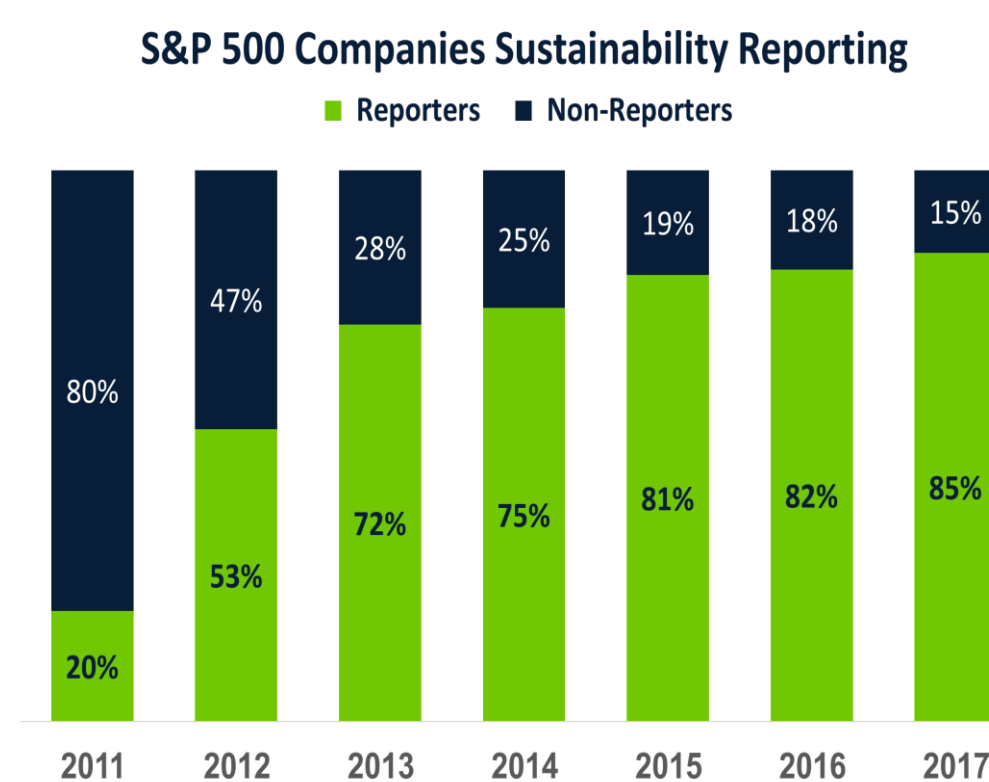


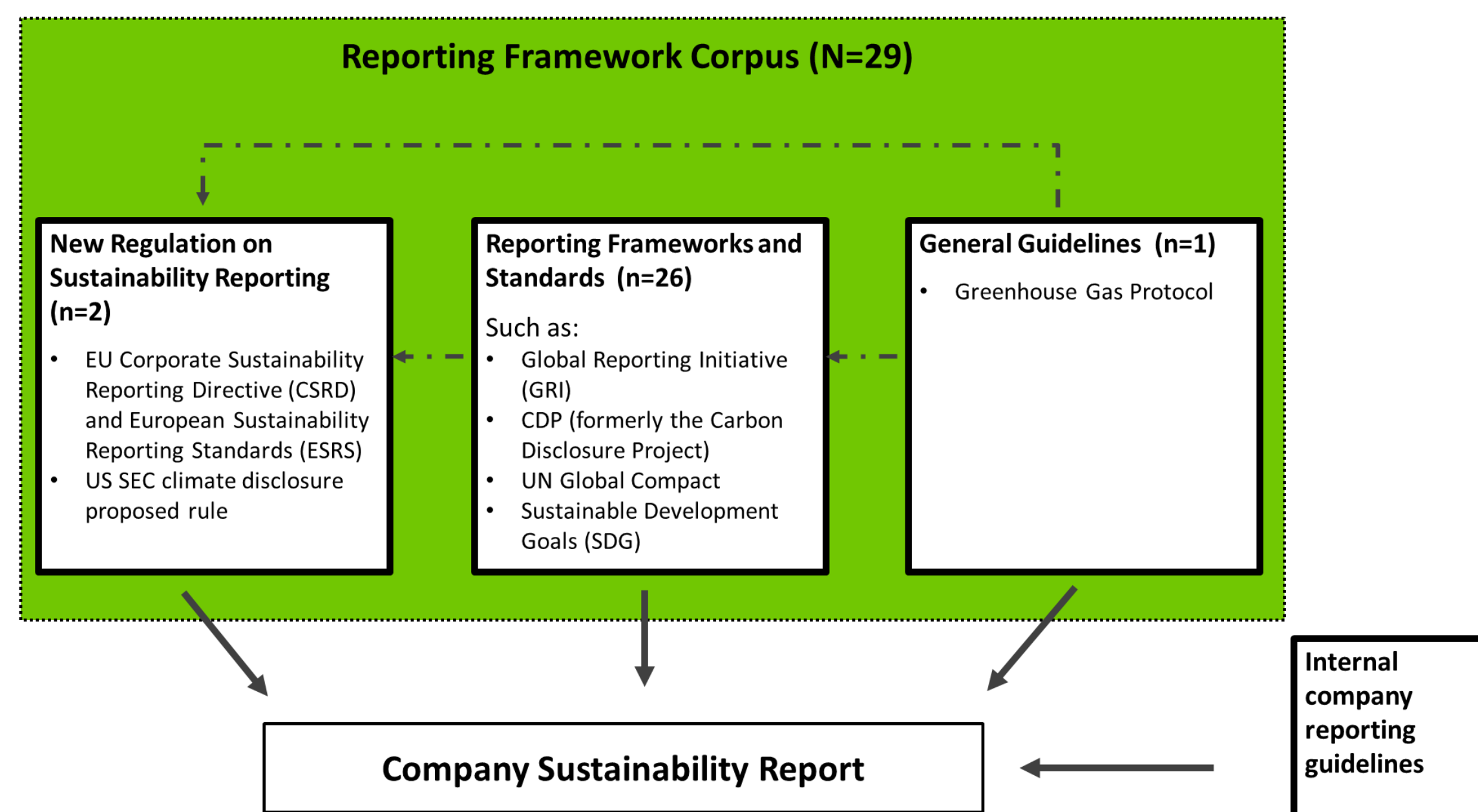
## Background and Methods

Employers strongly influence employee transport-related decisions through their mobility policies, such as providing free parking, a company car, public transport travel allowances, or bicycle facilities.

To understand to what extent employers are expected to take responsibility for the environmental and social impacts of employee mobility, we analysed business sustainability standards and reporting frameworks (also known as Corporate Social Responsibility (CSR) or Environment Social Governance (ESG) frameworks).



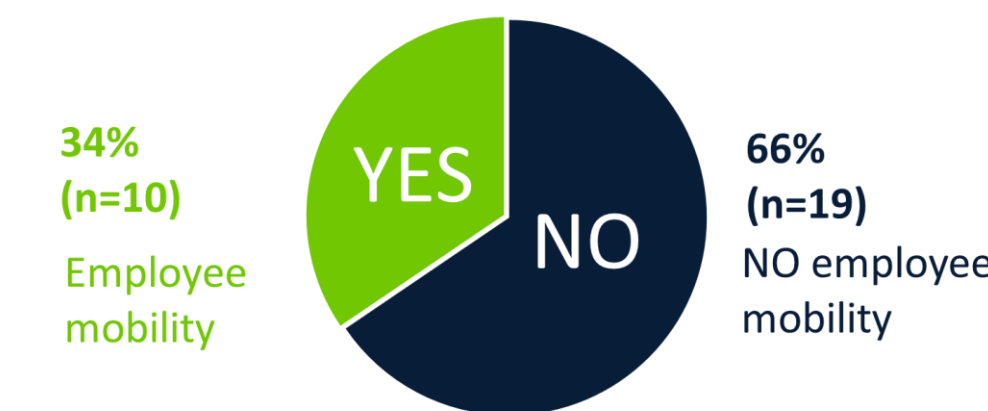
**Research question: To what extent do sustainability reporting frameworks expect employers to take responsibility for the environmental and social impacts of employee mobility?**



## Findings



Majority of sustainability reporting frameworks omit employee mobility (n=19)

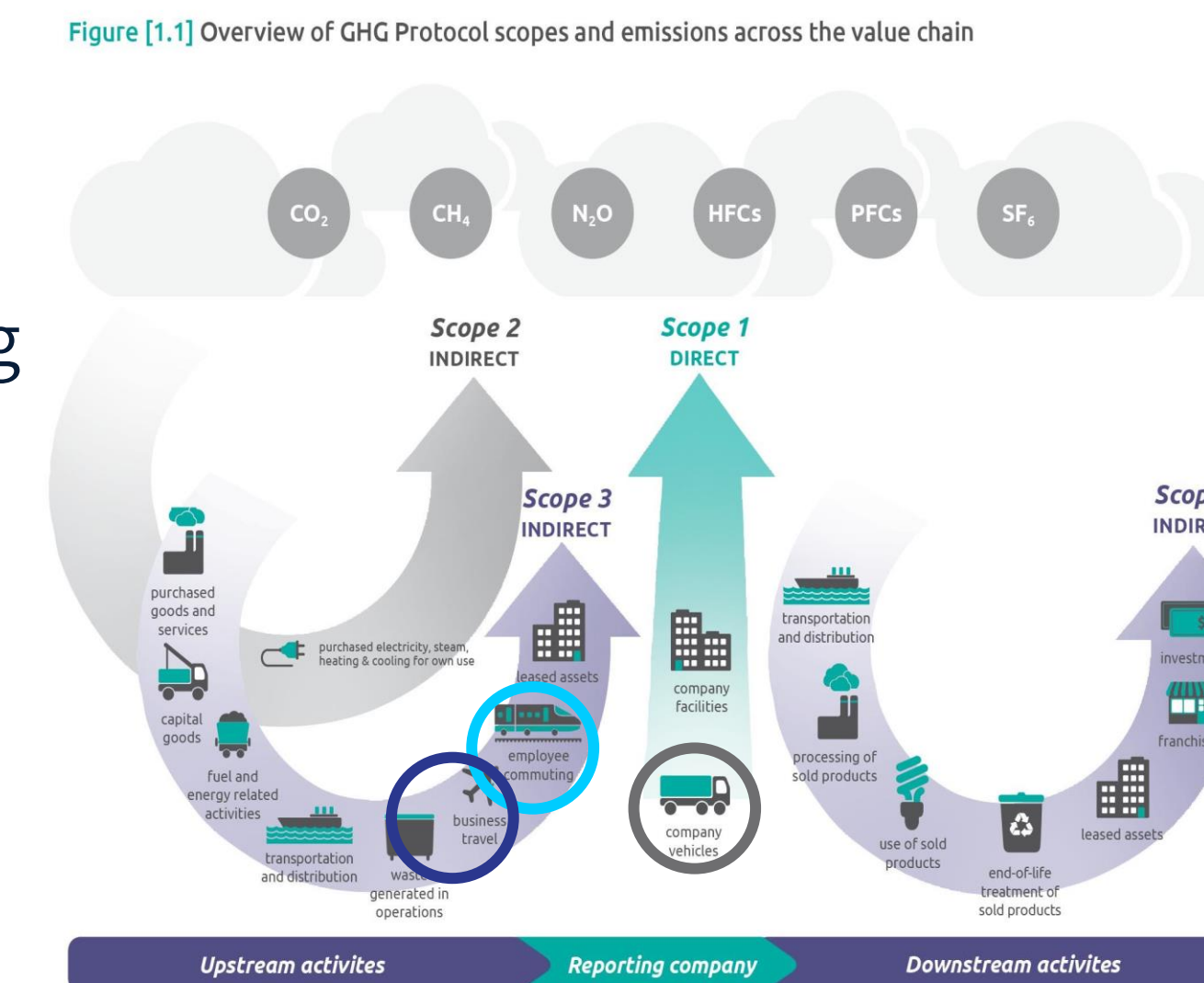


GHG emission calculation is focus of all frameworks that include employee mobility (34%, n=10)



Most frameworks (n=9) adopt the GHG protocol guidelines – a carbon footprint accounting method. According to:

GHG protocol directs attention to organization's core emissions. Commuting and business travel, in vehicles **not** owned or operated by the company, are not part of core, but belong to 'Scope 3' emissions.



Only two frameworks require reporting on some social dimensions (n=2), solely addressing transport injuries as part of workforce health and safety management



We found **no requirements asking employers to report on their efforts towards more inclusive workplace mobility policies.**

## Criticism



Focus on GHG emissions **ignores additional environmental and urban externalities** from car-oriented development.



**GHG protocol guidelines implicitly limit responsibility:**

- **Scope 3 is much less binding**, negatively affecting the overall efforts to reduce Scope 3 emissions.
- Protocol ascribes **lower responsibility for business travel carried out with employee's private vehicle** than conducted in company vehicle.
- **Commuting is defined as merely an organization's indirect responsibility**, despite the impact employers have on employee travel decisions.



**The lack of social requirements is surprising:**

- There is a link between workplace decisions regarding its location and mobility policies for equal job opportunities
- The issue of **equal opportunities for workforce do appear in various reporting frameworks**

## Conclusions and Recommendations

**Gap exists between the large impacts of workplace mobility policies and the modest requirements set by reporting frameworks.**

**Future reporting frameworks should adopt broader requirements for employer transport policies**, as higher standards may trigger greener and more inclusive employer mobility policies.