

MAKE A PACT IN 2010

Join our simple and effective staff carbon programme

WSP is the first business in the world to run a personal carbon trading scheme for our staff. It has been a real success.

Join us, and a small group of companies, to launch PACT more widely in 2010.



www.wspenvironmental.com/pact

UNITED
BY OUR
DIFFERENCE



How PACT can work for you.

What is personal carbon trading?

Personal carbon trading covers carbon emissions at home and leisure. So it includes home energy consumption, the commute to and from work, and personal travel.

So how does it work?

It's voluntary. In our PACT scheme, staff track their emissions online on a quarterly basis for 12 months. At year end, staff who have used more than their fair share of carbon pay into the scheme, up to a maximum of £100. Staff who are under the set allowance receive a bonus payment at the same rate.

At WSP we've set the carbon cap at 4.5 tonnes and the reward scheme at 5 pence per kilo, up to a threshold of £100. These can be flexed to suit your organisation.

Many staff opted to pass their bonus payment for coming under the threshold to a 'green' related charity. The 'fines' we collected from staff who exceeded their threshold also went to this nominated charity.

It's that simple.

PACT is a great way to demonstrate to staff that you're thinking green and proactively giving them a framework to manage their own impacts. Our experience shows that it works. Our teams on average reduced their carbon footprint by 10% last year in the scheme.



"PACT... is a shining example of how a far-sighted employer can help staff to combine their personal and work ethics."

The Guardian Careers

What do staff think of PACT?

Our initial volunteers have been universally positive about the scheme in our business.

They have learned about their personal carbon impacts and many have reduced their emissions. Even the less environmentally aware participants have benefited from a small windfall from leading a greener lifestyle.

Some staff told us that PACT was one of the reasons they joined WSP – they wanted to work for a company that was really taking positive steps on the environment, and doing this in an engaging and different way.



"It was initiatives like PACT that made me want to work for a company like WSP – they actually practice what they preach and care about sustainability issues."

Julian Elsworth

Can PACT enhance your brand?

Our PACT scheme has featured in The Times and on the BBC Radio 4 PM Programme, BBC Radio 5Live, BBC Radio 2, BBC London and even as far afield as The Australian newspaper!



"It's come to the crunch... perhaps the government should take a leaf out of WSP's book."

Building Sustainable Design



SIGN UP TO PACT



ENGAGE STAFF



"PACT puts a pound sign on your carbon emissions – which definitely helps to raise awareness" Neil Shaw

How do I get involved?

We're looking for more organisations to join our 'Pioneers Group' - a group of like-minded companies committed to trialling a wider extension of the scheme and sharing best practice.

We'll provide the scheme fully packaged and ready for you to roll out across your business. All you have to do is decide your target. We can help you with this. Promote the scheme using our materials and keep track of the scheme over the course of the year.

Contact us now to sign up:
Email pact@wspgroup.com
Or call us on 020 7314 5725

If we get involved, what do you provide?

By taking part in PACT, WSP provides you with a full package, ready to roll out in your business from 1 March 2010. This includes 5 things:

1. A clear set of administrator instructions.
2. A suite of electronic and ready to be printed marketing and campaign materials.
3. Access to an online carbon tool for staff to sign up and track their footprint over the year.
4. A PACT helpdesk, available to provide you with support over the year.
5. Preferential agreements with a range of green product suppliers.



"As a result of PACT, I was able to see how much carbon I was using on my car. I decided to stop driving to work and I took up cycling instead."

Marie Jones

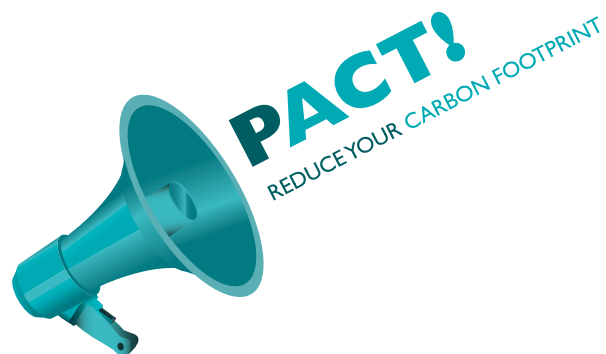
Is there anything else to consider?

- **You'll need an administrator.**
- **Agree the allowance.** We'd suggest setting the allowance no lower than the national average of 2.7 tonnes. If you set the allowance higher, you'll get more participation, but possibly will be paying out more.
- **PACT is a trust-based scheme.** We haven't run audits on our staff to check their returns are accurate.
- **Do you have environmental programmes already?** We would not recommend running this in the absence of taking action on your own business carbon footprint.

Is the programme reputable?

As well as the media endorsement of PACT, at WSP we're one of the world's largest environmental consultancies. We've around 1000 in our team, and we're one of the most respected specialist consultants.

We were awarded a Big Tick by Business in The Community in 2009. And we won the prestigious 2010 Acquisitions Monthly Environmental Advisor award.



REDUCE YOUR CARBON FOOTPRINT



SIGN UP NOW

Email or call us to register for the scheme: pact@wspgroup.com or call us on 020 7314 5725.

For an organisation with 15,000 staff, PACT costs less than 60p per person.

Is there a cost?

In this trial phase, we're proposing a small budget to cover our costs of the launch and the support over year 1. Our proposed licence fee is based on the number of staff to whom PACT is available in your organisation and covers a twelve month period from the launch date.

Costs are as follows:

- | | |
|--|--------|
| ■ Small organisation with <100 staff | £500 |
| ■ Medium organisation with between 100 and 1,000 | £3,000 |
| ■ Large organisation with between 1,000 and 10,000 | £6,000 |
| ■ Enterprise organisation with >10,000 | £9,000 |

This sum is exclusive of VAT and provides a licence to use PACT materials for this period and for access to our helpdesk.

"Employees know that the company shares their environmental values and is willing to commit financially to a greener future. The cash benefit (or loss) may not be huge, but the psychological impact certainly is."

The Guardian Online



www.wspenvironmental.com/pact

Printed on 9lives 80 paper which is produced from 80% recovered fibre and 20% virgin TCF fibre sourced from sustainable forests.

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