

TRAVEL PLAN

Tritax Symmetry and Siemens Healthineers

Symmetry Park, Oxford North

January 2022

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1 Introduction

- 1.1 Vectos has been commissioned by Tritax Symmetry and Siemens Healthineers to provide transportation advice in relation to the proposed development on land to the north east of Junction 9 of the M40. The site is located within the administrative boundaries of Cherwell District Council (CDC) and Oxfordshire County Council Highways (OCCH).
- 1.2 The boundary of the Site fronts the A41 road and extends across several open fields that are currently in agricultural use. There are a number of buildings in agricultural or commercial use located in the north east part of the Site. The eastern extent of the Site is defined by field boundaries and hedgerows, the Grange Farm Industrial Estate, and Lower Grange Farm. The Wendlebury Brook defines the western edge of the Site, flowing from north to south towards a small area of woodland, where its course then changes to flow east across the Site, before passing under the A41.
- 1.3 The site is located approximately 4 km south-west of Bicester in Oxfordshire, adjacent to the A41 and M40 at Junction 9. The A41 provides direct access to Bicester and the M40 provides access to London to the south-east and Birmingham to the north-west.
- 1.4 The development proposals comprise:

“Full planning application for the erection of a new high quality combined research, development and production facility comprising of Class B2 floorspace and ancillary office floorspace with associated infrastructure including: formation of signal-controlled vehicular access to the A41 and repositioning of existing bus stops; ancillary workshops; staff gym and canteen; security gate house; a building for use as an energy centre (details of the energy generation reserved for future approval); loading bays; service yard; waste management area; external plant; vehicle parking; landscaping including permanent landscaped mounds; sustainable drainage details; together with the demolition of existing agricultural buildings within the red line boundary; and the realignment of an existing watercourse”.

Objectives of this Travel Plan

- 1.5 This Travel Plan (TP) has been produced to put in place the management tools deemed necessary so that employees and visitors to Siemens Healthineers are able to make informed choices about their travel, with the aim of minimising any adverse impacts of their travel on the environment, surrounding highway network and local residents. In order to achieve this aim, this TP has a number of objectives:
- To reduce the need to travel to and from the site, particularly during peak hours;
 - To increase the awareness of choice of travel modes and promote social inclusion;
 - To promote the health, wealth and environment benefits of walking, cycling and public transport use; and
 - To provide clear information to all employees and visitors on the alternative modes of transport available at the site.

- 1.6 This TP has been developed in accordance with Government guidance, 'Travel Plans, Transport Assessments and Statements' and OCC guidance, 'Transport for New Developments: Transport Assessments & Travel Plans'.
- 1.7 The remainder of this document is structured as follows:
- **Section 2** – Baseline Conditions;
 - **Section 3** – Objectives and Targets;
 - **Section 4** – Travel Plan Strategy;
 - **Section 5** – Measures and Initiatives;
 - **Section 6** – Monitoring and Review; and
 - **Section 7** – Action Plan.

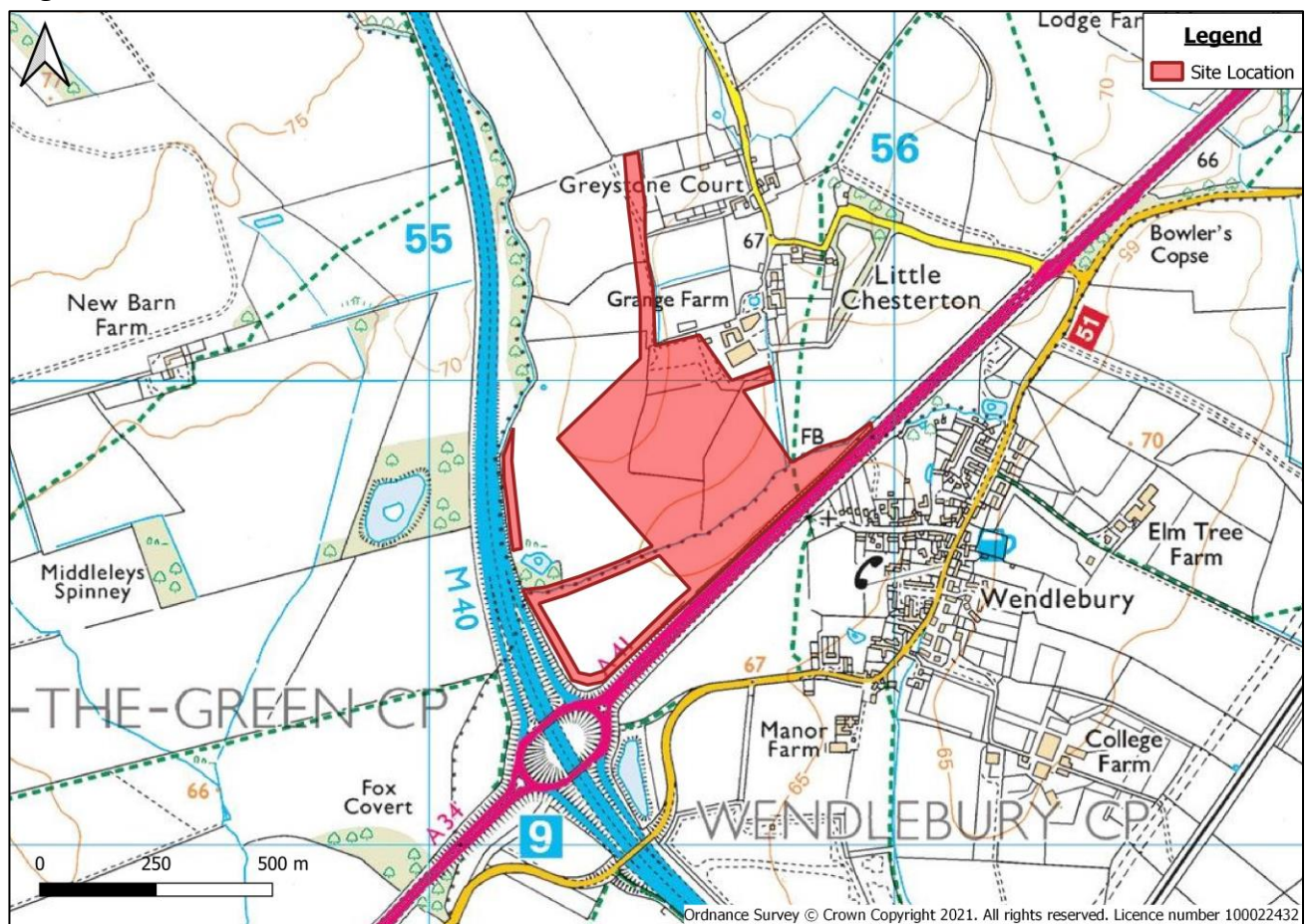
2 Baseline Conditions

- 2.1 This section summarises the existing characteristics of the site and surrounding area as well as the site's accessibility by sustainable modes of transport.

Site Details

- 2.2 The site is currently undeveloped covering an area of approximately 19.26 hectares. The boundary of the Site fronts the A41 road and extends across several open fields that are currently in agricultural use. There are a number of buildings in agricultural or commercial use located in the north east part of the Site. The eastern extent of the Site is defined by field boundaries and hedgerows, the Grange Farm Industrial Estate, and Lower Grange Farm.
- 2.3 The Site is located approximately 4 km south-west of Bicester in Oxfordshire, adjacent to the A41 and M40 at Junction 9. The A41 provides direct access to Bicester and the M40 provides access to London to the south-east and Birmingham to the north-west.
- 2.4 The location of the site is illustrated in **Figure 2.1**.

Figure 2.1 - Local Site Location



Local Highway Network

- 2.5 The site can be accessed via Green Lane, an unclassified road to the north of the site, as well as the A41, a dual-carriageway and trunk road which runs in an east/west alignment from J9 of the M40 to J20 of the M25.
- 2.6 The A41 provides access to Bicester to the north east, Oxford to the south west (via the A34) and Aylesbury to the west as well as Junction 9 of the M40 to the south west of the site. The M40 connects London to Birmingham, providing a strategic connection throughout the country.
- 2.7 The strategic context of the site is illustrated in **Figure 2.2**.

Figure 2.2 - Strategic Site Location

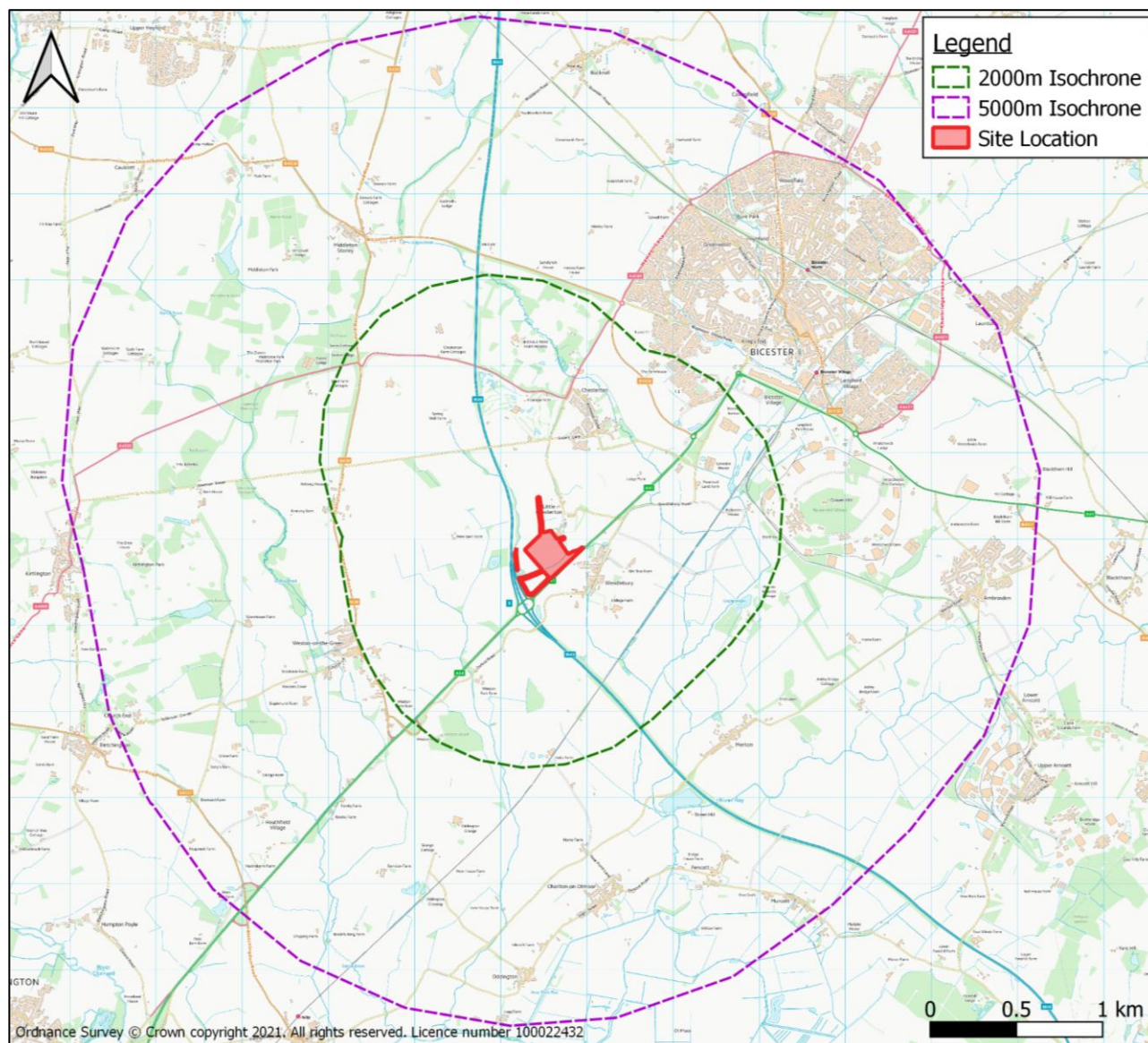


Accessibility by Non-Car Modes

Accessibility by Walking and Cycling

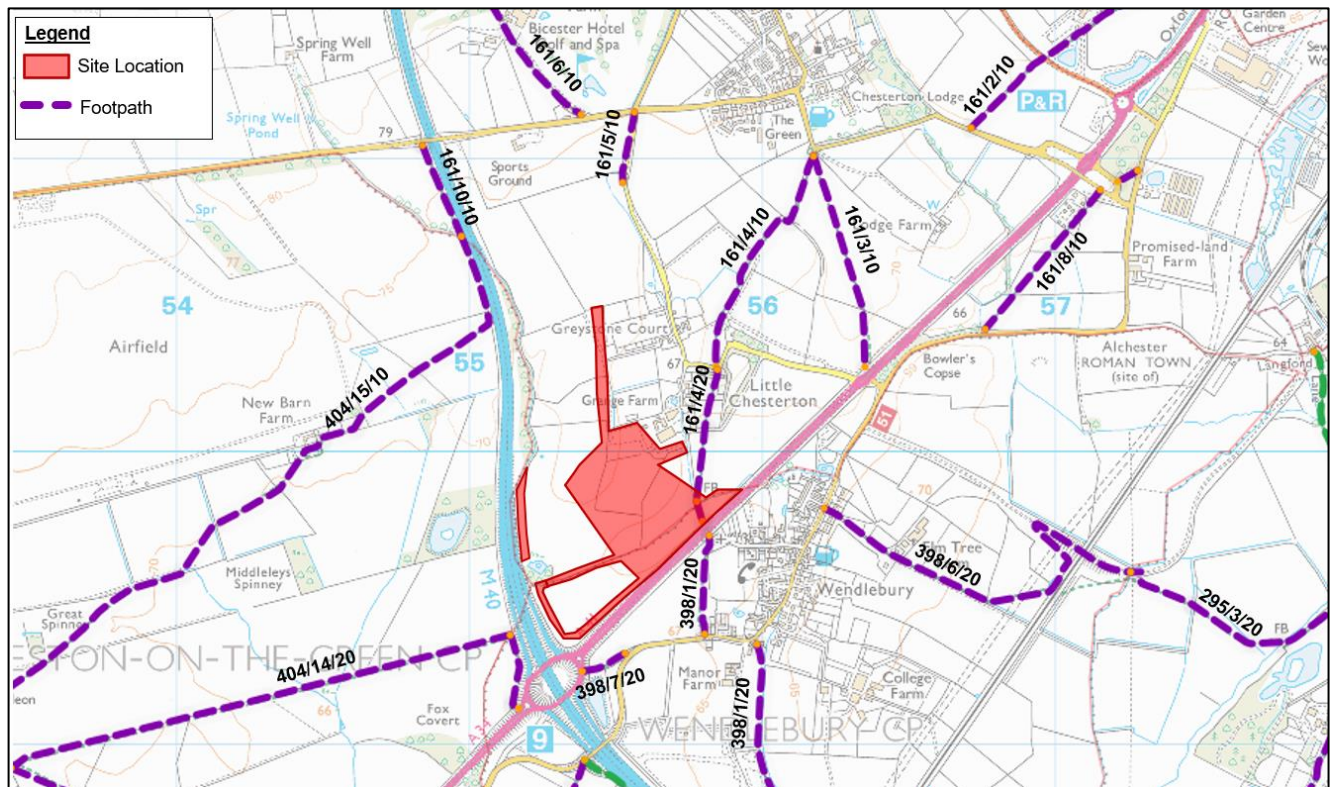
- 2.8 Walking is a convenient mode of transport for most people for trips up to around 2km in length, which equates to an approximate 20 minute walk time. This walking catchment for the site is shown in **Figure 2.3** below.

Figure 2.3 - Walking and Cycling Isochrones



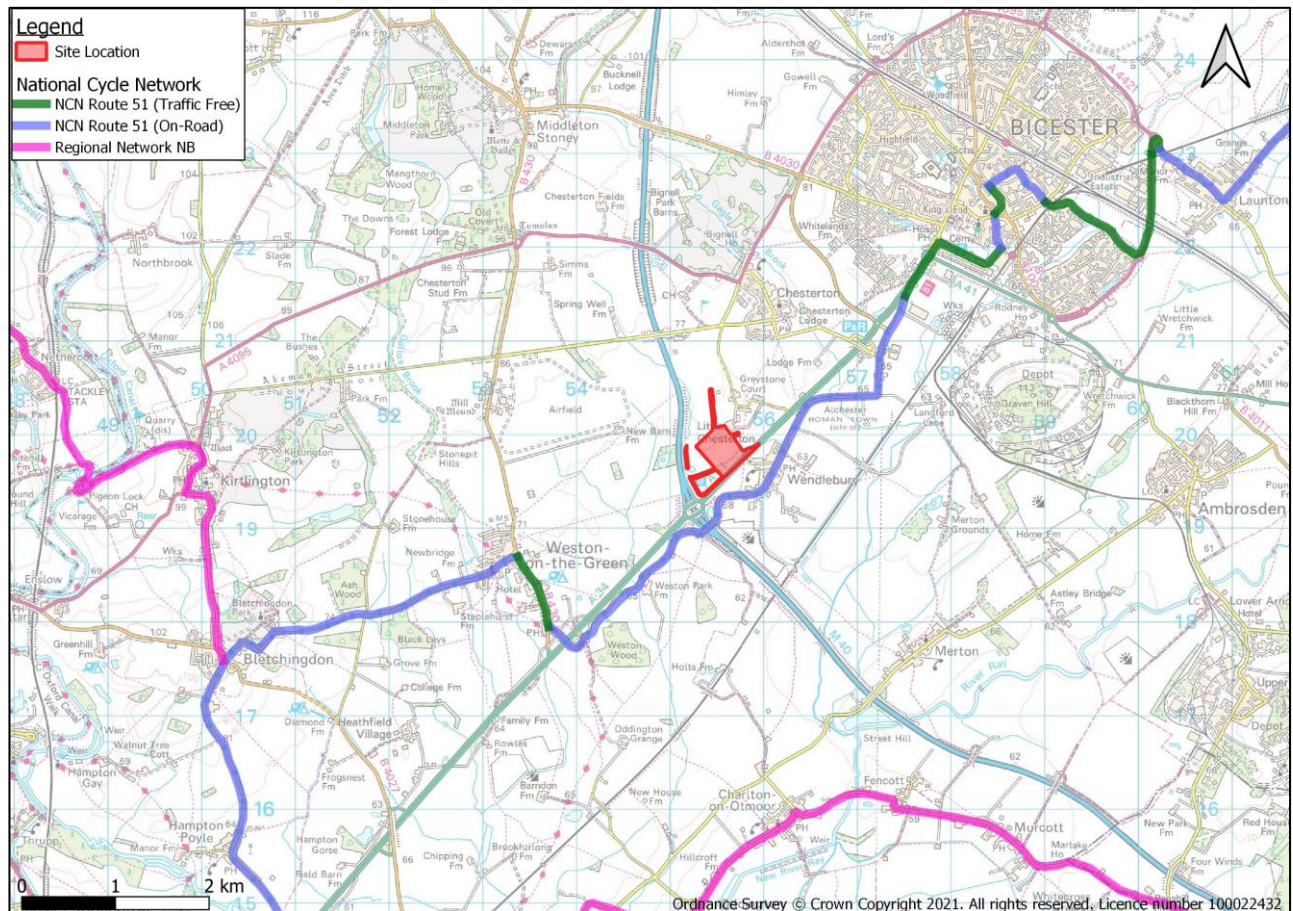
- 2.9 Whilst it is noted pedestrian accessibility to the site is currently fairly limited, there is a section of footway located approximately 200m to the north of the site from the junction of Green Lane with the A41. This footway becomes public right of way across open land to the village of Chesterton, 1km to the north.
- 2.10 Footpath 161/4/20 traverses the site and crosses the A41 into the village of Wendlebury as shown below at **Figure 2.4**. At present there are no formal crossing points, but there is a pedestrian refuge area provided in the central reserve.

Figure 2.4 – Extract from OCC PRow Map



- 2.11 With regard to cycling, it is considered that this mode of transport is an option for trips up to around 5km in length, which equates to a 20 minute journey time in an urban environment. The 5km distance is shown in **Figure 2.3** above and shows that the built up area of Bicester and many of the surrounding villages are within an accessible distance by bike.
- 2.12 In addition, National Cycle Network (NCN) Route 51 is located to the south of the A41. NCN Route 51 provides a connection to Bicester to the north east of the site and on to Milton Keynes, Bury St Edmunds and Ipswich. A map showing cycling routes in the vicinity of the site is shown at **Figure 2.5**.

Figure 2.5 – Local Cycle Network



- 2.13 Furthermore, the Bicester Local Cycling and Walking Infrastructure Plan (LCWIP) was adopted in September 2020 and sets out a vision and plan to increase cycling and walking for the town of Bicester. With regard to cycling, the plan states that there is a target to increase cycle journeys in Bicester by 200%. As such, it is anticipated that cycling will become a more accessible mode of transport in the future as development is built out in Bicester.

Accessibility by Bus

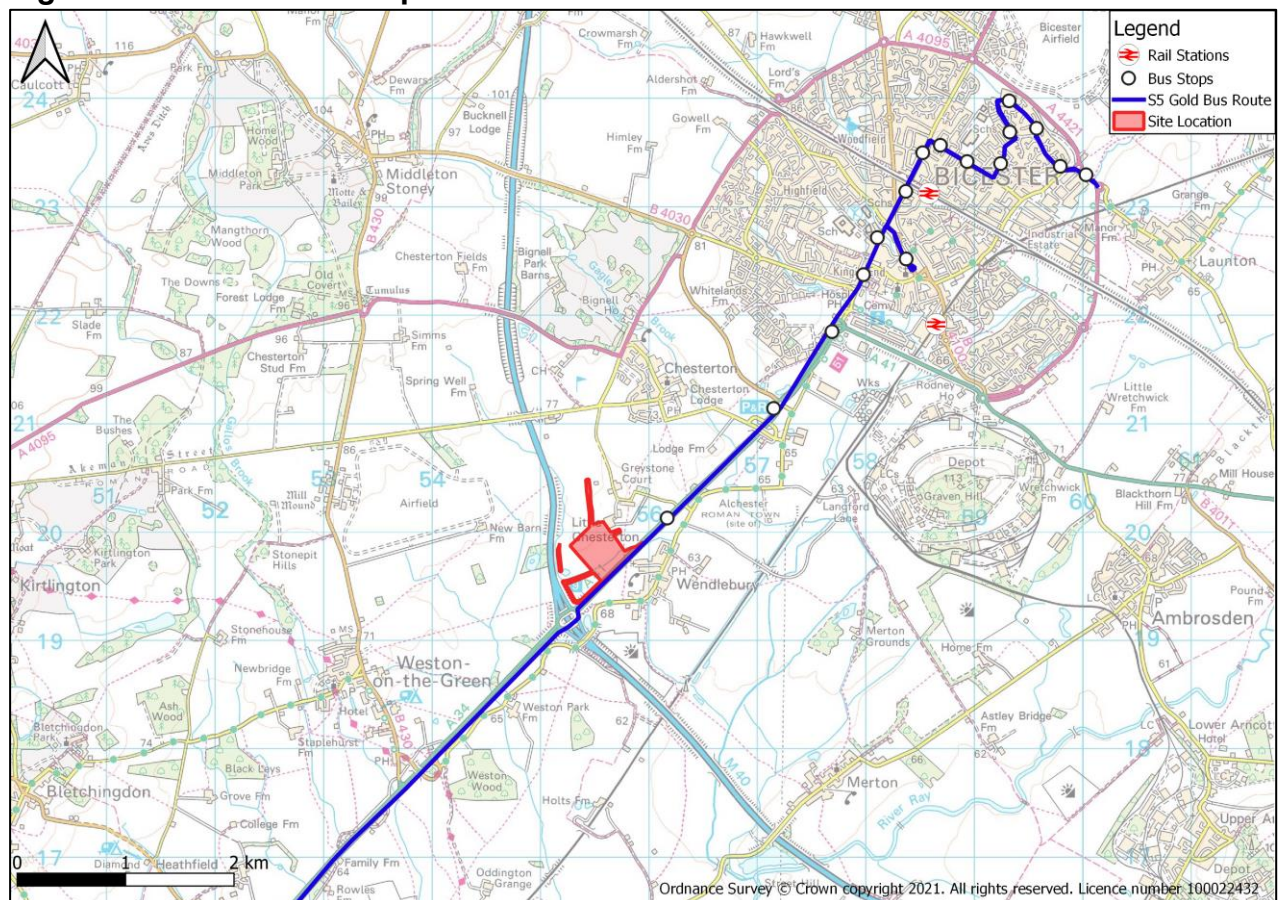
- 2.14 The closest bus stop to the site is located along the A41 ('Wendlebury Turn'), on the southern boundary of the site. One service is provided from this bus stop, namely the S5 Gold. This route provides services between Bicester and Oxford. A breakdown of the service and the frequency provided is set out in **Table 2.1**, and a bus route map is provided at **Figure 2.6**.

Table 2.1 – Bus Services and Approximate Frequencies

Bus Service	Locations	Frequency		
		Monday-Friday	Saturday	Sunday & Bank Holidays
S5 Gold	Oxford - Kidlington - Bicester	4 per hour	4 per hour	2 per hour

- 2.15 A more detailed analysis of bus times arriving/departing the bus stops adjacent to the site has been undertaken using timetable information provided at **Appendix A**. The information at **Appendix A** shows that buses serve the Wendlebury Turn throughout the day, which correspond with shift times associated with the Siemens operation at the site. As such, travel by bus to and from the site is a viable option.
- 2.16 The average journey time from the bus stops located nearest to the site to the centre of Oxford is approximately 25 minutes on the S5 Gold service. The journey time to Bicester town centre is approximately 9 minutes.
- 2.17 In addition to the above, there is a night bus service (NS5) which runs one service a day Monday-Thursdays after midnight and on Fridays there are four services running from midnight to 3am.

Figure 2.6 – Bus Route Map



Accessibility by Rail

- 2.18 Bicester North Railway Station is situated approximately 4km to the north east of the site and is accessible using the S5 Gold bus service. From Bicester North Railway Station, services are provided to Birmingham Snow Hill, Banbury and London Marylebone.
- 2.19 Bicester North Railway Station provides disabled and step-free access along with 673 car parking spaces and 6 Blue Badge spaces. A total of 65 cycle parking spaces are available in covered and sheltered locations.
- 2.20 A breakdown of the services available from Bicester North Railway Station and their frequency are provided in **Table 2.2**.

Table 2.2 – Rail Services from Bicester North Railway Station

Service	Notable Stops	Frequency		
		Monday-Friday	Saturday	Sunday & Bank Holidays
London Marylebone	London Marylebone	Twice per hour	Twice per hour	Once every 45 minutes
Birmingham Snow Hill	Banbury, Warwick, Solihull, Birmingham Moor Street, Birmingham Snow Hill	Once per hour	Once per hour	Once per hour

- 2.21 As shown above, the S5 bus service provides a route to/from Bicester North Railway Station. The S5 is a frequent service with four buses an hour and runs throughout the day, which is beneficial for future employees at the site.

Accessibility Index

- 2.22 Using the BREEAM Accessibility Index (AI) Calculator, the AI for the site has been calculated. This takes into account the bus services available within 650m walk of the site. From these calculations (as shown at **Appendix B**), the proposed site has achieved an AI figure of 2.11.
- 2.23 Whilst this is a relatively low score, it reflects the fact that the site is currently located outside of the built area of Bicester, adjacent to the strategic highway network. However, it is important to recognise that whilst the BREEAM scoring system takes into account the frequency of a service, it does not take account destinations of the service. Therefore, a frequent service that does not provide access to a variety of destinations would score higher, when in fact a service which serves a wider area could be more beneficial. In addition, no consideration is given to the quality of the waiting facilities or the provision of real-time information. Furthermore, any public transport node beyond the thresholds is not included and therefore where the bus service provides direct access to the rail station, this is not included in the AI calculation.
- 2.24 Notwithstanding the relatively low AI figure of the site, there accessibility of the site will be improved through hard and soft measures, that will come forward as a result of the proposed development. Further details of these are provided later in this report.

Existing Travel Patterns

- 2.25 In order to establish the existing travel patterns for staff, census data has been analysed from the NOMIS website, a summary of which is provided in **Table 2.3**, and the full results can be found in **Appendix C**.

Table 2.3 - Census Journey to Work data (Cherwell 016)

Method of Travel to Work	Percentage of Method to Work
Public Transport	5%
<i>Underground, metro, light rail or tram</i>	0%
<i>Train</i>	1%
<i>Bus, minibus or coach</i>	4%
Taxi	0%
Motorcycle, scooter or moped	1%
Driving a car or van	80%
Passenger in a car or van	8%
Bicycle	2%
On foot	4%
Total	100%

- 2.26 As seen in **Table 2.3**, the majority of people travel to work in the area via car, with 80% of people driving and 8% of people as passengers. Alternately, 5% of people travel by public transport and 4% on foot.

Local Amenities

- 2.27 It is noted that the number of local amenities within 500m of the site is limited, there are urban areas within the 2km walking catchment area, such as Chesterton and the edge of Bicester, which provide access to additional facilities.

Summary

- 2.28 On the basis of the above, it has been demonstrated that the site has a good level of accessibility by sustainable modes with NCN Route 51 located to the south of the site as well as four bus services per hour between Oxford and Bicester accessible from the A41. The S5 bus service provides a link towards Bicester North railway station, making longer distance public transport journeys a viable option.

3 Objectives and Targets

- 3.1 This section sets out the overarching objectives for the TP as well as targets for the short and medium term. It includes indicators through which progress towards meeting the targets will be measured. Further information on monitoring and review of the TP be found in **Section 6**.
- **Objectives** are the high-level aims of the TP. They help to give it direction and provide a clear focus; and
 - **Targets** are the measurable goals by which progress will be assessed. The TP sets out targets which Siemens Healthineers will seek to reach within the period covered by this document. In addition, interim targets have been set.

Objectives

- 3.2 The overriding objective is to:

Put in place the management tools deemed necessary so employees at the site are able to make informed choices about their travel, while at the same time minimising the adverse impacts of their travel on the environment, surrounding highway network and local residents.

- 3.3 The sub-objectives are:

- To increase the awareness of choice of travel modes and promote social inclusion;
- To promote the health, wealth and environment benefits of walking, cycling and public transport use; and
- To provide clear information to all employees and visitors on the alternative modes of transport available at the site.

- 3.4 These objectives will be achieved by introducing a package of physical and management measures that will facilitate employee travel by sustainable modes.

Targets

- 3.5 Travel Plan targets are measurable goals by which progress can be assessed. These targets should be reviewed through a programme of monitoring (outlined in **Section 6**) to ensure they remain SMART (Specific, Measurable, Achievable Realistic and Timed).
- 3.6 Targets come in two forms – Action Targets and Aim Targets:
- **Action Targets** are non-quantifiable actions that need to be achieved by a certain time.
 - **Aim Targets** are quantifiable and in the case of this Travel Plan relate to the degree of modal shift the plan is seeking to achieve.

Action Targets

3.7 The initial Action Targets for this TP are:

- Appointment of Travel Plan Coordinator (TPC) (see Travel Plan Strategy, **Section 4**)
- To coordinate baseline travel surveys (see Monitoring and Review, **Section 6**)

Aim Targets

3.8 The aim targets of this TP are focused on employees and visitors travelling to the site.

3.9 The anticipated mode split data, set out in **Section 2**, demonstrates that approximately 80% of employees travel to work as the driver of a vehicle. Whilst the car driver mode split is lower than in similar locations, these results suggest that there is scope to further shift modal split towards more sustainable modes of transport.

3.10 Based on this census data, targets for the modal shift of the site among staff and visitors has been established as shown in **Table 3.1**.

Table 3.1: Travel Plan Aim Targets

Target	Indicator	Mode Split					
		Baseline (Year 0)	Interim Review (Year 1)	Interim Review (Year 2)	Interim Review (Year 3)	Interim Review (Year 4)	Final Target (Year 5)
Employees							
Achieve a 10% decrease in single occupancy vehicle trips	Modal split monitoring surveys for SOV use	80%	-2%	-4%	-6%	-8%	-10%

3.11 For the full Travel Plan, targets are set over a 5-year period from the time of the initial baseline travel survey. The final targets within the Travel Plan should be achieved by the 5th anniversary of this travel survey. There will be an interim review of the progress towards targets on the 1st and 3rd anniversary of the initial baseline travel surveys. If the targets are not met by year 5, the lifecycle of the Travel Plan will be extended, with new targets agreed with OCC.

3.12 Indicators are the elements which will be measured in order to assess progress towards meeting the final targets. For the most part, this will be the main mode listed by employees of the site in the monitoring surveys conducted at years 1, 3 and 5.

3.13 These targets will be achieved by introducing a package of physical and management measures that will facilitate employee travel by sustainable modes. A description of these measures is shown in **Section 5**.

4 Travel Plan Strategy

Management

- 4.1 It is anticipated that a Travel Plan Coordinator (TPC) will be appointed for the site. The TPC will oversee implementation of this TP.
- 4.2 The main responsibilities of the TPC are to:
- Liaise with OCC Travel Plan Officers;
 - Promote the Plan and the measures it includes;
 - Develop and distribute welcome travel packs;
 - Promote the sustainable characteristics of the site through the induction process;
 - Maintain up to date information on information/notice boards; and
 - Monitor the effectiveness of initiatives included within the plan and amending as necessary.
- 4.3 The TPC is one of the most important aspects of a TP and their willingness and enthusiasm will be a key factor in the successful implementation of the document that will achieve good modal shift results.

5 Measures and Initiatives

- 5.1 This section outlines a list of specific physical and management measures to be undertaken as part of the TP. The implementation of measures, which include awareness initiatives and infrastructure provision, are the core elements of the TP.
- 5.2 The measures outlined in this section will be targeted at employees and visitors to the site. However, it is recognised that employees will most likely be the easiest influenced for measures as they will have more exposure to the proposed measures than visitors to the site. As such, the focus of these measures will be on employees to the site.

Measures to Raise Awareness of Sustainable Travel

Welcome Packs

- 5.3 The TPC will provide employees with information about the TP and travel options through a travel welcome pack. The pack will contain at least the following information:
- A summarised version of the Travel Plan document, that sets out the purpose and benefits;
 - Timetables and route maps for public transport;
 - Contact numbers and web details for National Rail Enquiries;
 - Cycling and walking maps for the local area; and
 - Any relevant employer specific company policies related to transport.

Communication to Staff

- 5.4 The TPC will use email correspondence as a means of ongoing communication with staff by presenting up to date information about the TP, public transport information and contact details for the TPC.

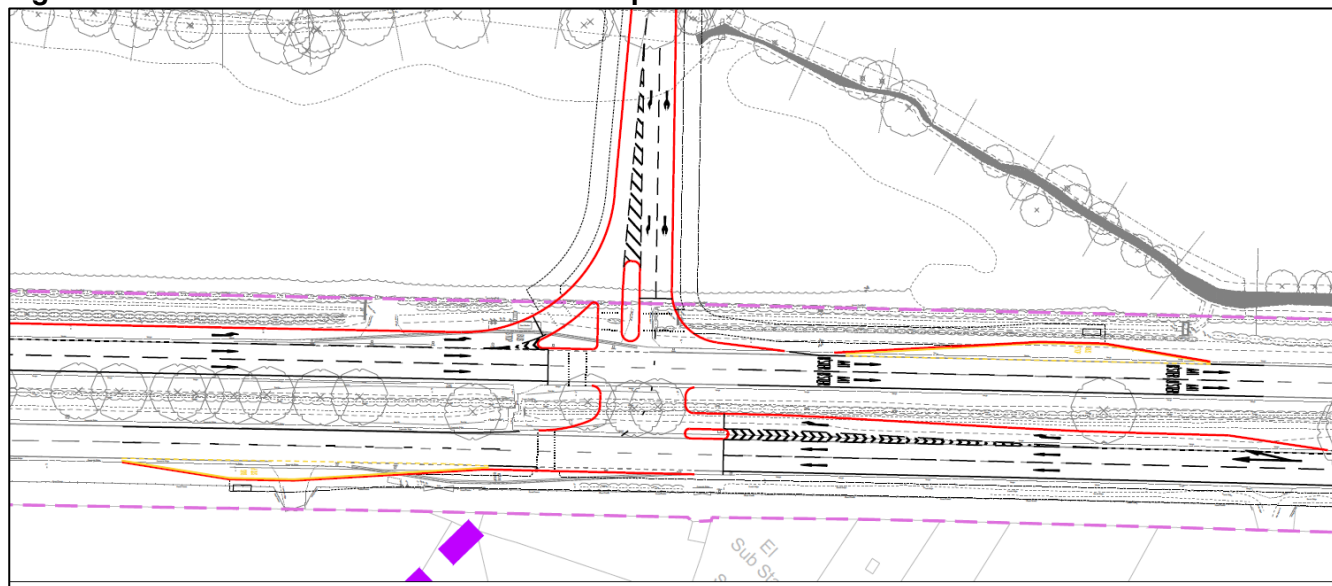
Measures to Promote the Use of Public Transport

Public Transport Information

- 5.5 Up-to-date timetables of bus and rail services, including route information and service frequencies, will be permanently on display for the information of staff.
- 5.6 National Rail and Travel Line websites and enquiry phone numbers will be advertised through all relevant means to raise awareness.
- 5.7 The TPC will look into negotiating with local public transport operators to offer discounts for workers at the site.
- 5.8 The existing bus stops on the A41 will be relocated and improved, with lighting, shelters and real time passenger information (RTPI) provided. As a result of the proposed signalised access junction on the

A41, the bus stops will be served by high quality pedestrian crossing points. The bus stops are shown in **Figure 5.1** below.

Figure 5.1 – Relocated and Enhanced Bus Stops



Measures to Encourage and Promote Healthier Lifestyles

Walking

- 5.9 Possible initiatives to help promote walking to employees of the site are as follows:
- Employees will be provided with information and advice concerning safe pedestrian routes to the site;
 - Employees will be provided with shower and changing facilities, including facilities for storage of wet clothes, umbrellas etc; and
 - Health benefits of walking to be promoted e.g. ‘10,000 steps a day campaign’.
 - Having up to date information on walking routes to help employees understand travel choices.
- 5.10 The site will provide safe crossing points, lamp posts, direct routes, landscaping and tactile pavements to allow for the safe movement of pedestrians and cyclists throughout the site.
- 5.11 The proposed development will be fully accessible for all users, with varying levels and types of disability. To be accessible for users with visual impairment, there will be step free access to the site and tactile paving and dropped kerbs within the vicinity of the site.

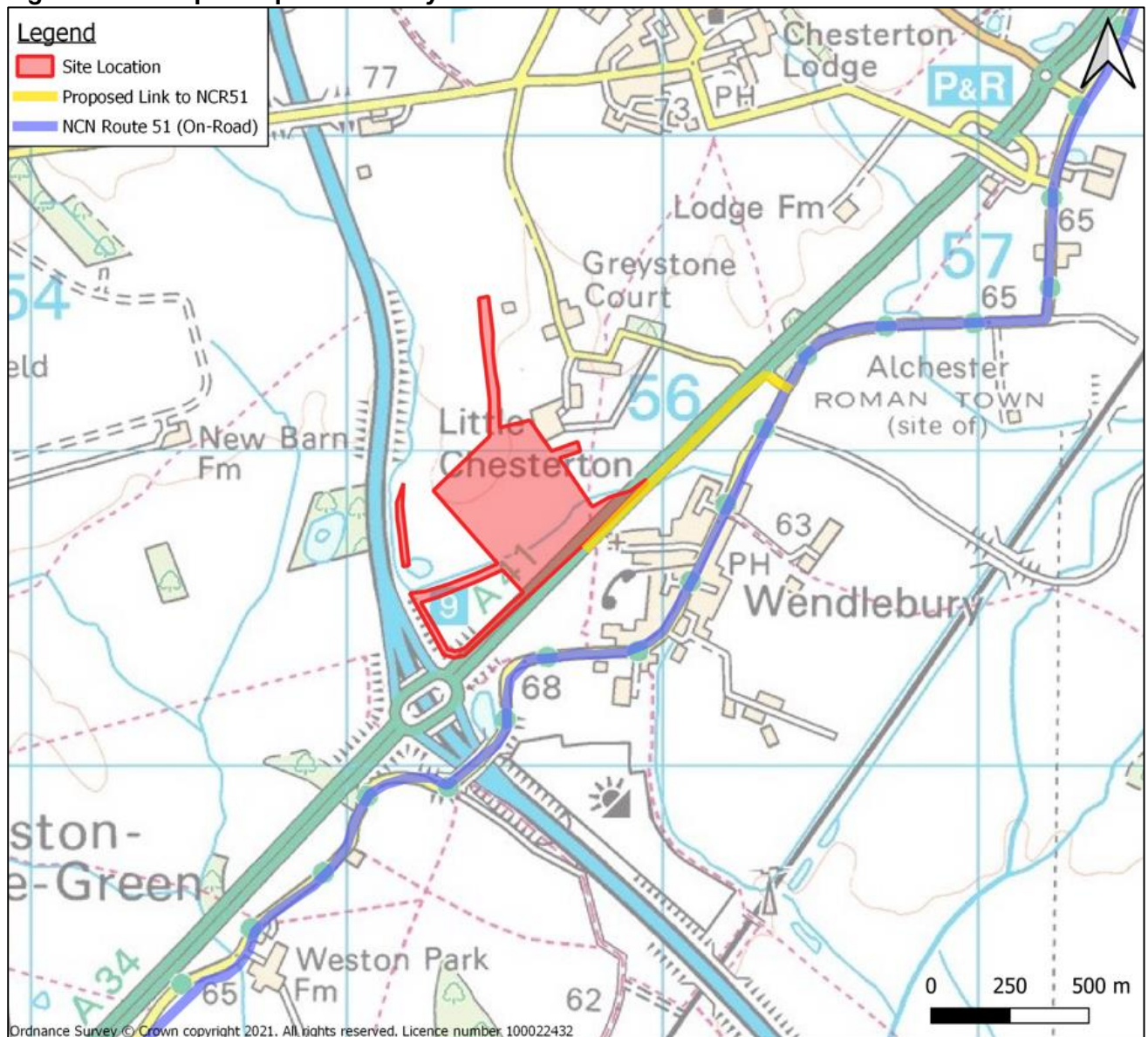
Cycling

- 5.12 Cycle parking is intended to be provided at a level that is consistent with both emerging policy requirements and expected demands. All spaces will be secure and located on-site. Shower and

changing facilities will also be provided as part of the proposals, which provides the necessary facilities for future employees to cycle to work. Cycle parking provision will exceed cycle standards stipulated by BREEAM requirements.

- 5.13 The potential introduction of a shared pedestrian/cycle route is being considered as part of the development proposals in order to encourage walking and cycling to and from the site. The route will be located along the A41 and will connect to NCN Route 51 at Wendlebury. However, it should be noted that the final form of this link is subject to on-going discussions with OCCH. This route is indicatively shown in **Figure 5.2** below.

Figure 5.2 – Proposed pedestrian/cycle route



- 5.14 The TPC will investigate whether tax incentive schemes such as the Government's Cycle Scheme are appropriate for Siemens Healthineers.
- 5.15 Other employee specific cycle promotions will include the following:

- Promotion of the health benefits of cycling;
- Informing employees of cycling information available on the Travel Choices webpage. This includes cycling maps and cycle club information, which can be made accessible to employees on noticeboards and welcome packs;
- Provision of Bikeability cycle training;
- Organisation of social cycling events; and
- Organisation of cycle surgery days, including Dr Bike clinics.

Car Sharing

- 5.16 The TPC will work closely with OCC to promote lift share schemes. The TPC will also encourage staff to find car share patterns with other employees.
- 5.17 The TPC is to monitor the use of the staff car park and whether many staff are car sharing. If deemed appropriate going forward dedicated car share spaces could be marked in the car park to further encourage car sharing.

Drop off / Waiting Area

- 5.18 An allocated area for the use of taxis and minibuses for pick up/drop off are included as part of the proposals, within the visitor car park.

Disabled and Electric Vehicle Charing Parking

- 5.19 A total of 24 blue badge holder spaces are included within the proposed provision, along with 122 electric vehicle (EV) charging spaces. Both the blue badge and EV spaces are located in close proximity to the main site entrance.
- 5.20 It is noted that EV provision will exceed the standards required as a result of BREEAM.

Other Measures

- 5.21 Travel Awareness type measures should play a key part of the Travel Plan, for example:
- Car-free days accompanied by small incentives to leave the car at home and personalised travel information provided beforehand for those that request it;
 - Health MOT's – Local Authority Occupational Health or Primary Care Trust staff coming to the site to do basic health checks, emphasis is placed on green prescriptions (prescribing exercise). Pedometers given to those that participate;
 - Team participation in National Bike Week events; and
 - Commuter Challenges – finding the quickest mode for the journey to work with a number of staff using various modes leaving from one or more common destinations.

- 5.22 In addition, the potential for collaborating in the local area with other parties operating their own Travel Plans will be investigated by the TPC with a view to sharing effort and maximising gains.
- 5.23 Finally, Siemens Healthineers have adopted a flexible working policy following the COVID-19 pandemic that will ensure not all staff will need to be present on-site at any one time. A letter confirming the policy, which will operate on the basis of 30% of office based staff working from home, is provided at **Appendix D**. This will manage down travel demand by allowing employees to work remotely.

6 Monitoring and Review

- 6.1 The Travel Plan is part of a continuous process for improvement, requiring monitoring review and revision to ensure it remains relevant to the development. This section sets out the proposals for monitoring and review of the TP.

Monitoring

- 6.2 All monitoring will follow the most up to date DfT and OCC best practice guidance and will be the responsibility of the TPC.
- 6.3 The monitoring programme will begin with the initial baseline travel survey, which will be undertaken following 6 months occupation of the unit. The initial travel survey will include surveys for employees to monitor all trips to and from the site.
- 6.4 The Travel Plan will be updated within 6 months of the completion of the baseline survey and submitted to OCC.
- 6.5 Monitoring surveys will be undertaken annually for 5 years and will take place on the anniversary of the initial baseline travel survey. The baseline survey represents the start of the Travel Plan for monitoring purposes and is known as Year 0.
- 6.6 The interim targets set out in this document may be revised on the results of the initial baseline travel survey if the modal split is found to be considerably different from the expected modal split. The targets will be discussed with OCC before being finalised.
- 6.7 Additional monitoring of the following is also useful to judge whether the implementation or proportion of certain measures needs to be modified:
- Demand for additional cycle parking facilities; and
 - Comments received from employees relating to the operation and implications of the TP.
- 6.8 Information gathered through the monitoring process will be recorded for input to the year 1, 3 and 5 review. The information will be made available to OCC Travel Plan officers.

Reporting

- 6.9 The Travel Plan will be reviewed in years 1, 3 and 5 by the TPC to assess the progress of the Plan. This will outline the results of the survey, measures that have been implemented and any changes to targets and measures as a result of the survey data. The report will also incorporate the results of monitoring throughout the preceding period. The report will be issued to OCC.

7 Action Plan

- 7.1 The Action Plans outlined below in **Table 7.1** summarises the measures in **Section 5** which are aimed at influencing employee travel to meet the initial targets outlined in this TP.
- 7.2 The Action Plan will be revised in years 1, 3 and 5 following the Travel Plan Review.

Table 7.1: Action Plan for Framework Travel Plan Measures

Action	Notes	Status/ Target Date	Method of Monitoring	Responsibility
Travel Plan Co-Ordinator				
Appointment of Travel Plan Co-ordinator	A TPC will be appointed for the site	One month prior to occupation	N/A	Siemens Healthineers
Information Provision				
Welcome Packs for Employees	Provision of Welcome Packs to employees setting out transport options and travel information	On commencement of employment of each employee	TPC to keep a record of progress and regularly review	TPC
Noticeboards	Provision of relevant travel information on noticeboards	Prior to occupation	TPC to update on a regular basis	TPC
Cycling				
Provision of cycle parking	Cycle parking spaces provided to meet relevant standards	Provided as part of development process prior to completion of the site plots	Spot checks	TPC
Provide cycle route maps and other information relating to cycle facilities	Provision of information and advice concerning safe cycle routes to the site	Prior to occupation	TPC to monitor uptake	TPC
Cycle training	Investigation into the potential of bike training	Prior to occupation	N/A	TPC

Investigating tax incentives	Explore with local bicycle retailers the possibility of providing discounts on cycling equipment to employers / occupants	Prior to occupation	The take up of this discount will be monitored	TPC
Walking				
Employees to be provided with information related to safe walking routes	Provided as part of Information Packs	Prior to occupation	N/A	TPC
Public Transport				
Employees to be provided with public transport information and timetables	Provided as part of Information Packs	Prior to t occupation	N/A	TPC
Car Sharing				
Implementation of Car Sharing Scheme	To be monitored and Car Sharing spaces to be provided if appropriate	Prior to occupation	N/A	TPC

Appendix A

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Cotteslowe, adj Five Mile Drive	06:40	07:15	07:35	07:55	08:15	08:36	08:51	09:11	09:26	09:41	09:56	10:11	10:26	10:41	10:56	11:11	11:26	11:41	11:56	12:11	12:26	12:41	12:56	13:11	13:26	13:41	13:56	14:11	14:26	14:41	14:56	15:11	15:26	15:41	15:57	16:12	16:27	16:42	16:57	17:12	17:27	17:42	17:57	18:12	18:27	18:46	19:04	19:24	19:53	23:53
Cotteslowe, o/s Jordan Hill	06:40	07:15	07:35	07:55	08:15	08:36	08:51	09:11	09:26	09:41	09:56	10:11	10:26	10:41	10:56	11:11	11:26	11:41	11:56	12:11	12:26	12:41	12:56	13:11	13:26	13:41	13:56	14:11	14:26	14:41	14:56	15:11	15:26	15:41	15:58	16:13	16:28	16:43	16:58	17:13	17:28	17:43	17:58	18:13	18:28	18:47	19:05	19:25	19:53	23:53
Water Eaton Oxford Parkway Railway Station (Stop E)	06:42	07:17	07:37	07:57	08:17	08:38	08:53	09:13	09:28	09:43	09:58	10:13	10:28	10:43	10:58	11:13	11:28	11:43	11:58	12:13	12:28	12:43	12:58	13:13	13:28	13:43	13:58	14:13	14:28	14:43	14:58	15:13	15:28	15:43	16:00	16:15	16:30	16:45	17:00	17:15	17:30	17:45	18:00	18:15	18:30	18:49	19:06	19:26	19:55	23:55
Garden City Bicester Road (N-bound)	06:43	07:18	07:38	07:58	08:18	08:39	08:54	09:14	09:29	09:44	09:59	10:14	10:29	10:44	10:59	11:14	11:29	11:44	11:59	12:14	12:29	12:44	12:59	13:14	13:29	13:44	13:59	14:14	14:29	14:44	14:59	15:14	15:29	15:44	16:02	16:17	16:32	16:47	17:02	17:17	17:32	17:47	18:02	18:17	18:32	18:51	19:08	19:28	19:56	23:56
Gosford, o/s Kings Arms	06:46	07:21	07:41	08:01	08:21	08:42	08:57	09:17	09:32	09:47	10:02	10:17	10:32	10:47	11:02	11:17	11:32	11:47	12:02	12:17	12:32	12:47	13:02	13:17	13:32	13:47	14:02	14:17	14:32	14:47	15:02	15:17	15:32	15:47	16:05	16:20	16:35	16:50	17:05	17:20	17:35	17:50	18:05	18:20	18:35	18:54	19:10	19:30	19:58	23:58
Wendlebury Turn (NE-bound)	06:53	07:28	07:48	08:08	08:28	08:49	09:04	09:24	09:39	09:54	10:09	10:24	10:39	10:54	11:09	11:24	11:39	11:54	12:09	12:24	12:39	12:54	13:09	13:24	13:39	13:54	14:09	14:24	14:39	14:54	15:09	15:24	15:39	15:54	16:14	16:29	16:44	16:59	17:14	17:29	17:44	17:59	18:14	18:29	18:44	19:01	19:17	19:37	20:05	00:05
Kingsmere Bicester Park and Ride (Stop B)	06:56	07:31	07:51	08:11	08:31	08:52	09:07	09:27	09:42	09:57	10:12	10:27	10:42	10:57	11:12	11:27	11:42	11:57	12:12	12:27	12:42	12:57	13:12	13:27	13:42	13:57	14:12	14:27	14:42	14:57	15:12	15:27	15:42	15:57	16:17	16:32	16:47	17:02	17:17	17:32	17:47	18:02	18:17	18:32	18:47	19:04	19:20	19:40	20:08	00:08
Bicester Vendee Drive (NE-bound)	06:56	07:31	07:51	08:11	08:31	08:52	09:07	09:27	09:42	09:57	10:12	10:27	10:42	10:57	11:12	11:27	11:42	11:57	12:12	12:27	12:42	12:57	13:12	13:27	13:42	13:57	14:12	14:27	14:42	14:57	15:12	15:27	15:42	15:57		16:32		17:02		17:32		18:02		18:32		19:04	19:20	19:40	20:08	00:08
Bicester, opp Lakeview Drive	06:58	07:33	07:53	08:13	08:33	08:54	09:09	09:29	09:44	09:59	10:14	10:29	10:44	10:59	11:14	11:29	11:44	11:59	12:14	12:29	12:44	12:59	13:14	13:29	13:44	13:59	14:14	14:29	14:44	14:59	15:14	15:29	15:44	15:59		16:34		17:04		17:34		18:04		18:34		19:06	19:22	19:42	20:10	00:10
Bicester Village (NE-bound)	06:59	07:34	07:54	08:14	08:34	08:55	09:10	09:30	09:45	10:00	10:15	10:30	10:45	11:00	11:15	11:30	11:45	12:00	12:15	12:30	12:45	13:00	13:15	13:30	13:45	14:00	14:15	14:30	14:45	15:00	15:15	15:30	15:45	16:00		16:36		17:06		17:36		18:06		18:36		19:07	19:23	19:43	20:11	00:11
King's End, opp Community Hospital	06:59	07:34	07:54	08:14	08:34	08:55	09:10	09:30	09:45	10:00	10:15	10:30	10:45	11:00	11:15	11:30	11:45	12:00	12:15	12:30	12:45	13:00	13:15	13:30	13:45	14:00	14:15	14:30	14:45	15:00	15:15	15:30	15:45	16:00		16:36		17:06		17:36		18:06		18:36		19:07	19:23	19:43	20:11	00:11
King's End Queens Avenue (NE-bound)	07:01	07:36	07:56	08:16	08:36	08:57	09:12	09:32	09:47	10:02	10:17	10:32	10:47	11:02	11:17	11:32	11:47	12:02	12:17	12:32	12:47	13:02	13:17	13:32	13:47	14:02	14:17	14:32	14:47	15:02	15:17	15:32	15:47	16:02		16:38		17:08		17:38		18:08		18:38		19:09	19:24	19:44	20:12	00:12
Kingsmere Whitelands Way South (NE-bound)																																				16:18		16:48		17:18		17:48		18:18		18:48				
Kingsmere Centre (N-bound)																																				16:20		16:50		17:20		17:50		18:20		18:50				
Kingsmere Whitelands Way North (NW-bound)																																				16:21		16:51		17:21		17:51		18:21		18:51				
Highfield, opp Wear Road																																				16:22		16:52		17:22		17:52		18:22		18:52				
Highfield, o/s Bowmont Square																																				16:23		16:53		17:23		17:53		18:23		18:53				
Highfield, adj Greenwood Drive																																				16:24		16:54		17:24		17:54		18:24		18:54				
Highfield Blenheim Drive (E-bound)																																				16:25		16:55		17:25		17:55		18:25		18:55				
Highfield, adj George Street																																				16:26		16:56		17:26		17:56		18:26		18:56				
Highfield The Approach (NE-bound)																																				16:28		16:58		17:28		17:58		18:28		18:58				
Highfield, opp Brookside School																																				16:29		16:59		17:29		17:59		18:29		18:59				
Bicester Manorsfield Road (Stand 2)	07:05	07:40	08:00	08:20	08:40	09:01	09:16	09:36	09:51	10:06	10:21	10:36	10:51	11:06	11:21	11:36	11:51	12:06	12:21	12:36	12:51	13:06	13:21	13:36	13:51	14:06	14:21	14:36	14:51	15:06	15:21	15:36	15:51	16:06	16:33	16:42	17:03	17:12	17:33	17:42	18:03	18:12	18:33	18:42	19:03	19:13	19:27	19:47	20:15	00:15
	07:10	07:45		08:25		09:05		09:40		10:10		10:40		11:10		11:40		12:10		12:40		13:10		13:40		14:10		14:40		15:10		15:40		16:10		16:45		17:15		17:45	18:05	18:15	18:35	18:45	19:05	19:15	19:30	19:50	20:18	00:18
Bicester North Station (opp)	07:11	07:46		08:26		09:06		09:41		10:11		10:41		11:11</																																				

Appendix B

BREEAM 2018 Tra01/02 Accessibility Index calculator

Using the drop down boxes make the relevant selections and press the 'Select' button

Building type

No. nodes required

NODE 1

Public transport type	Bus						
	350						
Distance to node (m)	Service 1	Service 2	Service 3	Service 4	Service 5	Service 6	Service 7
Average frequency per hour	3.81						

Accessibility Index

2.11

Select

Service 8	Service 9	Service 10

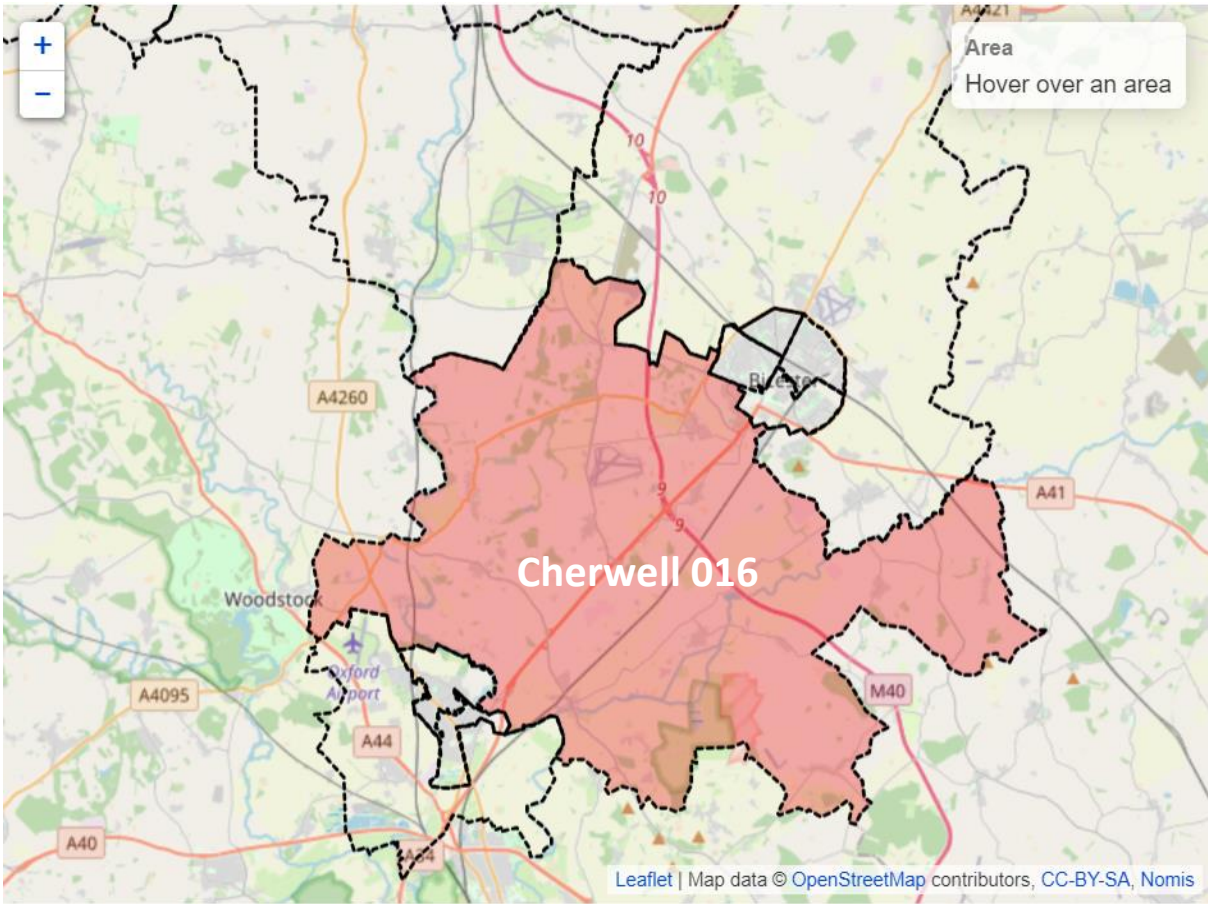
Appendix C

WU03EW - Location of usual residence and place of work by method of travel to work (MSOA)

ONS Crown Copyright Reserved [from Nomis on 9 August 2021]

population	All usual residents aged 16 and over in employment the week before the census
units	Persons
date	2011
place of work	E02005936 : Cherwell 016 (2011 super output area - middle layer)

Method of travel to work	Percentage	usual residence		
		England and Wales	England	Wales
All categories: Method of travel	100%	3,465	3,460	5
Public Transport	5%	174		
Underground, metro, light rail or	0%	4	4	0
Train	1%	37	37	0
Bus, minibus or coach	4%	133	133	0
Taxi	0%	8	8	0
Motorcycle, scooter or moped	1%	21	21	0
Driving a car or van	80%	2,772	2,767	5
Passenger in a car or van	8%	266	266	0
Bicycle	2%	77	77	0
On foot	4%	136	136	0
Other method of travel to work		11	11	0
Work mainly at or from home		0	0	0



Appendix D

Tritax Symmetry Oxford North Ltd
Grange Park Court
Roman Way
Northampton
NN4 5EA

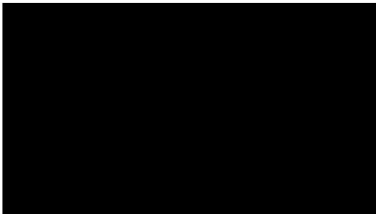
Name	Axel Scholler
Department	MR Magnet Technology
Telephone	+44 (0)1865 880880
E-mail	Axel.scholler@siemens-healthineers.com
Date	2 nd August 2021

Dear Sir or Madam,

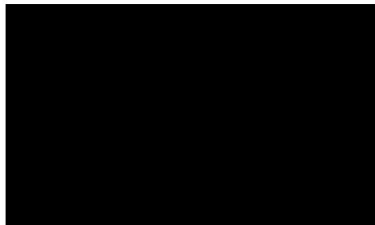
As a result of the Covid-19 pandemic, Siemens Healthineers has seen many benefits of flexible, remote working in its office-based roles and in late 2020 launched the Healthineers Ways of Working (HWOW). This has been implemented by MR Magnet Technology in Eynsham and has resulted in a broad 70/30 split of office/remote based working going forward, allowing our staff to continue to enjoy a greater work-life balance through reduced travel time whilst ensuring the business continues to function optimally.

For further details, please find attached the overview about the new Healthineers Way of Working and how it is set up.

Yours faithfully,



Ralph Seidler
Managing Director



Axel Scholler
Finance Director

Siemens Healthcare Limited
MR Magnet Technology

Siemens Healthcare Limited

Wharf Road, Eynsham, Witney
Oxford OX29 4BP
United Kingdom

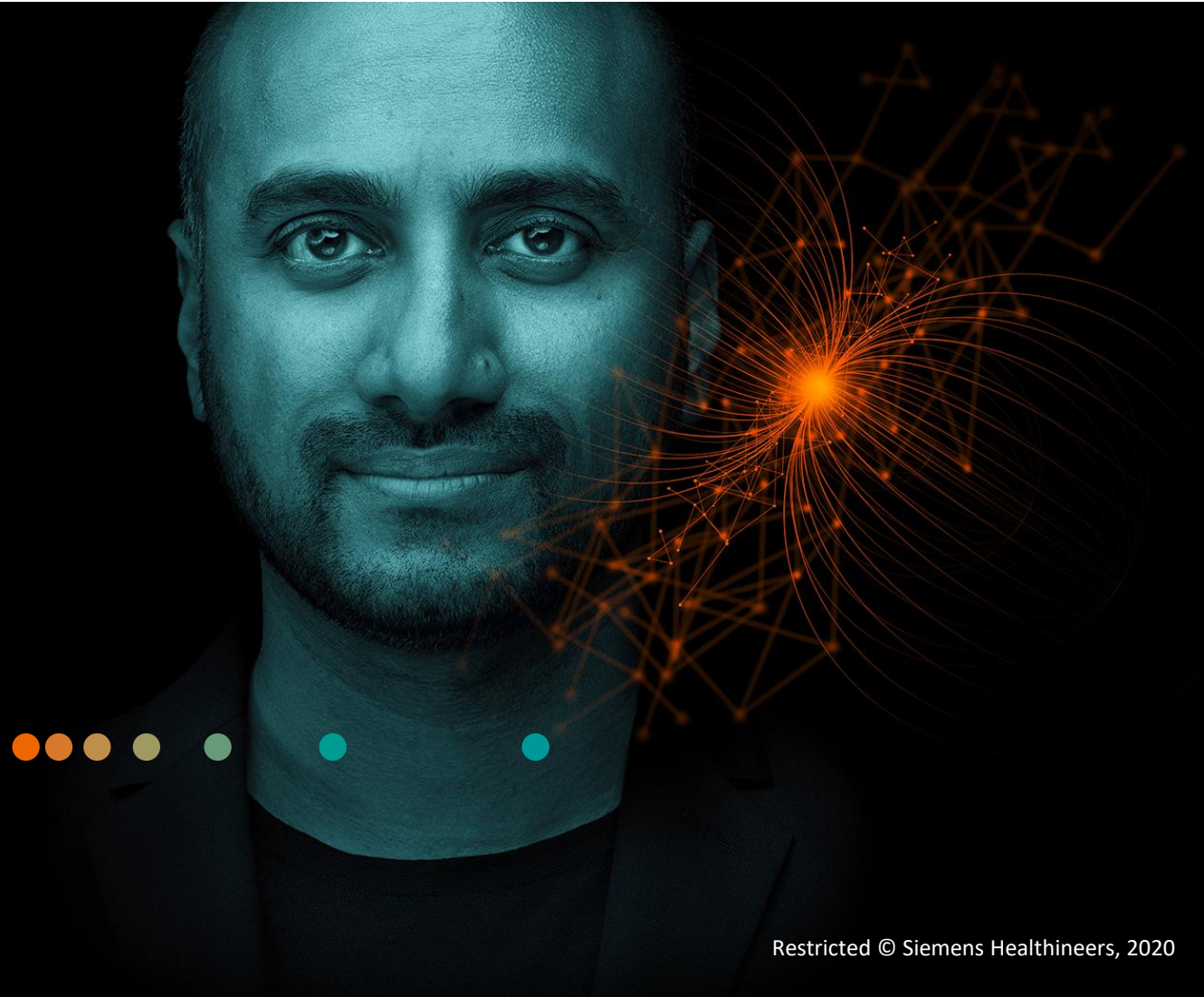
Phone: +44 (0)1865 880880
siemens.co.uk/healthineers

Registered No. 09567186
Registered Office: Faraday House, Sir William Siemens Square, Frimley, Camberley, GU16 8QD
VAT Number: GB479985260

Healthineers Way of Working

Cornerstone Paper
#thewaywework

December 2020



We will enable employees to decide when to work from which place for best team performance and individual preference.

Why?

Pick up the momentum

...from the transformation of our work environment

Healthineers Way of Working combines onsite and offsite working with existing processes and initiatives:

- **Innovation:** Onsite and offsite for individual thinking, for team creation and for ideas from community activities
- **Customer Relationship:** Plan your “Customer Journey” offsite & online - fitting best to individual needs and preferences
- **Sustainability:** Smaller environmental footprint from less commuting, less travel, less office space
- **Diversity & Inclusion:** More room for individual preferences and less importance of physical location
- **Digitalization:** Healthineers Way of Working and Digitalization promote each other
- **HPS:** Enhancement of HPS methods in onsite and offsite trainings
- **Great Place to work:** Talent attraction and retention from improved work-life balance for our diverse workforce

What?

Five Cornerstones

... define our Healthineers Way of Working

- Pick the best place for yourself and for team performance
- Place follows activity
- Face-to-face goes online
- Digital user experience anywhere
- Healthy and safe everywhere

Individual performance and efficiency are essential criteria for mobile working. Onsite job roles e.g. in production, development and labs will continue to be vital for our success. We will dedicate as much effort to our onsite environment as we will work on our choice of offsite and online options.

How?

Implementation is local

...and will follow local regulations, local business rationale and local timelines

- The cornerstones for Healthineers Way of Working have been defined on a global level.
- Local implementation projects will be guided by local HR, RE and IT with support from EHS and CC under consideration of data privacy and cybersecurity.
- Ongoing location projects have been transformed into Healthineers Way of Working implementation projects since June 2020.
- The Healthineers Way of Working will apply to all Healthineers in different ways. The degree of onsite presence depends on the job profile and will vary, e.g. among office workers and production related workers.

Introduction – What Healthineers Way of Working is about

The overall positive experience from offsite working under COVID-19 conditions has accelerated changes in our way of working.

Cultural acceptance for offsite working and individual preferences have been transformed on a **global scale**. Healthineers Way of Working builds on the momentum from this transformation and leverages key drivers of performance.

Onsite job roles e.g. in production, development and labs **will continue to be vital for our success**. We will dedicate as much effort to our onsite environment as we will work on our choice of offsite and online options.



Healthineers Way of Working enables employees to decide when to work from which place for best team performance and individual preference.

A culture of trust, mutual respect and empowerment with a choice of workplace locations for productive work and improved work-life balance.

Talent attraction and retention from improved work-life balance for our diverse workforce.

Environmental footprint reduction from less travel, less commuting and less office space.

We expect that in the future significantly more office workers will work offsite at their preferred location and time in alignment with their team leads. In line with our People Leadership Practices (PLP) our Healthineers Way of Working promotes the established culture of trust and performance. We believe that working offsite and working onsite are equally valid options. We will enable employees to collaborate efficiently and enjoy virtual community life from anywhere through our #DigitalTogether initiatives.

This cornerstone paper defines Healthineers Way of Working in terms of Places, People, Digital Experience and Health & Safety on a global scale while implementation will follow local regulations, local business rationale and local timelines.

“It’s a team sport with onsite, offsite and online action depending on everyone’s position and preferences.”

Cornerstones

People

Places

Digital Experience

Health & Safety

Impact

Implementation

About this cornerstone paper
This cornerstone paper defines
core elements of our global
Healthineers Way of Working.



Cornerstones

People

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Digital Experience

Health & Safety

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Five cornerstones define our Healthineers Way of Working



Pick the best place for yourself and for team performance

We trust and empower everyone to choose the best place for team performance in line with mutual expectations – it's a team sport.



Face-to-face goes online

We believe that camera-on is the default setup for collaboration in online meetings with consideration for privacy.



Place follows activity



We choose activity-based places over assigned standard desks.

Digital user experience anywhere



We provide an inspiring digital experience wherever we work and we are mindful of cybersecurity and data privacy.

Healthy and safe everywhere



We support a healthy and safe working environment and enable employees to take care of their own health and safety.

Cornerstones

People

Places

Digital Experience

Health & Safety

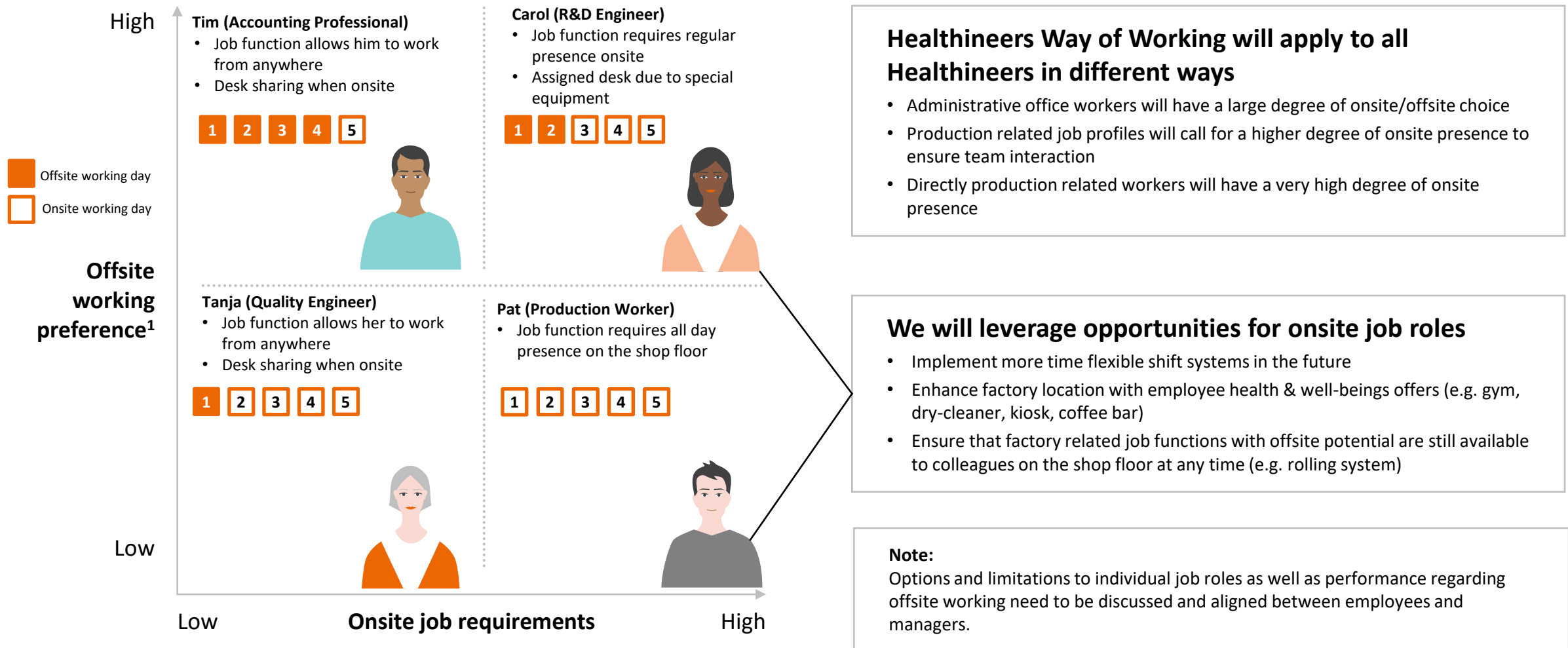
Impact

Implementation

About this cornerstone paper
This cornerstone paper defines
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Healthineers Way of Working.



Job requirements and personal preference play an important role when deciding on working onsite or offsite



¹ Personal preference includes factors concerning living situation, family, etc.
External factors (e.g. internet infrastructure) are not included as neither employer nor employee can influence these.

The advantages of Healthineers Way of Working for employees

Being able to pick the best place for performance will ...



... strengthen caring culture

by recognizing employee needs, building stronger trustful relationships, and increasing employee empowerment

... enhance work-life balance

by allowing for flexibility between personal and business activities

... support personal well-being

by accommodating for personal needs such as socializing, healthy exercising and nutrition

... drive digitalization

by improving our digital tools and making best use of them

... reduce commuting time

by working offsite or by commuting during non-peak hours

... improve personal efficiency

by choosing the best place for each activity such as for collaboration or concentration

Cornerstones

People

Places

Digital Experience

Health & Safety

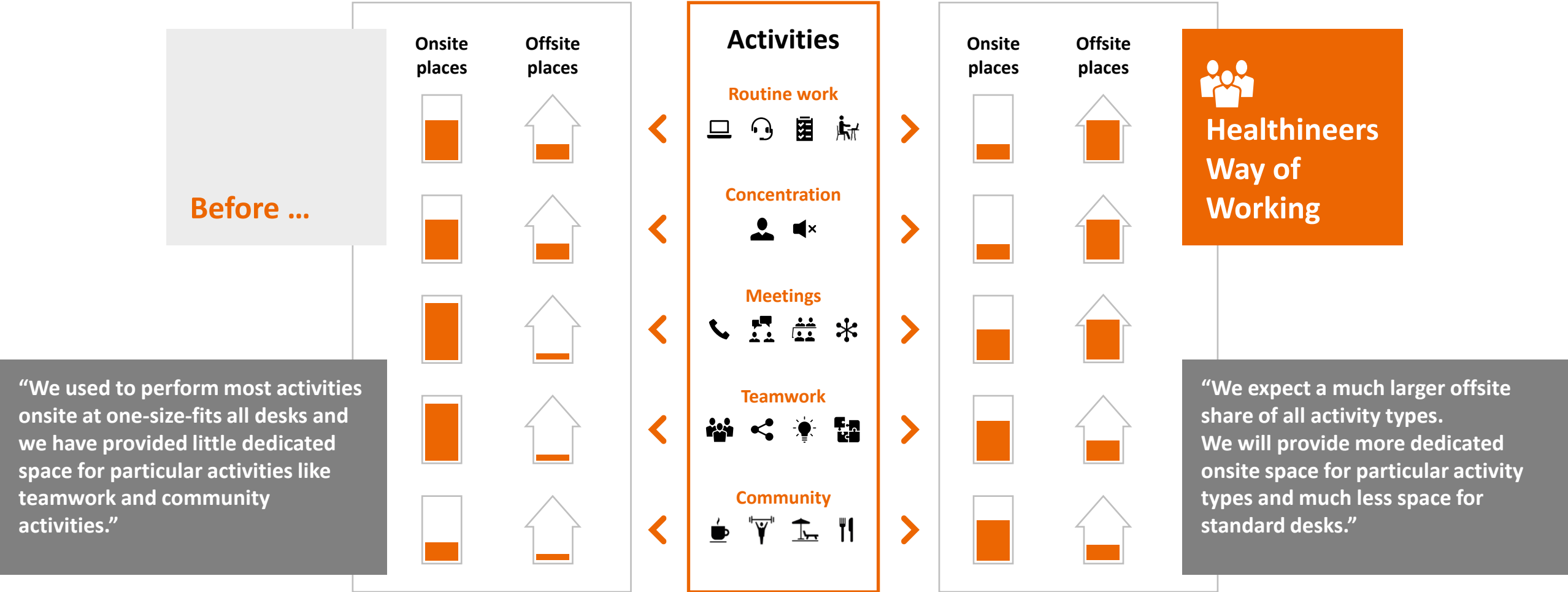
Impact

Implementation

About this cornerstone paper
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Healthineers Way of Working.



Large share of offsite activities and specific onsite space for various types of activities will shape the way we work



Cornerstones

People

Places

Digital Experience

Health & Safety

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Implementation

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Healthineers Way of Working.



Healthineers Way of Working – Digital user experience from anywhere

CyberSec Ops and Data Privacy as well as Connectivity and Hybrid Cloud build the backbone of our digital working environment and therefore the foundation for our Healthineers Way of Working.

Digital User Experience

We provide an **inspiring user experience** for all employees:

- Global IT Dedicated **Service Desk**
- Vending Machines for **IT accessories**
- #DigitalTogether **University**
- #DigitalTogether **Champions network**



Modern Workplace

We provide a **working environment** to **combine onsite and offsite working**:

- **Workplace Booking App**
- IT **equipment onsite and offsite** (mobile phones, headsets)
- **MS Teams Soft Phone** technology
- IT enabled **innovation rooms**



CyberSec and Data Privacy

We ensure **secured working from anywhere** with any approved device:

- **State-of-the-art IT security**
- **Security awareness trainings**
- Mobile Secured Log-In, **Healthineers-ID**
- Work instructions for a **high level of data privacy and cybersecurity**



Connectivity and Hybrid Cloud

We enable **reliable, secure and high-performance access**:

- Remote solutions (**Zscaler**)
- Connection of **Cloud and data center** (Quantum Leap Polaris)
- **Acceleration of cloud migration** for applications (Ascend)



Digital user experience – Technologies and best practices for exciting collaboration

#DigitalTogether

Foster Microsoft 365 knowledge and usage for offsite collaboration

- **Masterclasses**, Hands-On-Workshops and **videos**
- Events such as **#DigitalTogether University**
- Yammer user groups to **exchange knowledge**
- **#DigitalTogether Navigator** to pick the right tool

Best practices for virtual interaction

- **Etiquette** for usage of camera, backgrounds, etc.
- Regular **virtual coffee breaks and team building events**
- **Ask-me-anything** sessions, Virtual **Water-cooler**, informal exchange formats like **Lean Coffee**



Teams Rooms

- **Standard meeting rooms** with stationary setup – Equipped with standard table(s) and chairs
- **Technically equipped** for Teams meetings
- **Meetings** with presentations on screen and **video/picture** of the participants

Hybrid Collaboration Rooms

- Flexible setup – Furniture can be **moved around**
- Working on content in the complete group **including offsite participants**
- Digital Whiteboard for **real time collaboration** – Even for offsite participants on the same Whiteboard (Microsoft Surface Hub)
- Typically used for smaller groups doing **retrospectives, brainstorming** and **interactive co-creation**

Cornerstones

People

Places

Digital Experience

Health & Safety

Impact

Implementation

About this cornerstone paper
This cornerstone paper defines
core elements of our global
Healthineers Way of Working.



We support ...

... a healthy and safe working environment



- Developing appropriate standards for healthy and safe offsite workplaces
- Supporting ergonomical workplace equipment for home office workplaces
- Providing platforms to foster social interaction and networking



We enable ...

... employees to take care
of their own health and safety



- Raising awareness and competencies to create healthy and safe offsite workplaces
- Raising awareness and competencies to establish a healthy improved work-life balance
- Providing flexible sport and virtual health promotion offerings, virtual formats for Employee Assistance Programs and Medical Services

Cornerstones

People

Places

Digital Experience

Health & Safety


Impact

Implementation

About this cornerstone paper
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Healthineers Way of Working combines onsite and offsite working with existing processes and initiatives

 **Pick the best place for yourself and for team performance**

 **Place follows activity**

 **Face-to-face goes online**

 **Digital user experience anywhere**

 **Healthy and safe everywhere**

Healthineers Way of Working Cornerstones



Innovation

Onsite and offsite for individual thinking, for team creation and for ideas from community activities.

Sustainability

Smaller environmental footprint from less commuting, less travel, less office space.

Customer Relationship

Plan your “Customer Journey” offsite & online - fitting best to individual needs and preferences.

Diversity & Inclusion

More room for individual preferences and less importance of physical location.

HPS

Enhancement of HPS methods in onsite and offsite trainings.

Digitalization

Healthineers Way of Working and Digitalization promote each other.

Cornerstones

People

Places

Digital Experience

Health & Safety

Impact

Implementation

About this cornerstone paper
This cornerstone paper defines
core elements of our global
Healthineers Way of Working.



Implementation of Healthineers Way of Working is defined by all five cornerstones and by business rationale

Local business is responsible for implementing Healthineers Way of Working



- All five cornerstones together define the essence and idea of Healthineers Way of Working. Individual journeys to implementation will require adaptation while following the direction as marked by the cornerstones.
- HR, IT and RE will help to identify and prioritize suitable areas for implementation and provide guidance and support.
- Implementation decisions are based on business cases. HR, IT and RE will guide and support the adequate consideration of qualitative and quantitative drivers such as productivity from less commuting time, talent retention, space reduction and related cost.
- The Project Management Office for Healthineers Way of Working will be available for the setup of implementation projects and provide guidance with tools, templates, best practices and lessons learned.
- Implementation will follow local regulations (laws, regulations, certifications and contracts with customers), local business rationale and local timelines.

Contact

London

Network Building,
97 Tottenham Court Road,
London W1T 4TP.
Tel: 020 7580 7373

Bristol

5th Floor, 4 Colston Avenue,
Bristol BS1 4ST
Tel: 0117 203 5240

Cardiff

Helmont House, Churchill Way,
Cardiff CF10 2HE
Tel: 029 2072 0860

Exeter

6 Victory House,
Dean Clarke Gardens,
Exeter EX2 4AA
Tel: 01392 422 315

Birmingham

Great Charles Street,
Birmingham B3 3JY
Tel: 0121 2895 624

Manchester

Oxford Place, 61 Oxford Street,
Manchester M1 6EQ.
Tel: 0161 228 1008

Leeds

7 Park Row, Leeds LS1 5HD
Tel: 0113 512 0293

Bonn

Stockenstrasse 5, 53113,
Bonn, Germany
Tel: +49 176 8609 1360
www.vectos.eu

Registered Office

Vectos (South) Limited
Network Building,
97 Tottenham Court Road,
London W1T 4TP
Company no. 7591661