

# Transport Policy

The Profundo policy on travel reimbursement makes a difference between traveling by car or by public transport and bicycle. We stimulate people to use transport which has the least impact on the environment. This has for example led to a policy in which the maximum reimbursement for commuting by train is higher than the maximum reimbursement for commuting by car. We have a limited number of parking spaces for guests and for occasional usage by employees. Commuting by bicycle is remunerated.

Regarding travel abroad in Europe for conferences, meetings and field research it is obliged to travel by train or bus when the distance is under 750km. For example: traveling to Brussels, London, Berlin and closer destinations must be done by train or bus. Exceptional circumstances that make travelling by train or bus highly problematic, should be discussed with the director.

Travelling abroad for meetings is discouraged by Profundo. Although personal meetings can be very valuable, Profundo limits the number of meetings abroad. Conference calls save the climate, time and money.

When an employee does travel by airplane, we buy green seats to compensate for CO2 emissions. This means that we pay extra, and that money will be used for planting trees or other CO2 compensation projects. This is better than doing nothing, but we keep in mind that not flying is the best option. Instead of green seats, we may compensate CO2 emissions by donating to a project for sustainable energy.