



IN

SIGHTS

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From the life of a plug-in hybrid company car user - the new mobility of employees



No matter how much one may support or be critical of the legal regulations to promote plug-in hybrid and electric vehicles, one has to admit that the incentives seem to be working, at least in the company car environment. On the one hand, procurement and fleet managers are happy because they receive a significantly lower finance lease rate thanks to the subsidies, and on the other hand, they even have a more favorable full-service rate. In addition, the company car user is thrilled by the at least halved taxation, because he has a lower monthly charge for the same performance.

However, when evaluating the fleet of a current customer, it was noticed that, with a few exceptions, all hybrid vehicles in the inventory were not even charged. Does this now put companies in a bind, or will the government make improvements to your regulations here? It is very likely that the statutory subsidies and tax benefits will simply expire for a limited period of time, or that regulations will be tightened, and companies may even be required by law to create charging options.

Rethinking employee mobility

As part of a sustainability strategy, the topic of employee mobility and vehicle fleets should also be at the top of the agenda. On the one hand, of course, it is about all the issues of internal logistics (forklifts, vans, pool vehicles, etc.) and here there are today and also partly long established electric sensible and well usable options. Of course, this is always done with the idea in mind that the electricity supply is actually climate neutral. On the other hand, one may leave evenly also the coworker vehicles as part

of the salary in no case out of consideration. But this is where a change in thinking can help. Already in 2018 for the study „Workplace of the Future“, conducted by IDG Communications Media AG, it was determined within the DACH region that company cars are no longer relevant in the job decision and the feel-good factor, but in particular flexibility and therein included quite mobility. Topics that are often dismissed with the silicone valley atmosphere and new work mentality in classic medium-sized companies are already commonplace today due to natural generational changes in management positions. So, it is necessary to face up to this challenge.

Numerous advantages for both parties

The simplest way would be to promote alternative mobility for all employees. The company gives employees the opportunity to use alternatives to private cars or company cars and pays for them (company bicycle, e-scooter, car sharing, public transport) up to a fixed monthly limit. For employees entitled to a company car, this can even be done up to the valid full-service leasing rate of the corresponding category of the employee (reference vehicle) or the remaining amount or total amount can be added to the salary as a car allowance as a monetary benefit. This still creates a win-win situation, as the employee gains flexibility and mobility and the company save at least fuel costs as well as other unplanned costs (e.g. repairs). Of course, in terms of cost management, a company can initially only promote alternative mobility to employees who are entitled to a company car.

In order to involve the employees in the company's goals, such as climate neutrality,



it would also be possible for the employee to commit to carbon offsetting in accordance with the company car selected. An example of sensible compensation measures is so-called climate certificates / CO₂ certificates.

Climate certificates serve as orientation

The climate certificates support climate projects in many countries. The CO₂ which is saved by this, can often not be achieved by a company itself due to financial or structural conditions. In the case of climate certificates, attention should be paid to the Gold Standard. This standard was established in 2003 by WWF and other international NGOs as a best practice standard to ensure that projects that reduce CO₂ emissions under the United Nations Clean Development Mechanism (CDM) are also implemented under the dual mandate to promote sustainable development.

Personal experience

IYes, I also drive a plug-in hybrid because an electric car doesn't give me enough range and some customers just aren't reasonable to reach by rail. I try to make as many trips to customers as possible by train - out of conviction! This is not only more climate friendly, but also offers me personally more freedom and mobility thus more valuable time. And Adconia also offers me the opportunity to charge my vehicle free of charge both at the office and at home. The way between home and office I manage 100% electrically with green electricity. Should I ever use gasoline despite my best driving habits, the climate impact is offset by donations to tree-

nation (<https://tree-nation.com/profile/adconia>). I can state with all honesty that this car has been charged more often than it has been refueled. And I would have to lie if the taxation advantage had not also been a clear decision criterion for me.

Am I satisfied as a CO₂ balancer? No, by no means, because the CO₂ footprint of the plug-in hybrid in production (batteries, etc.) is worse than that of a normal combustion engine. In use, due to green electricity at home and in the office, the balance is already good, but also too often dependent on the classic fossil combustion engine and negatively influenced. Nevertheless, I believe there will be other alternatives that perform better in the overall balance and then I am ready.

Your support

We will be happy to accompany you on the journey to a sustainability strategy, and we will not ignore the vehicle fleet in the process. Our customers always appreciate our pragmatic yet innovative solutions. Feel free to contact us at info@adconia.de.

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