GREENING THE GREY FLEET

Insights from Europcar

Europcar

Contents

Ready to talk about your sustainability journey?
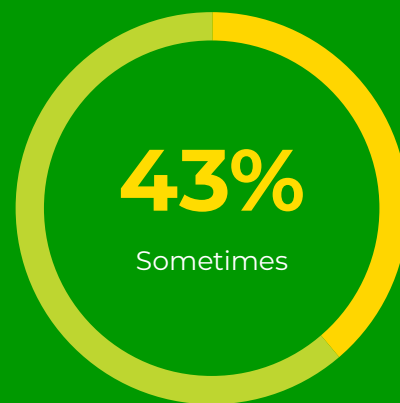Click here to request a call from a Europcar sustainability specialist.

Introduction

Managing business travel is an increasingly challenging task in the current economic environment.

Budgets don't stretch as far as they used to; how people work has changed. Plus, there is growing pressure to improve sustainability and reduce the environmental impact of business mobility.

For many businesses, juggling all of these challenges means there's often a reliance on grey fleet – employees driving their own vehicles for work travel. But that presents another set of hurdles – from employee duty of care to delivering sustainability targets.

A recent Europcar Mobility Solutions UK study found that 4 in 5 businesses (81%) rely on grey fleet for business travel.

38%
Always

43%
Sometimes

Ready to talk about your sustainability journey?
Click here to request a call from a Europcar sustainability specialist.

3

Grey Fleet: the big picture

Mobility is essential for business

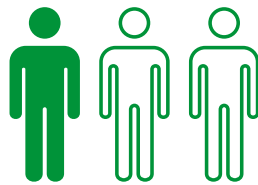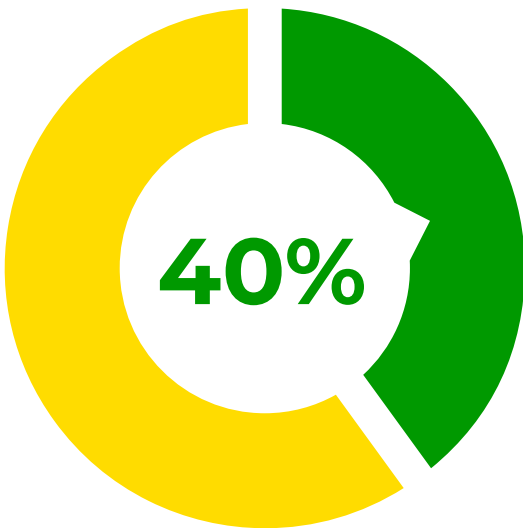of those who drive for work do so daily

25%

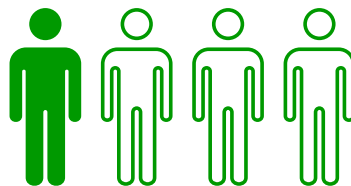drive for work a few times a week

24%

Reliance on grey fleet

40% of employees believe their employer relies more on grey fleets now than before the pandemic

40%

1 in 3
because of the high purchase cost of company vehicles
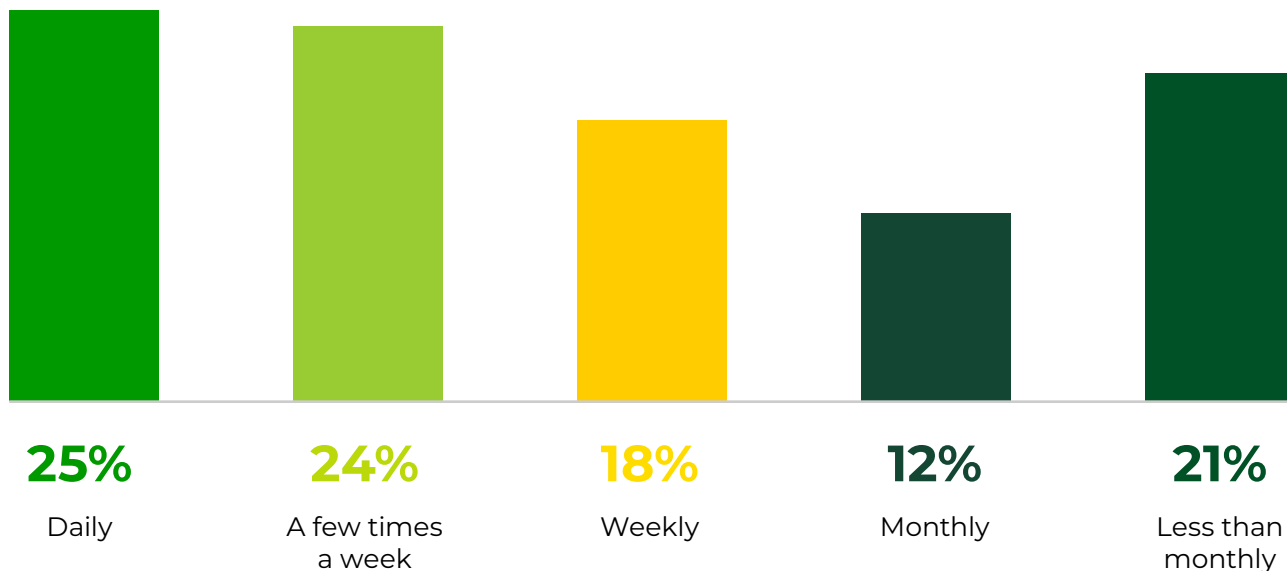
1 in 4
because of changing work patterns

We surveyed 250 private motorists who use their own car for business travel such as attending meetings, client visits or for deliveries.

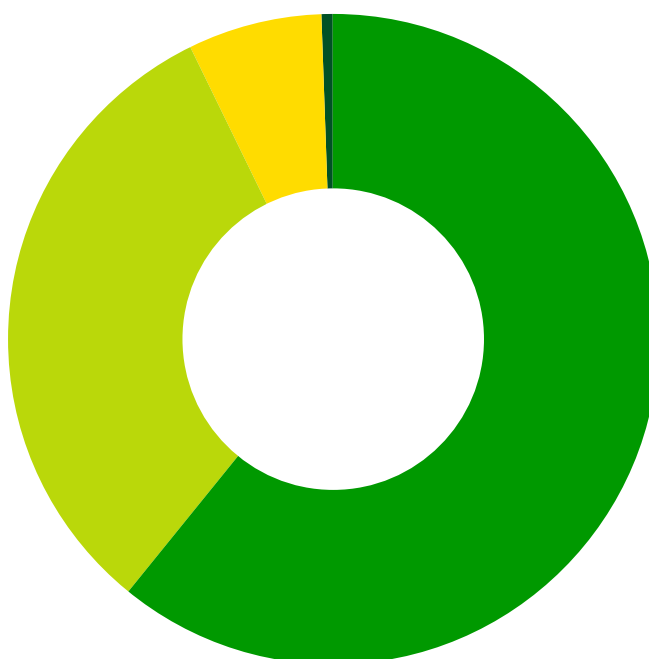**How often do you use your own car for business travel?**
(eg. attending work meetings/visiting clients/deliveries etc.)

25%
Daily

24%
A few times a week

18%
Weekly

12%
Monthly

21%
Less than monthly

The employers' perspective

How, if at all, has the level of employees using their own vehicles for business travel changed in the last 12 months compared to pre-COVID? Respondents who say their employees use their own vehicles for business travel

■ More employees are using their own vehicles - **61%**

■ Fewer employees are using their own vehicles - **32%**

■ It is about the same - **6.5%**

■ N/A / Unsure - **0.5%**

Ready to talk about your sustainability journey?
Click here to request a call from a Europcar sustainability specialist.

5

Checks and compliance

25%
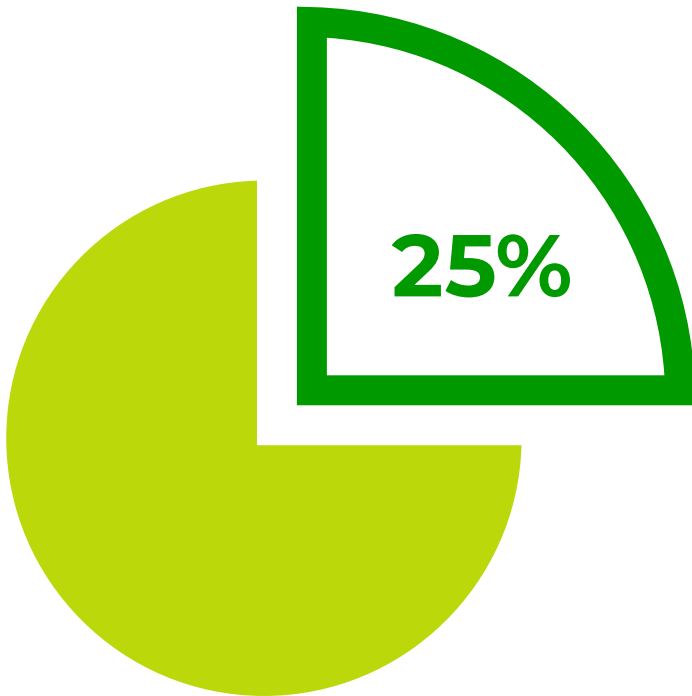
Duty of Care

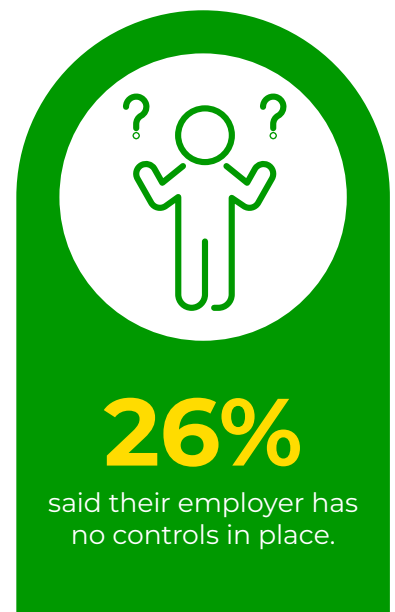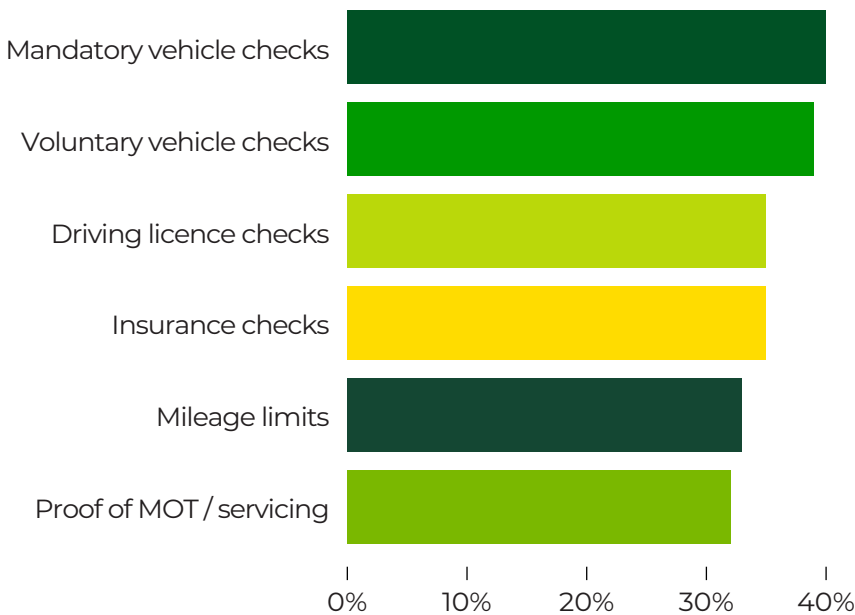A quarter of employees are not required to provide any evidence of driving licence, insurance or vehicle excise duty when driving for work purposes

The Health and Safety at Work Act 1974 clearly states that it is "the duty of every employer to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all employees" and this includes when employees are travelling.

Doing the checks – What employers claim to do

- Mandatory vehicle checks
- Voluntary vehicle checks
- Driving licence checks
- Insurance checks
- Mileage limits
- Proof of MOT / servicing

0% 10% 20% 30% 40%

26%
said their employer has no controls in place.

Ready to talk about your sustainability journey?
Click here to request a call from a Europcar sustainability specialist.

The penalties

In the event of a collision involving a grey fleet driver without valid insurance, driving licence or MOT the financial risks are considerable. For example, if proper monitoring has not been undertaken, the business and its owners could be found responsible and face fines of at least £300,000. There's also a risk of prison sentences for senior managers and directors in the event of a fatal collision.

£2.7 billion p.a.
The costs arising from collisions involving employees driving for work: Health and Safety Executive

Travel policies that enforce minimum standards

Check annually:

Driving licence	Correct level of insurance	Vehicle Excise Duty	MOT	Vehicle condition

Go further:

- Enforce minimum vehicle safety standards based on Euro NCAP ratings and require employee-owned vehicles to have minimum safety equipment – ABS, Electronic Stability Control, Collision Warning and Detection

- Offer regular driver training relevant to the vehicle and type of driving required for the employee's specific role

Reduce carbon emissions:

- Impose upper emissions limit and a maximum engine capacity

- Reduce work journeys as much as possible

Ready to talk about your sustainability journey?
Click here to request a call from a Europcar sustainability specialist.

The sustainability drivers

> ❝ **What is the point of making our core fleet zero emissions through electrification if our grey fleet lags miles behind?"**
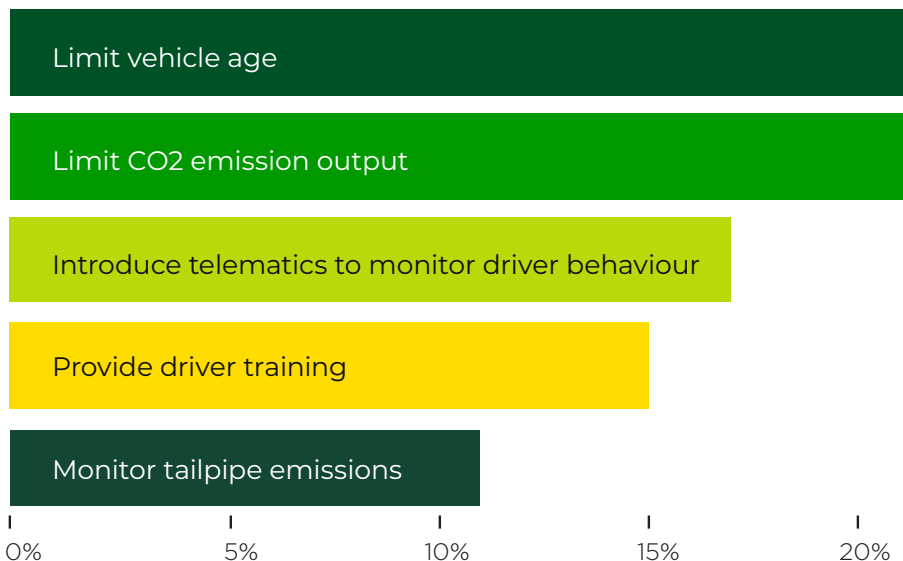
The Association of Fleet Professionals (AFP) Grey Fleet Management webinar

Sustainability is now on the agenda for most businesses, but do employees believe their employer is doing enough when it comes to sustainable travel?
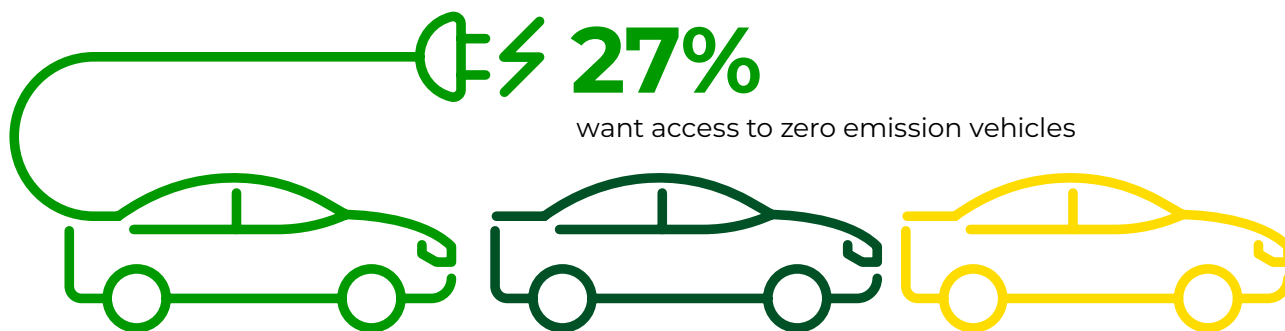
32%
no green travel options in place

26%
green travel options are offered

24%
limited green travel options

Grey fleet drivers want their employers to make sustainability changes

Businesses need to listen to employee sustainability wishes
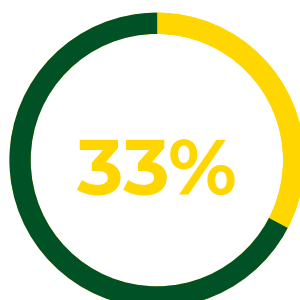
Limit vehicle age	
Limit CO2 emission output	
Introduce telematics to monitor driver behaviour	
Provide driver training	
Monitor tailpipe emissions	

0%   5%   10%   15%   20%

What would make your employer greener?

27%

want access to zero emission vehicles

Employer strategies to manage the safety, compliance and environmental impact of their grey fleets.
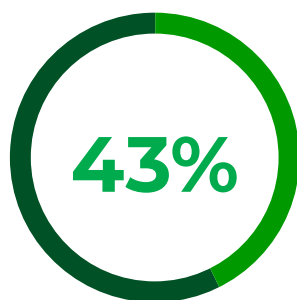
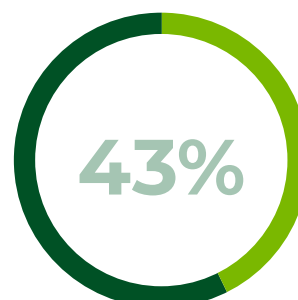| 43%	33%	39%	43%
Limits on vehicle emissions	Mileage limits	Limits on vehicle age	Incentives for use of hybrid or fully electric
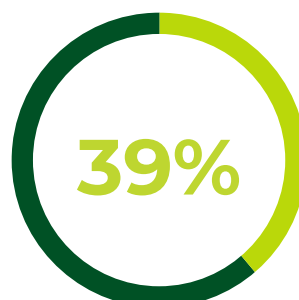
Ready to talk about your sustainability journey?
Click here to request a call from a Europcar sustainability specialist.

The future of business travel in a greener world

Actions employers can take

Electric vehicle charging at all business premises

Greater reliance on public transport

Supporting home charging for employees

Utilising zero emissions vehicles across the fleet

Fewer journeys taken

Ready to talk about your sustainability journey?
Click here to request a call from a Europcar sustainability specialist.

Alternatives to grey fleet

Rental –
hire the right vehicle for each job, short or long term to suit requirements

The increasingly popular hybrid working model is changing business travel. The ability to work remotely and meet virtually is reducing general commuting and business travel, encouraging more efficient use of time for meetings. However, many journeys remain essential. Businesses are, therefore, thinking about how to make this process more efficient, more sustainable and more cost effective.

Planning for new Clean Air Zones and the extended Ultra Low Emission Zone in London, as well as looking ahead to the 2035 ban on the sale of new petrol and diesel vehicles, is also critical. But with employers already facing rising costs for everything from insurance and fuel to new vehicles, can they really afford to upgrade their fleets now?

A steady transition

At Europcar we have found that many businesses are taking a transitional approach, reducing emissions through limiting journeys, alongside testing new powertrains including hybrid and electric. They are also using our Delivery & Collection Service for staff who are now working from home more often.

Reduce
the number of journeys taken – combining journeys, relying on virtual meetings

A practical alternative

Flexible vehicle usage – rental by the day, week, month or even several years – helps motorists and businesses reduce emissions whilst also keeping drivers and other road users safe. For many organisations now in a transition period learning how EV works for their operations, Europcar solutions also help them win the hearts and minds of employees who may be reticent to switch to zero.

Public transport
walking, cycling

Working with Europcar, access to a fleet of young vehicles as well as a growing electric fleet delivers the essential compliance for Ultra Low and Clean Air Zones as well as cuts emissions compared to a typically older grey fleet.

The Europcar EV Guide and Knowledge Hub provides businesses and drivers with everything they need to know about the electric vehicles on the Europcar fleet. Direct access to the Zapmap charger locator also helps with journey planning.

www.electric.europcar.co.uk

Ready to talk about your sustainability journey?
Click here to request a call from a Europcar sustainability specialist.

11

Europcar

Ready to talk about your sustainability journey?

Click here to request a call from a Europcar sustainability specialist.