

MAKE A PACT IN 2010

Join our simple and effective staff carbon programme

WSP is the first business in the world to provide an online personal carbon management scheme for our staff.

Called PACT, the scheme was a real success and is now being offered to our clients globally.

Join us and other visionary organisations by becoming PACT Pioneer members in 2010.



www.wspenvironmental.com/pact

UNITED
BY OUR
DIFFERENCE

 **WSP**
ENVIRONMENT
& ENERGY

How PACT can work for you.

What is personal carbon management?

Personal carbon management covers carbon emissions at home and leisure. So it includes home energy consumption, the commute to and from work, and personal travel. Staff are provided with an interactive guide to track and measure their carbon emission impacts across these categories.

So how does it work?

PACT is an online website that allows your organisation and staff to quickly and easily profile home and leisure aspects. Details are captured quarterly and are converted to a CO2 usage metric. PACT provides an easily understandable breakdown of contributing factors to CO2 emissions, educating staff in what aspects of their lifestyle are key contributors.


It's that simple.

It's a voluntary opt-in programme. PACT staff profiles are kept private and confidential for each employee.

At the end of the programme, the employer can be provided with total CO2 emissions for each participating staff member, which is can then used to administer an incentive scheme. The service supports a wide variety of employee incentive schemes.

At WSP we've set the carbon cap at 4.5 tonnes and the reward scheme at 5 cents per kilo, up to a threshold of \$100. 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.

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.

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

The Guardian, UK

What are the benefits?

PACT is a great practical and tangible way to demonstrate to staff that you're thinking green and giving them a framework to help manage and understand their own impacts.

Our experience shows that it works. Our staff on average reduced their carbon footprint by 10% last year participating in the scheme.


Our own Managing Director Stuart McLachlan, cut his carbon footprint by buying a bike, cycling to work and installing energy-saving lightbulbs.

What do staff think of PACT?

We started PACT in 2007 with 80 voluntary participants. This year we have 800 of our employees worldwide using PACT.

Last year's participants have been universally positive about the scheme in our business. They have learned about their personal carbon impacts and many have reduced their emissions.

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, Senior Consultant, WSP



PACT!

REDUCE YOUR CARBON FOOTPRINT



SIGN UP TO PACT



ENGAGE STAFF



"PACT puts a dollar sign on your carbon emissions – which definitely helps to raise awareness" Phil Stewart, Director, WSP

Can PACT enhance your brand?

Last year our PACT scheme was featured in The Australian, The Guardian, The Times and on BBC Radio, providing WSP with excellent corporate brand exposure.

We will be promoting PACT in the media again in 2010, providing members of our Pioneer programme with an ideal opportunity to be recognised as sustainability leaders.



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

Building Sustainable Design

How do I get involved?

We're looking for more organisations to join our 'PACT Pioneers' - a group of innovative and sustainability focused companies.

We provide a branded PACT service, ready for you to roll out across your business. All you have to do is choose or design an incentive scheme. We can help you with this. Promote the scheme using our materials and keep track of the scheme over the course of the year online. PACT is an online service, requiring no software or infrastructure expenditure.

Contact us now to sign up

Email: pact@wspdigital.com

Or call us on: (03) 9412 5100



What do you provide as part of the PACT service?

By taking part in PACT, WSP provides you with a full package, ready to roll out in your employees. 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, branded PACT website 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."

John Cameron, Product Manager, WSP

Is there anything else to consider?

- You'll need an administrator.
- Agree the allowance and incentive scheme. We'd suggest setting the allowance no lower than the national average of 5 tonnes, depending on the type of incentive scheme used.
- PACT is a trust-based scheme. We haven't run audits on our staff to check their returns are accurate.

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@wspdigital.com or call us on (03) 9412 5100.

For an organisation with 1,000 staff, PACT costs just 20c per employee.

Is there a cost?

PACT is being offered to Pioneer group members (PACT companies with more than 100 employees that sign up by July 1 2010) for \$5,500 per annum (inclusive of GST).

The annual license provides access to your own branded PACT site, ability to use and customise PACT promotional and user-guide materials and access to our help-desk.



"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, UK

www.wspenvironmental.com/pact

UNITED
BY OUR
DIFFERENCE

WSP
ENVIRONMENT
& ENERGY