ones, and it is believed there will be a need to look at the carbon generated by staff commuting to work as part of the JM drive to achieve Net Zero.