



FOCUS REFERRALS TRAVEL POLICY

At Focus Referrals, our associates know that how we travel can affect environmental and public health and are dedicated to reducing our environmental impact by constantly striving to improve, by working with the Investors in the Environment (IIE) accreditation scheme. Our travel policy is aimed at supporting lower carbon travel and active lifestyles by adhering to the low carbon transport hierarchy whenever possible with the aim of reducing carbon emissions and air pollution. Our travel policy is divided into continuing professional development (CPD) and business travel and associate and client commuting. We monitor our travel and commuting data annually.



Data Collected

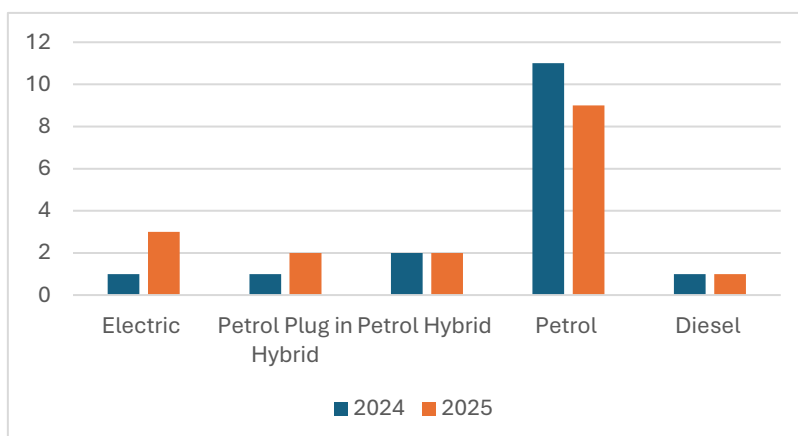
Focus Referrals does not own any fleet vehicles but collates grey fleet emission information annually as part of government reporting requirements.

- Grey fleet emissions are based on expenses claims made for travel in personal vehicles, mileage travelled to CPD, and commuting distances. Unfortunately, it is difficult to collect data accurately on the environmental impact of travel made by our clients and by visiting veterinary professionals to our clinic.

Travel Survey

Focus Referrals performs an annual travel survey to gather data and feedback from our team. This includes collecting data for methods of transport for commuting, commute distance and collecting ideas for future improvements, which are used to update this travel policy.

The 2025 Associate travel survey has identified that 17% of our associates' vehicles are fully electric, increasing to 41% when factoring in hybrid vehicles.



Continuing Professional Development (CPD)

Specialist and advanced ophthalmic alongside nursing CPD are essential to maintaining our knowledge and high standards of care offered at Focus Referrals. Increasing our online and inhouse training, and the completion of our resident James Smiths European specialist training has resulted in a reduction in miles travelled in 2025 by 88.3% for Vets and 70.3% for Nurses and Practice Management. Air travel has reduced by 94% and train journeys increased by 33% in 2025.

Staff are encouraged and supported to plan their journeys for CPD in the most sustainable way available considering public transport, car sharing and online options.

Business commuting

Focus Referrals business commuting is as follows:

- Guide Dogs for the Blind. Once monthly our European specialist and eye panellist Mike Rhodes visits their centres to perform eye testing. This travel is carried out in his own electric vehicle. Visiting the Guide Dogs Centres to test multiple dogs in one session reduces the carbon footprint of multiple dogs visiting us here at our Focus Referrals site.
- Vets delivering CPD roadshows at a referring practice for their veterinary team. Recorded as milage claimed

Associate commuting

Our Associates commute to our sites to provide clinical services. Some of our Associates work from home, depending on their roles.

We are reducing carbon emissions due to Associate commuting by: -

Online vs in person meeting

- Where available and appropriate, meetings will have an online attendance option through Microsoft Teams. This will include practice meetings that are arranged during work hours and when as many staff are able to be present if possible and SLT meetings.

- For CPD events for the wider veterinary community, car sharing is encouraged. In person attendance is preferable for these events for networking and engagement with speakers.
- In house CPD events will have online access for staff that live further away or would otherwise be unable to attend.

Efficient driving

Driving cars can be more fuel efficient with the following online recommendations:

- <https://www.theaa.com/driving-advice/fuels-environment/drive-economically>
- <https://energysavingtrust.org.uk/advice/electric-vehicles/>
- <https://www.rac.co.uk/drive/advice/emissions/11-ways-to-reduce-your-car-emissions/>

Electric Car Scheme

The eCar Salary sacrifice scheme is operated by Zenith. It is open to all employees with the following criteria:

- The employee is on a permanent contract of employment and been employed for at least 6 months.
- The employee has sufficient salary from which to sacrifice the amount required for the chosen car
- The employee meets the insurance eligibility requirements that can be found in the insurance section of the scheme policy
- The employee has a valid full UK driving licence

There is further information regarding this scheme on The Link, searchable under **Linnaeus Salary Sacrifice eCar Scheme**

Focus Referrals has two electric vehicle charging points available for staff to use in their car park.

Cycle to work scheme

Studies have shown that exercise can show huge benefits to improving mental health and physical health. We offer all staff the ability to join the Halfords Cycle2Work Scheme. Through this scheme staff have a discount on the purchase of bicycles and cycling equipment up to £1000. There is further information regarding this scheme on The Link, searchable under **Cycle2Work**.

- A secure area to the side of the building is available for staff to secure their bike, if riding to work.
- Onsite shower and changing facilities are available for staff.
- Information on fast and quiet cycling routes to work are available at www.cyclestreets.net
- Bicycle maintenance guides are available from <https://www.cyclinguk.org/article/simple-bike-maintenance-guides>

Public Transport Links for staff and clients

Rail

The closest station to Focus Referrals is Banbury train station which is a 30-minute walk via the Oxford Canal or a 9-minute cycle ride.

Bus

Bridge Street bus stop
is a 7-minute walk from

Banbury train station where a B4 or B9 bus can be caught every 15-30minutes

KcKeevor place bus stop is a 5-minute walk where the number 200 bus can be caught.

The closest bus stops to Focus Referrals are Canal Bridge (B4 bus) a 4-minute walk and Beaumont industrial estate (B9 bus) a 10-minute walk

The link below to Traveline gives real time public transport travel updates and can help to plan journeys

- [Plan Your Journey | Traveline](#)

Client commuting

Our clients travel to our sites for routine and emergency veterinary care.

At Focus Referrals we are supporting our clients to reduce their carbon emissions due to commuting by:

- Being available to provide quick, concise and effective information via email for questions, concerns and queries for both our clients and referring veterinary colleagues.
- Providing a post op care package that includes email updates scheduled at 3 and 10 days postoperatively, before an in-person appointment, to reduce journeys to the practice. This is especially important to our clients as they travel from all over the UK.
- Delivery of histopathology and blood test results via phone call.
- Offering longer appointment times for multiple animals.
- A postage service for repeat prescriptions medications.
- A telephone and electronic appointment booking system.

We will continue to improve our environmental and travel management system by working to the IIE criteria. This policy is communicated to all our Associates. Charlotte Wynn our sustainability lead is responsible for the implementation of this policy. Focus Referrals will make this policy available to members of the public upon request and on our website.

This policy was reviewed by

Charlotte Wynn LRVN

Investors in the Environment and Sustainability Lead for Focus Referrals

Alice Rhodes MRCVS

Practice Director for Focus Referrals.

10th March 2026

