Americold Green Travel Plan

Prepared for AmeriCold Logistics Ltd
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30 September 2022

Contents

Appendices

Revision History

Revision Nº	Prepared By	Description	Date
001	Joshua Hafoka	Green Travel Plan for Client Review	30/09/2022

Document Acceptance

Action	Name	Signed	Date
Prepared by	Joshua Hafoka		30/09/2022
Reviewed & Approved by	Chris Morley		30/09/2022
on behalf of	Beca Limited		

Executive Summary

AmeriCold Logistics (Americold) currently operates a cold storage facility in Prospect. To accommodate future customer needs, Americold is intending to expand the facility, which is expected to be complete in 2023. This Green Travel Plan (GTP) has been produced as a condition of planning consent.

A GTP is a package of site-specific measures implemented by an employer to promote the use of modes of travel that are more sustainable than single occupancy vehicle trips.

The GTP sets out:

- Targets that represent desired outcomes
- Actions that can be taken to help achieve these targets
- A monitoring and review process assigning responsibility of the ongoing management of the GTP

All respondents to a staff travel survey indicated that they use a private vehicle to get to work. A review of existing staff travel behaviour indicates that the highest potential for mode shift for the Americold site in Prospect is through carpooling. Some staff already carpool, and the travel survey indicated that 36% of staff are able or willing to consider carpooling. Residences for most staff are also located to the north-west of the Americold site and are therefore conducive to carpooling.

There is also potential for a small increase in uptake of cycling and public transport commuting trips. This potential is limited due to staff changeover times, industrial land use and limited active mode infrastructure surrounding the Americold site, in addition to few staff residences being located close to the site or neighbouring bus stops. For similar reasons, an increase in walking trips to the site will be difficult to achieve.

Based on the above, targets have been assigned for staff commuting mode shares:

- Carpooling – 20% by 2026
- Public Transport – 3% by 2026
- Cycling – 5% by 2026

To achieve these targets, actions have been assigned. These include a formal carpooling scheme, promotions and internal communications, staff challenges, awards, and reviews of GTP actions upon completion of the site expansion and TfNSW's planned Prospect Highway Upgrades surrounding the site.

The GTP must be regularly reviewed to ensure targets are on track to be achieved. The Operations Manager for the Americold Prospect site will oversee the implementation of actions within the GTP, manage an annual travel survey, monitor the progression of the GTP, and action any required adjustments to the GTP.

1 Introduction

Americold currently operates an existing two-building cold storage facility in Prospect. To accommodate future customer needs, Americold is intending to expand the facility and provide additional storage area, loading docks and supporting facilities. This expansion is expected to be complete in 2023. The following GTP has been prepared by Beca for Americold as a condition of planning consent.

A GTP will allow Americold to manage the transport needs of staff, with the aim of the plan being to reduce the environmental impact of work-related travel, including operational and commuting trips. A GTP is a package of site-specific measures implemented by an employer to promote the use of modes of travel that are more sustainable than single occupancy vehicle trips. This plan supports carpooling, walking, cycling and public transport use for commuting to work through a range of actions, promotional campaigns and incentives.

A GTP is to be considered as a site management tool which incentivises people to make more sustainable transport choices. The development of a GTP is also not a one-off task and involves ongoing implementation, monitoring, and review. It is a 'living document'. A nominated individual or team overseeing the implementation of the GTP is a crucial component of its success.

A GTP outlines:

- Targets that represent desired outcomes
- Actions that can be taken to help achieve these targets
- A monitoring and review process assigning responsibility of the ongoing management of the GTP

2 Background

2.1 Site Location

The existing site is located within an established industrial area at 554 – 562 Reservoir Rd, Prospect NSW as shown in Figure 2.1. Surrounding land uses and trip attractors include:

- Prospect Reservoir to the southwest
- The Sydney Motorsport Park and Raging Waters to the west
- The industrial area stretching south
- A smaller industrial and commercial area to the north
- Residential areas to the north and east

The location and surrounding land uses are shown in the diagram below.

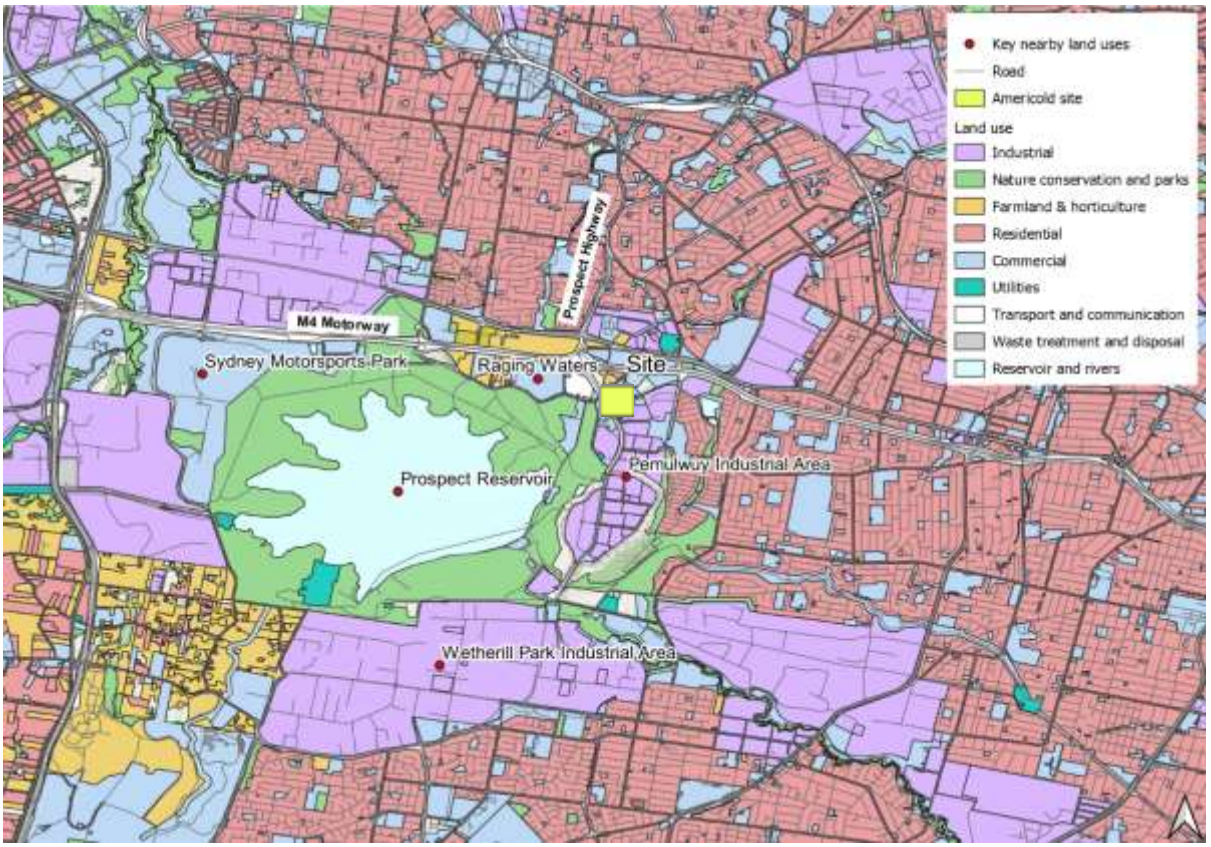

Figure 2.1: Site location and surrounding land uses

2.2 Existing Transport Provision

2.2.1 Road network

The site lies on the south-eastern corner of the Prospect Highway / Reservoir Road intersection, with site access provided via Reservoir Road. The intersection type is a roundabout with single approach and departure lanes. The roundabout is located approximately 350m to the south of the M4 Motorway.

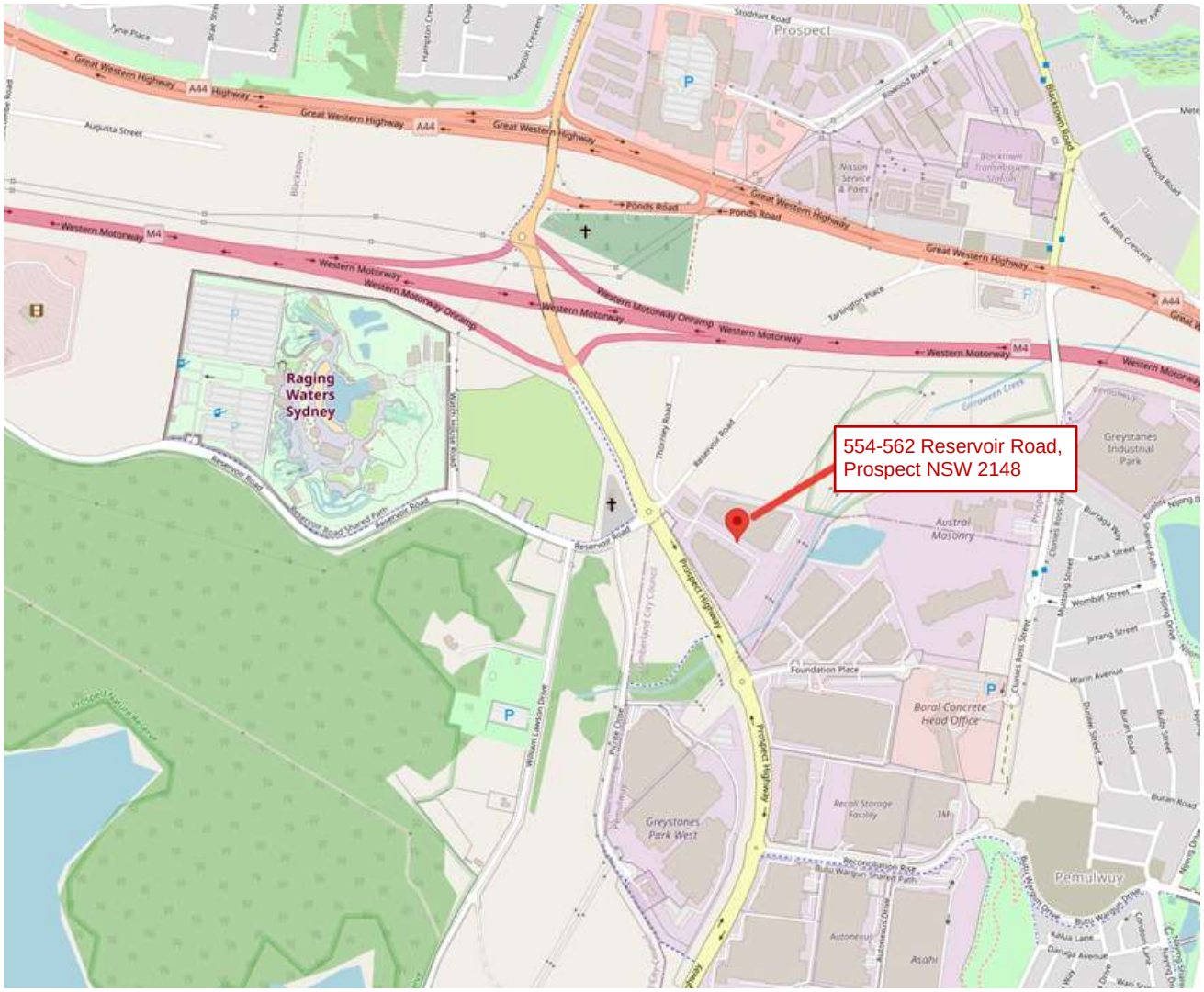

Figure 2.2: Adjacent road network

Prospect Highway south of the M4 Motorway is a local north-south road that serves a sub-arterial function, linking the industrial land uses with the arterial road network at the M4 Motorway and Great Western Highway. Adjacent to the site, the road types generally consist of one lane of traffic in each direction with a speed limit of 60km/h.

Reservoir Road is a local east-west road, providing access to the site as well as destinations to the west including Prospect Reservoir, Raging Waters, and Sydney Motorsport Park. It is an undivided road containing one travel lane in each direction with a speed limit of 60km/h.

The Prospect Highway / Reservoir Road intersection is a single-lane roundabout with four approaches and all movements are permitted. The northern approach of Prospect Highway provides a connection from the greater Blacktown area and access to both the M4 Western Motorway and the Great Western Highway. Eastern Reservoir Road leads to the site, while its western arm leads to attractions such as Raging Waters Sydney and Sydney Motorsport Park, eventually connecting to Balmoral Street north of the Great Western Motorway. The southern arm of Prospect Highway leads to other industrial land uses such as the Western Sydney Employment Area.

The Reservoir Road / Thornley Road intersection is a four-way give-way intersection connected to the site access driveway, approximately 15 metres to the east of the above roundabout. The site access driveway serves as the only entry and exit point for Americold. Further east of Reservoir Road is a smaller, unrelated

refrigerated transport facility, and a no through road which is utilised for on-street parking. Similarly, Thornley Road is also utilised for parking as it that currently connects to no facilities. These factors lead to the main movements through this intersection being the right-turn into the site access driveway from vehicles travelling on Reservoir Road, and the left turn from the site into Reservoir Road before proceeding to the roundabout.

2.2.2 Walking and cycling

Pedestrian access in the vicinity of the site is limited. A shared path is provided on the western side of Prospect Highway north of Reservoir Road, which continues to the west on the northern side of Reservoir Road. A narrow footpath is also provided on the eastern side of Prospect Highway south of Reservoir Road. There are no formal pedestrian crossings at the intersection of Prospect Highway / Reservoir Road roundabout.

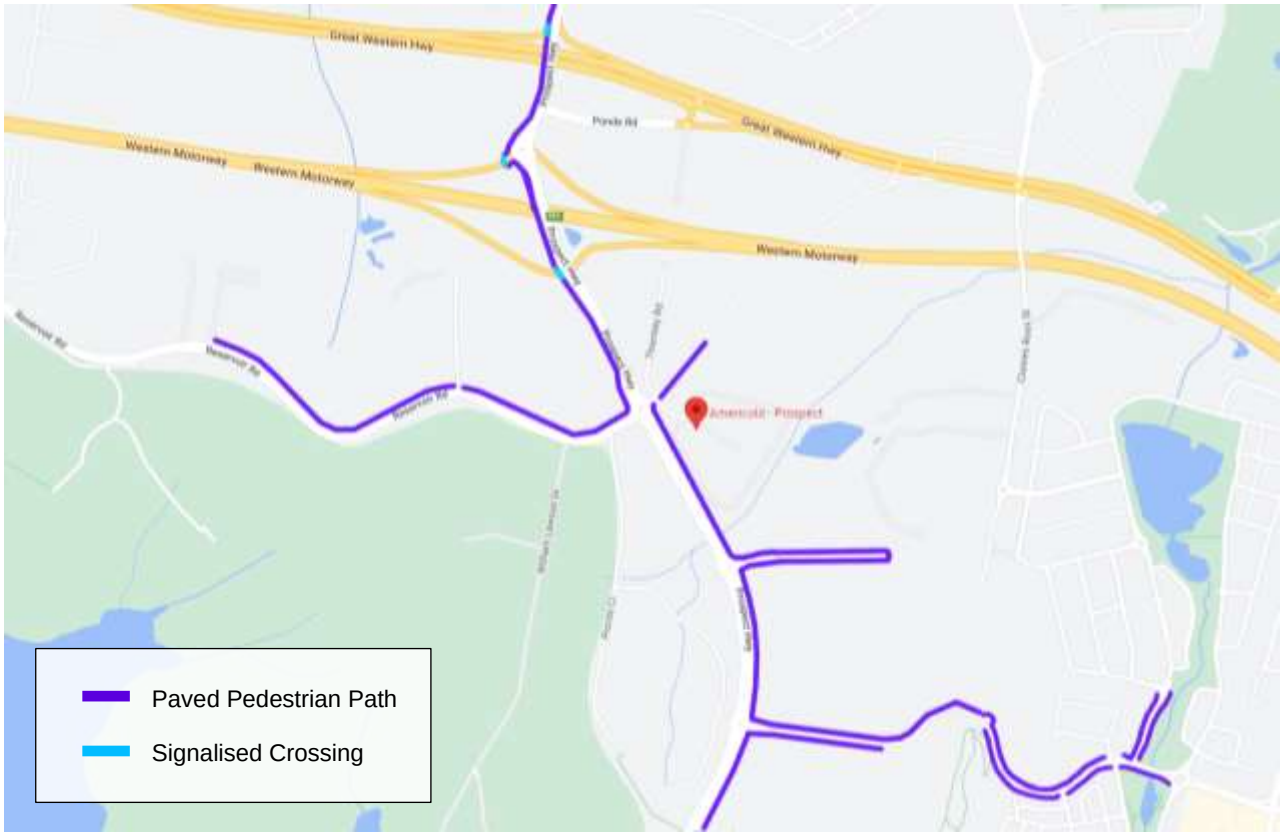

Figure 2.3: Pedestrian paths and crossings to the site

The shared path on Prospect Highway provides an off-road cycling route to the north, connecting the site to Blacktown and surrounding residential areas. Prospect Highway south of Reservoir Road is designated as a moderate difficulty on-road cycling route by the TfNSW Cycleway Finder. This provides access to the south and links to a shared path on Reconciliation Rise, leading to residential areas to the southeast. An on-road low difficulty route along William Lawson Drive within Prospect Reservoir also provides access to the southwest.

Cycling routes in accordance with the TfNSW Cycleway Finder are shown below.

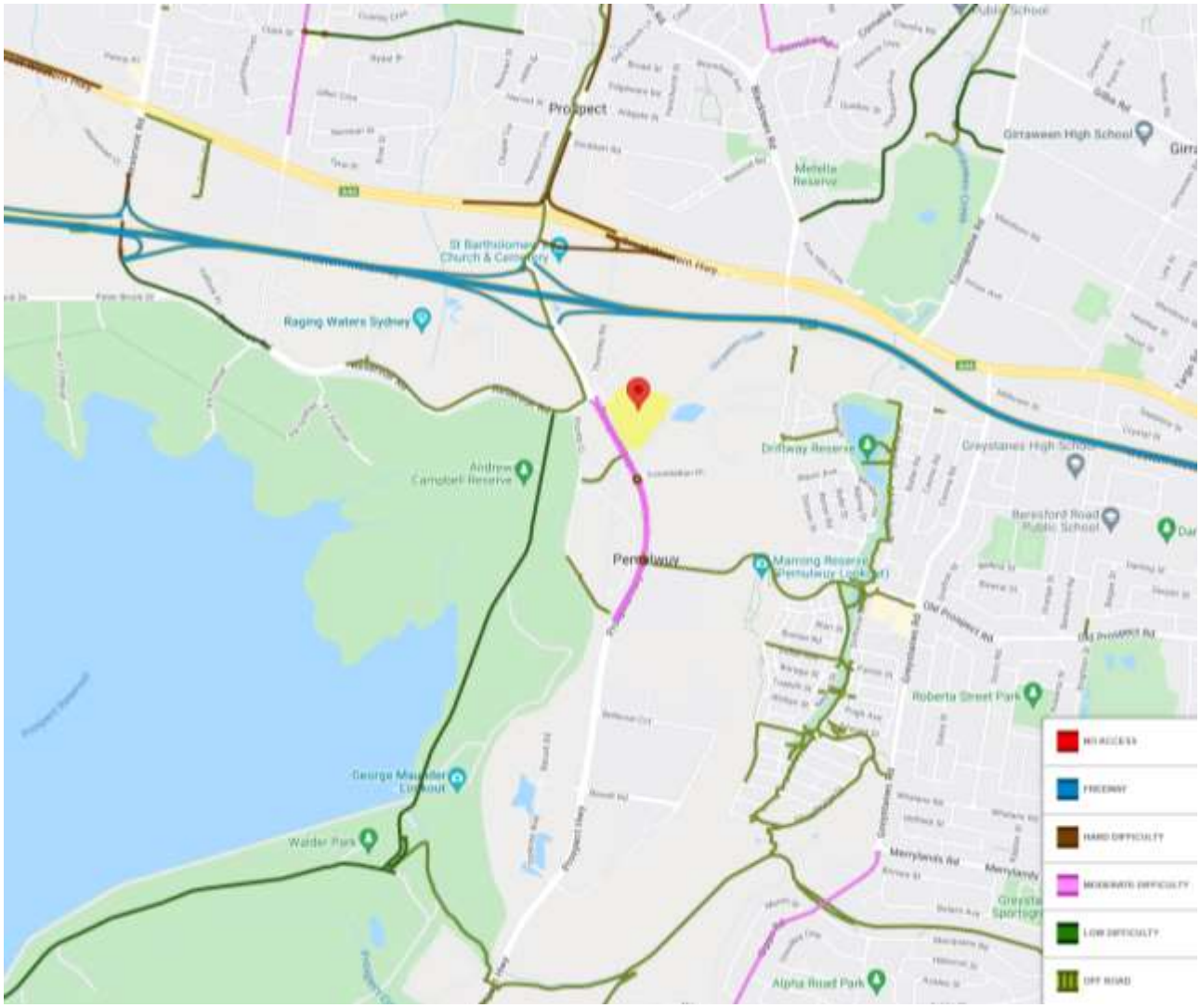

Figure 2.4: Cycling routes in the vicinity of the site

Although there is limited walking and cycling connectivity at the intersection of Prospect Highway / Reservoir Road, TfNSW is planning to upgrade this intersection with signalised crossings which will improve pedestrian and cycling access.

2.2.3 Public transport

Public transport in the area is limited. No train stations are in proximity, although several bus routes travel near the site. The closest bus route is the 812 – Blacktown to Fairfield via Prospect Highway, which travels along the Prospect Highway and passes by the site. This provides access between Blacktown, Prairiewood and Fairfield, and the closest bus stop is an approximate 700m (5-10 minute walk) to the south.

Several other bus routes travel through Pemulwuy, although associated bus stops are located an approximate 30-minute walk from the site and require pedestrians to walk along Butu Wargun Drive, as the car park between Foundation Place and Clunies Ross Street is fenced off private property. These bus services do not operate during late evening and early morning periods. The path to these bus stops runs along Prospect Highway and is only on one side of the road, narrow and largely unprotected other than by a kerb. It runs next to Prospect Highway, which has a posted speed limit of 60km/h. To reach these bus stops, there are also points which pedestrians must cross such as the Prospect Highway / Foundation Place intersection which provide limited pedestrian crossing provisions.

Relevant bus routes and their characteristics are summarised in the following table.

Table 2.1: Bus routes serving the site and surrounds

Route no.	Name	Frequency (peak)	Nearest bus stop	Distance to nearest bus stop
800	Blacktown to Fairfield via Pemulwuy	15 min	Driftway Dr before Butu Wargun Dr	2,000m
809	Pemulwuy to Merrylands via South Wentworthville	30 min	Driftway Dr before Butu Wargun Dr	2,000m
810X	Parramatta to Merrylands via Pemulwuy	30 min	Butu Wargun Dr opp Pemulwuy Marketplace	2,000m
811X	Parramatta to Pemulwuy via Beresford Rd	30 min	Driftway Dr before Butu Wargun Dr	2,000m
812	Blacktown to Fairfield via Prospect Hwy	30 min	Reconciliation Rd at Butu Wargun Dr	800m

The bus routes and closest bus stops are shown in the following diagram.

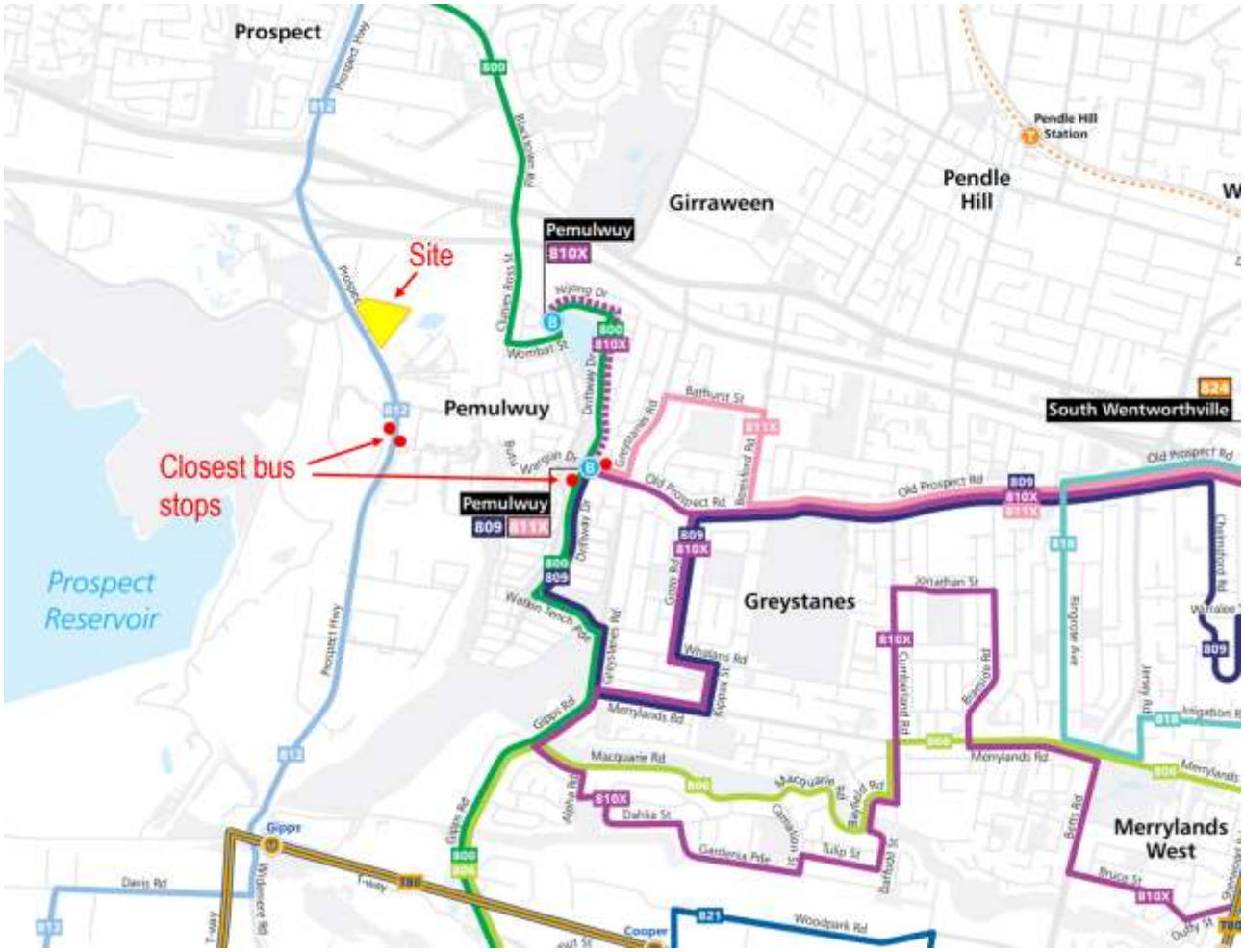

Figure 2.5: Bus routes serving the site

Additional bus stops are planned to be provided on the Prospect Highway at the intersection with Reservoir Road as part of the TfNSW upgrade. This would significantly improve bus access to the site, providing bus stops immediately next to the site and effectively servicing areas to the north and south.

2.3 Existing site facilities

2.3.1 Land use

The existing cold storage facility consists predominantly of industrial warehouse space with a small office building. The site currently accommodates a mix of part-time and fulltime warehouse employees, up to approximately 96 staff during the morning shift, 54 staff for the afternoon shift and 5 staff for the night shift. In addition, various admin staff and container unpacking workers are also employed.

Due to the mix of fulltime and part-time employees, warehouse shift times are staggered. At the 11:00 critical shift change time, there may be a crossover of up to 138 staff in total for a brief period of time. Shift patterns and staffing numbers on a typical workday provided by Americold are shown in

Table 2.2.

Fulltime Warehouse shift times are:

Day shift:	5:00am – 1:30pm
Afternoon shift:	1:30pm – 9:30pm
Night shift:	9:00pm – 5:00am

Part-time Warehouse shift times are:

Day shift:	5:00am – 11:00am
Afternoon shift:	11:15am – 5:15pm
Night shift:	5:30pm – 11:30pm

Office Admin staff shift times are:

Day shift:	9:00am – 5:00pm

Gatehouse admin staff shift times are:

Day shift:	4:00am – 12:00pm
Afternoon shift:	12:00pm – 6:00pm

Container unpacking crew shift times are:

Day shift:	6:00am – 4:00pm

Most shift times do not coincide with the typical road network peak hours, and therefore site traffic demand associated with shift changeovers does not coincide with peak background traffic demand. The only employees who commute within the network peak hours are:

- AM Peak: Office Admin staff
- PM Peak: Part time Warehouse afternoon & night shift, Office Admin staff and Gatehouse admin staff afternoon shift.

Table 2.2: Americold generalised shift patterns and staffing levels on a typical workday

Time	05:00	09:00	11:00	12:00	13:00	17:00	18:00	21:00	24:00
Full Time Shift	**05:00 – 13:20**				**13:30 – 21:50**			**21:00 – 05:20**	
Part Time Shift	**05:00 – 11:00**		**11:15 – 17:15**			**17:30 – 23:30**			**n/a**
No. working Full Time Warehouse Employees	61				27			5	
No. working Part Time Warehouse Employees	35		27			26			n/a
No. working Office Staff	n/a	6				n/a			
No. working Gatehouse Admin Staff	1			2			1		
No. working Container Unpacking Staff	n/a	4-7				n/a			

2.3.2 Car parking and loading

There are 91 formal car parking spaces provided on site, as well as approximately 70 informal parking spaces, located across the following three areas:

- 70 spaces for staff on the northern side of the site adjacent to the northern warehouse
- 21 spaces (including 2 accessible spaces) for visitors in the western corner of the site adjacent to the southern warehouse and access driveway
- Around 70 spaces on the eastern side of the site for staff, as informal parking without line marking

Unrestricted on-street parking is also available on Reservoir Road and Thornley Road.

There are 27 loading docks situated in the centre of the site, abutting each warehouse. Approximately eight truck parking spaces are also provided on the eastern end of the site which can accommodate trucks queuing or drivers taking breaks.

Loading docks in the centre of the site (facing east)

The car park at the northern side of the site (facing north)

Figure 2.6: Site facilities

2.3.3 Bicycle parking

Five bicycle racks are provided at the northern end of the site between the access driveway and the car park, which could potentially accommodate 10 bicycles. Cyclists must dismount to use pedestrian paths and can access the cycle parking via designated pedestrian paths. The cycle parking is located away from heavy vehicle routes and relatively close to the site entry. No end of trip facilities are provided.

Visitor parking at northern side of the site (facing south)

Bicycle parking at north side of the site (facing west)

Figure 2.7: Parking facilities

2.4 Existing Travel Behaviour

According to data provided by Americold Logistics, almost all staff currently access the site by private vehicle, while three staff members in total (< 1%) arrive by cycling. The mode share reflects the nature and location of the site as a facility in an industrial area with limited public and active transport infrastructure.

However, planned upgrades to Prospect Highway are expected to encourage travel by public and active transport by improving related infrastructure and access, and existing bicycle parking on site can accommodate increases in cycling demand.

A recently completed workplace travel survey demonstrated that all respondents (36) currently commute to work using a private vehicle. The respondents had an average travel distance of approximately 24km and reported travel time of 21 minutes. Three respondents indicated that they currently carpool to work. Further travel survey details are discussed in Section 4.

3 Proposed Development

3.1 Development Proposal

The proposal will intensify the existing industrial land use and is expected to be complete in 2023. It includes the following key facilities:

- A new freezer store building adjacent to the southern warehouse, with attached annex
- A hardstand extension for pallet storage adjacent to the northern warehouse
- A new plastic-pallets building at the existing car park adjacent to the access driveway
- Ancillary buildings including back of house and plant rooms
- A new ramp and circulation route on the south-eastern boundary of the site to accommodate truck access
- A new passenger vehicle entrance for staff, separated from the heavy vehicle access driveway
- A new car park in the eastern corner of the site

The changes to floor space are shown below.

Table 3.1: Proposed land uses and floor space

Land use	Existing (sqm GFA)	Change (sqm GFA)	Proposed (sqm GFA)
Industrial	18,582	+5,810	24,392
Office	735	+24	759

The proposed development represents a 31% increase in industrial floor space and a 5% increase in office floor space.

The site currently employees approximately 291 full and part employees, reflecting a mix of direct Americold employees and labour hire staff. The site currently accommodates approximately 198 staff in total on a typical workday, consisting of:

- 6 office workers
- staff in the administration/operations team
- 181 warehouse staff (93 fulltime, 88 part-time)
- 4-7 unpacking crew members

The proposed development is expected to generate a requirement for up to 15 additional staff over the first 10 years of operation, for a total of up to 213 staff working throughout a typical workday resulting in:

- 7 office workers
- 4 staff in the administration/operations team
- 195 warehouse staff (100 fulltime, 95 part-time)
- 4-7 unpacking crew members

Similarly, to existing conditions, the warehouse staff are split into shifts and the crossover will only occur for a brief period of time.

3.2 Parking and Loading

The proposed development will provide:

- An extension of the existing car park on the north-eastern boundary of the site, providing an additional 33 car parking spaces (including 3 accessible spaces)
- Two new accessible parking spaces adjacent to the office building
- Formalisation of the car park on the eastern corner of the site, providing 66 car parking spaces

- Conversion of part of this informal parking area to semi-trailer parking, providing 12 semi-trailer parking spaces
- Removal of the existing visitor car park of 21 spaces to accommodate a new pallet building, relocating these spaces to the northern boundary of the site mixed with the staff car park
- An additional seven loading bays to service the new freezer store building
- A holding zone for heavy vehicles on the southern boundary of the site to accommodate any queuing and waiting

In summary, the parking and loading provision for the proposed development is shown below.

Table 3.2: Proposed parking and loading spaces

Land use	Existing	Change	Proposed
Standard car parking spaces	89*	+77	166
Accessible parking spaces	2	+3	5
Bicycle parking spaces	10	-	10
Loading bays	25	+7	32
Truck holding area	8	-2	6
Semi-trailer parking	0	+12	12

*Excluding informal car parking spaces

3.3 Access and Circulation

Proposed access and circulation arrangements are shown in the diagram below.

Figure 3.1: Proposed New Site Circulation

A new access driveway for passenger vehicles is proposed to the east of the existing access driveway and office building, leading directly to the car parks on the eastern side of the site. This will separate passenger cars from heavy vehicles, improving safety and efficiency, and enabling more direct access to the car park.

A new ramp for heavy vehicles is proposed from the existing access driveway, leading these vehicles around the southern side of the site and allowing them to enter the loading docks from the back. This enables one-way movement throughout the site and front-entry to the hardstand, removing the need for a U-turn in the existing case. It also reduces potential conflict at the access driveway and provides additional queuing space for trucks along the southern boundary if needed.

Pedestrian and cycling access will remain as per existing conditions, with a footpath connecting Reservoir Road to the office building and marked pedestrian crossings providing safe access through the site.

3.4 Future developments and upgrades in the vicinity of the site

TfNSW is planning to upgrade Prospect Highway between Reservoir Road, Prospect and St Martins Crescent, Blacktown. The project will upgrade the existing undivided two-lane road to a divided four-lane road, including the following key features:

- Signalisation of intersections including Prospect Highway / Reservoir Road.

- Provision of additional approach lanes with right turn bays at the intersection of Prospect Highway / Reservoir Road.
- Provision of pedestrian crossings on the southern and western legs of Prospect Highway / Reservoir Road.
- New bus stops in each direction adjacent to the intersection of Prospect Highway / Reservoir Road.
- Improvements to the existing shared path on Prospect Highway.
- Increase of the speed limit from 60km/h to 70km/h along Prospect Highway.

The upgrade will significantly increase capacity at the intersection of Prospect Highway / Reservoir Road, as well as improve access by walking, cycling and bus. This should address some of the transport deficiencies surrounding the site.

This upgrade is planned to be delivered by 2024. A diagram illustrating the proposed configuration of the Prospect Highway / Reservoir Road intersection is shown below.

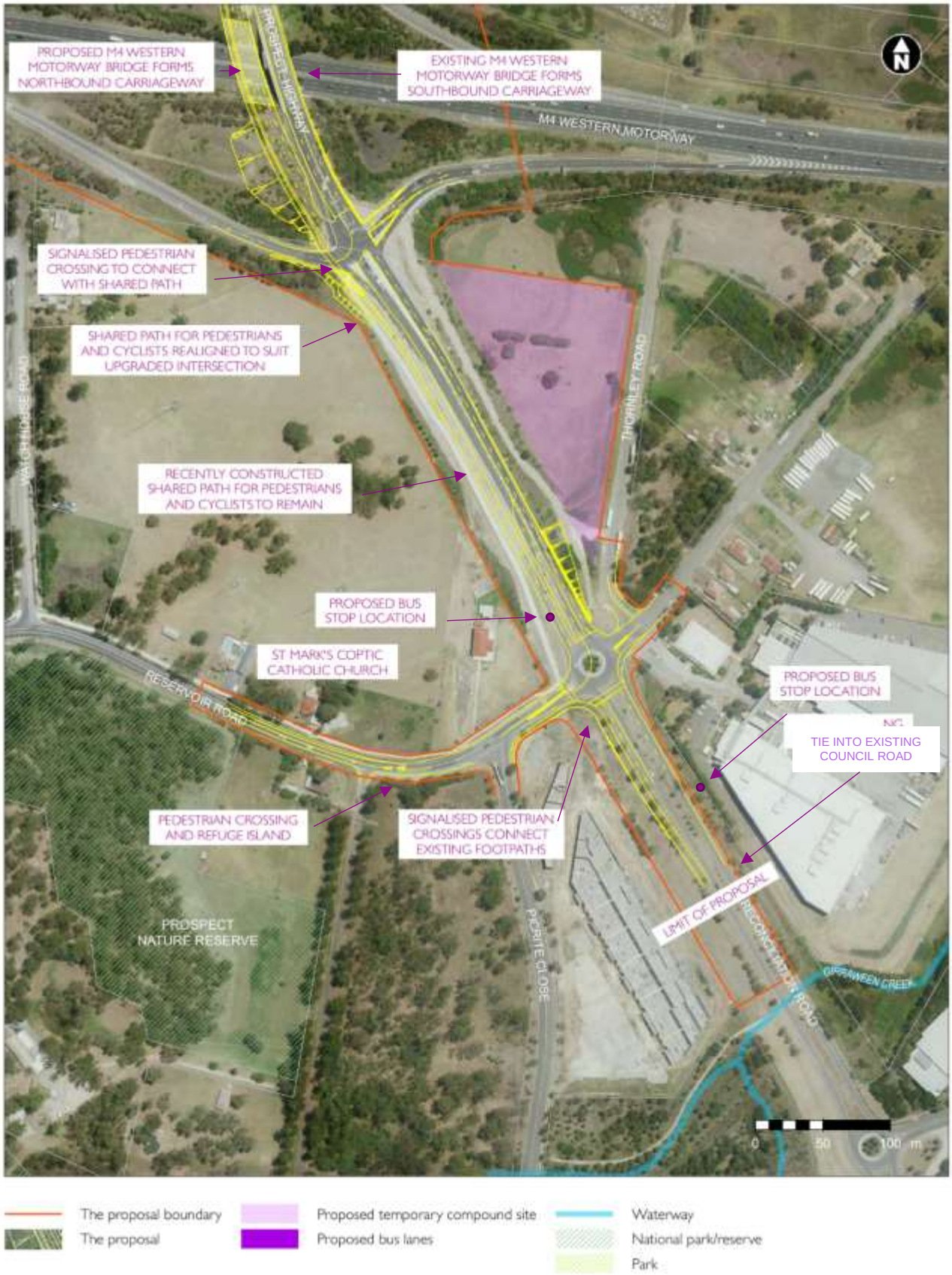

Figure 3.2: Infrastructure upgrade along Prospect Highway

4 Target Setting

Targets and objectives are an essential component of a GTP as they are a measure of success and represent a desired outcome that the actions (outlined in Section 5) aim to support.

4.1 Challenges

- Site accessibility – The surrounding network and infrastructure near the site is limited for active modes and access to public transport. Currently there are no bus stops within a convenient walking distance of the site and although there are future plans to locate new bus stops close by, they will only serve one bus route. Footpaths and cycle routes are currently not conducive to safe and efficient movement to site and while this will be addressed in proximity to the site with future developments, the extent of these improvements is limited.
- Travel distance and time - Most staff are commuting distances (average of 24km) which are too far to walk, and many would consider too far to cycle. Most bus routes are also a 30-minute walk away with a frequency of 30 minutes resulting in potentially long trips to and from work.
- Shift patterns – Existing shift patterns result in non-typical peak arrival and departure times for the site. This can present safety issues for those using active modes and public transport at night. Bus services near the site are also not available during late evening and early morning periods.
- Staff mode preference – Almost all staff identified in the workplace travel survey that they are either not able or likely to uptake active modes or public transport to replace vehicle trips.

4.2 Opportunities

- Shift patterns – With existing shift patterns resulting in non-typical peak arrival and departure times for the site, typical changeover periods fall outside of peak traffic periods.
- Carpooling – 36% of respondents to the staff workplace travel survey identified that they are likely to consider carpooling to work. Three (8%) respondents stated that they currently carpool.
- Cycling – Two (6%) workplace travel survey respondents indicated that they are likely to consider cycling or using micro-mobility to get to work. Other respondents also indicated that further initiatives and improvements could encourage them to use a bicycle to commute to and from work more often.
- Prospect Highway Upgrades – The upgrade will significantly increase capacity at the intersection of Prospect Highway / Reservoir Road, as well as improve access by walking, cycling and a bus stop which is closer to the site. This should address some of the transport deficiencies surrounding the site.

4.3 Analysis of existing travel patterns

Responses to the travel to work survey are consistent with the site amenities, commute distances, shift changeover times and the nature and location of the site as a facility in an industrial area with limited public and active transport infrastructure. All respondents travel to work by private vehicle, and generally are not able or likely to change to different modes, especially to walking and public transport.

4.3.1 Travel to work origins

Survey results indicate that most staff are based in suburbs to the north and west of the site. The average travel distance is approximately 24km, and average travel time 21 minutes. The respondent located the furthest away from the site is based 60km away in Camden, and the nearest based close to the site in Prospect.

Not many staff are within a cyclable catchment of the site. For the purpose of target development, only the 812 bus route has been considered as other routes are only accessible by a 30 minute walk in a suboptimal active mode environment. However, few staff are based within a walking distance of this route. With staff being primarily based to the west of the site, there is significant potential for carpooling. Figure 4.1 Shows the approximate locations of staff residence from the 36 survey respondents in relation to the site.

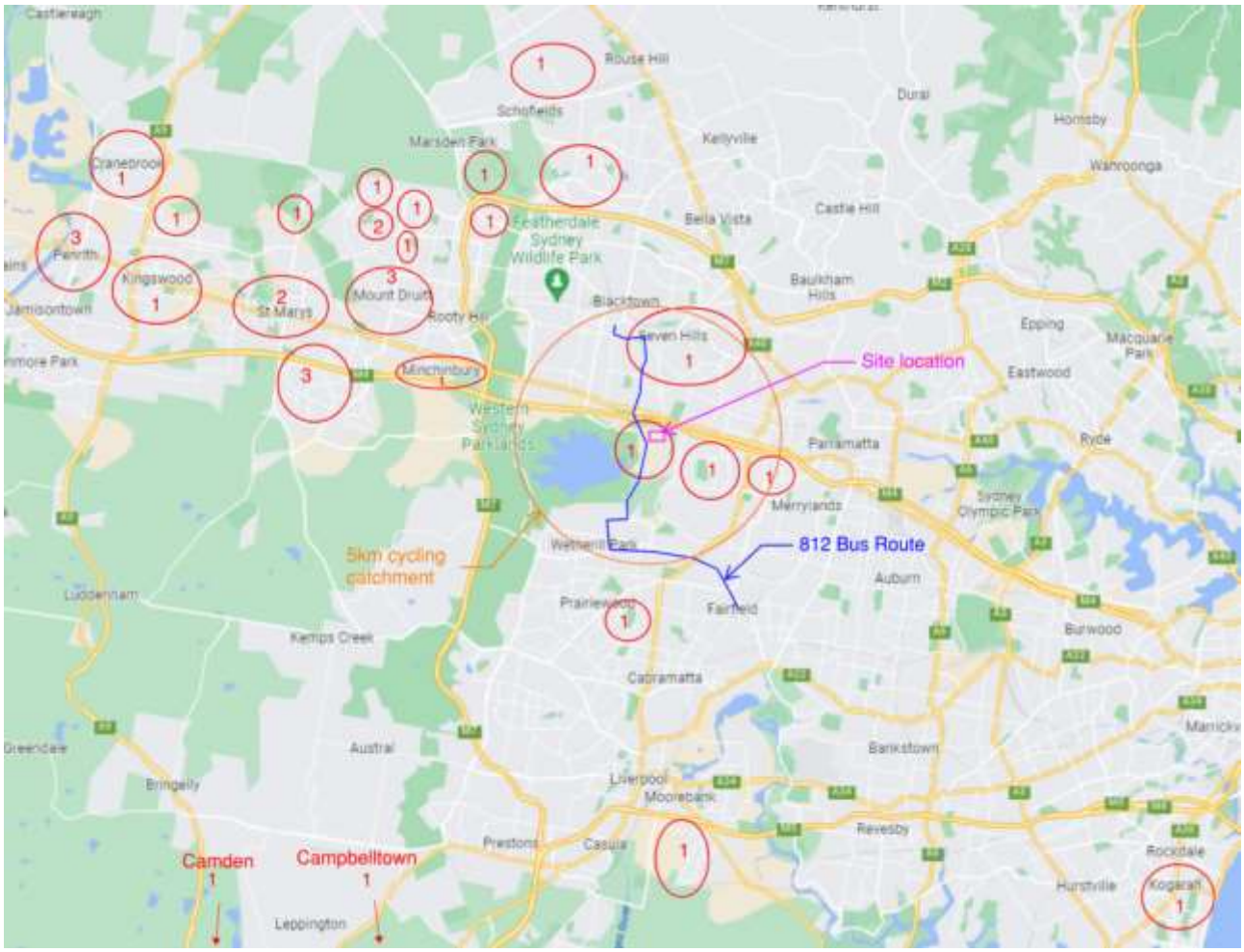

Figure 4.1: Approximate locations of staff residence by suburb.

4.3.2 Mode of travel to work

The most significant potential for change in travel behaviour among staff is through the enablement and encouragement of carpooling. 8% of respondents indicated that they already carpool with other staff. With 36% of respondents indicating their willingness to take part in carpooling for their commuting trips, there is potential to reduce single-occupant vehicle trips further. Of the proposed ideas for initiatives in the travel survey, 19% of responses indicated that a guaranteed ride home if a carpool driver was not available would encourage them to carpool to work. 8% indicated that resources and tools to find out who they can carpool with would help.

Only 6% of survey respondents indicated that they are likely to consider cycling or using micromobility to get to work. All of these respondents also live within 4km of the site. However, multiple respondents indicated that some of the proposed ideas and initiatives in the survey would encourage them to use a bicycle or micromobility more often as a part of their commute. These inducements also included more cycleways (11%), discount for bicycles or e-bikes (11%), secure covered bike parking (6%) and shower/changing/drying rooms (6%).

4.4 Targets

Targets have been developed to increase sustainable transport mode shares. These targets are based on the results of the staff travel to work survey, noting that the responses received only represent a sample of staff.

Timelines for targets have been set for 3 years following the completion of the site expansion in 2023. The Prospect Highway Upgrades are expected to resolve some of the existing constraints of the surrounding transport environment; however, these are not expected to be complete until 2024. Therefore, it is expected that most of the progress towards achieving the targets will be seen following the Prospect Highway Upgrades. However, initiatives will need to be in place before this to achieve the targets by their target date.

Table 4.1: GTP targets.

Mode of Transport	Current Mode Share	Target Mode Share	Comments
Carpooling	**8%**	**20% by 2026** - **10% by 2024** - **15% by 2025**	The greatest potential for mode shift for staff is through an uptake in carpooling. 8% of survey respondents stated that they already carpool, 36% indicated a level of willingness to consider carpooling, and many staff live within close proximity to each other. This potential may be unlocked through schemes and incentives that are not dependent on site expansion and the Prospect Highway Upgrades, and can therefore be implemented promptly following the finalisation of the GTP.
Public Transport	**0%**	**3% by 2026**	Almost all staff indicated that they are not able or likely to consider using public transport. Bus routes to the site are also not located close to staff residences. Another significant challenge is that some shift changeover times are in the late evening and early morning when bus services are not operational. However, the Prospect Highway Upgrades include a bus stop which is closer to the site, and enhanced pedestrian infrastructure. This exhibits potential to make a small shift towards public transport use. However, actions in the GTP will need to be reviewed upon completion of the Prospect Highway Upgrades as this potential is still to be unlocked.
Cycling	**<1%**	**5% by 2026**	Currently less than 1% of staff cycle to work, which reflects the nature and location of the site in an industrial area with limited active transport infrastructure. However, 6% of survey respondents indicated that they are very likely to consider cycling to work and 11% are located within a cyclable catchment of the site. The Prospect Highway Upgrades are also expected to enhance active mode infrastructure surrounding the site. Responses to the travel survey indicated that staff are not able or likely to consider walking to work. Despite the future active mode infrastructure improvements from the Prospect Highway

Mode of Transport	Current Mode Share	Target Mode Share	Comments
			Upgrades, the industrial environment is not conducive to walking trips and almost all staff do not live within walking distance of the site. Therefore, a target for walking trips has not been set.

5 Actions

5.1 Implementation

Action	Implementation Stage
Encourage sustainable travel choices through internal communications – message board notices, topics in team meetings, updates on travel plan progress	Within 3 months of Prospect Highway Upgrade completion
Awards/prizes/benefits for staff using sustainable transport	Monthly

5.2 Carpooling

Action	Implementation Stage
Introduce formal carpooling scheme (including guaranteed ride home) and database that is regularly updated with staff carpooling availability	From day 1 of GTP finalisation
Consider carpooling opportunities when rostering staff shifts	From day 1 of GTP finalisation

5.3 Cycling

Action	Implementation Stage
Promotions run by Americold – cycling distance challenges	Monthly
Team challenges to encourage cycling – create a bike to work club for those staff willing and able to cycle	Within 3 months of Prospect Highway Upgrade completion

5.4 Public Transport

Action	Implementation Stage
Review further actions in relation to public transport once the Prospect Highway Upgrades have been completed	Upon completion of Prospect Highway upgrade

6 Monitoring and Review

6.1 Ownership and Review

The GTP must be regularly reviewed to ensure targets are on track to be achieved. To ensure this review process and the implementation of the GTP are undertaken, ownership should be assigned to a role within Americold. The Operations Manager for the Americold Prospect site will oversee the implementation of

actions within the GTP, manage the travel survey, monitor the progression of the GTP, and action any required adjustments to the GTP.

Feedback received on the GTP in any other forms should also be considered when adjusting the GTP, and staff should be informed of any achievements, progression and changes relating to the GTP.

6.2 Travel Survey and Facility Monitoring

For the GTP to be effective, results must be regularly monitored. The monitoring of results will help to understand whether measures implemented from the GTP are effective, the propensity of staff to shift their travel behaviour, and whether there are any challenges or barriers in the uptake of more sustainable trips for commuting journeys. This understanding will help to identify which initiatives are effective, and whether there are any actions which may be taken to ensure the success of the GTP.

A travel survey of all staff working at the Americold site should be conducted annually. The results and findings from this survey will be reported by the Operations Manager and should inform the allotment of funding for actions to progress the GTP and the removal of unsuccessful actions. The alteration of GTP actions will be in consultation with Cumberland Council Planners. An example travel survey is included in Appendix A.

A survey of car and bicycle parking should also be undertaken at a similar frequency to the travel survey, which will provide further insight into the progression of staff travel behaviour e.g. bicycle parking may be insufficient if demand increases beyond target.

A

Appendix A – Example Travel Survey

Americold Employee Commuting Travel Survey

1. **What suburb do you travel from to get to work?**

2. **What distance do you travel to get to work?**

3. **How much time does your trip to work take?**

4. **What travel mode do you currently primarily use to get to work?**

5. **If you travel by car, do you carpool with other employees?**

6. **How likely are you to consider using the following travel modes more often to get to work?**

	Not likely	Somewhat likely	Very likely	Already use most days	Not an option for me/ Not applicable
Bike/e-Bike/ Scooter/E-Scooter					
Public transport (bus/train/ferry)					
Walk					
Carpooling with other employees					

7. **What can Americold do that would encourage you to uptake the any of the travel modes in Question 6?**