



Get in touch for a bespoke access report
for your site!

Site Access Reports – UK Distribution Centres (North)

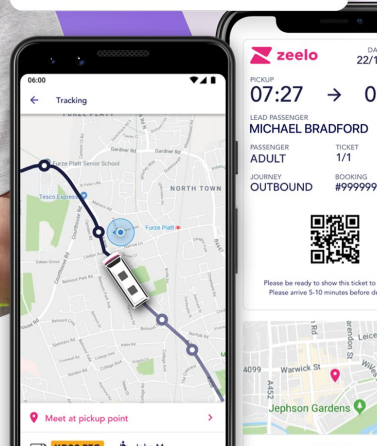
Ben Bhattal, General Manager

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ZEELO 3min ago
Your Zeelo is on its way!
Meet at pickup location at 07:27.



What is an access report?

- An evaluation of commute options available to a current employee or candidate;
- Analysis of how well connected key recruitment locations are to place of work; including alignment to shift times;
- This includes the cost, convenience and carbon emissions of an employee/candidate's commute and assess whether access to site is or isn't a limiting factor to your recruitment programme.

Why does it matter?

- Restricted transport options lead to a significantly tighter recruitment pool
- This has a knock-on effect to key performance metrics: early leavers, overall staff retention, employee wellbeing, productivity and overall candidate quality.
- Cost of living for employees is significantly impacted by travel to work affecting wellbeing.

What have clients achieved by using Zeelo?

- 800% increase in job applications by opening up recruitment deserts where there is no public transport
- Halving staff turnover to save £420,000
- Conversion of agency to direct staff saving £200,000 per annum
- Higher engagement and employee satisfaction
- Improved candidate quality



The Zeelo Service is important for me to get to work

98%

Strongly Agree / Agree



"It is a convenient service which saves me time and money getting to and from work" – **Rider 2023**

I cannot get to work without the Zeelo service.

74%

Strongly Agree / Agree



"It's been amazing with Zeelo so far and it's the main reason I'm able to go to my work site" – **Rider 2023**

The Zeelo Service was important for me accepting my job

69%

Strongly Agree / Agree



"A huge help for me because without Zeelo, I can't get to work and save to build my family's future" – **Rider 2023**



Having access to the Zeelo service being available has improved my mental wellbeing at work

88%

Strongly Agree / Agree



"I am more relaxed and I have time to prepare myself before work, being able to drink something or eat my breakfast before entering the factory. I am very thankful to have Zeelo"

– Rider 2023

Does riding with Zeelo save you time every day?

88%

YES

43%

0–30 mins

31%

30 mins–1hr

3%

2hrs +

Do you save money by riding the service? (per week)

94%

YES

27%

£5–£10

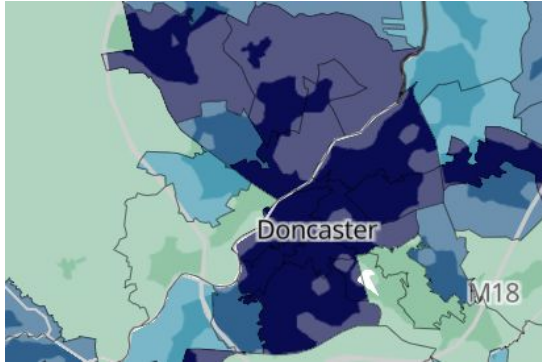
31%

£10–£20

17%

More than £30

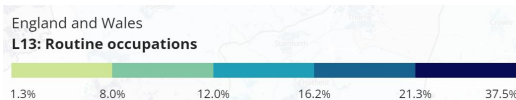
Distribution Centre – North



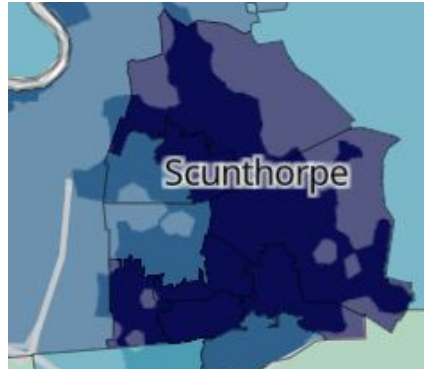
Doncaster



Goole



L13 workers described as Full Time Labourers



Scunthorpe

Recommendation

Census data** highlights that there is a high percentage of workers in routine occupations living in Doncaster, Goole and Scunthorpe.

To ensure you can attract workers in these areas, we recommend introducing a private service which provides easier access to site from each of these locations.

See example routes on the next slide, along with an overview of public and private transport times and associated costs.

Employee Commute Analysis

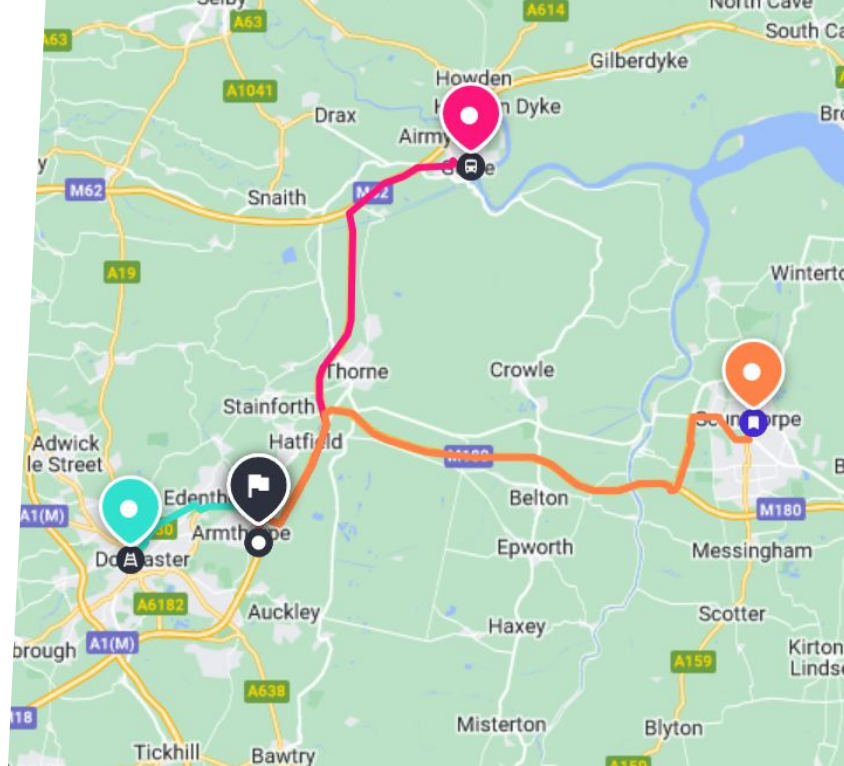
	Public transport	Zeelo	Car
From Doncaster	36 min Per day £4 Per week £20 Per year £1040	22 min Per day £4 Per week £20 Per year £1040	15 min £2.29 per day in fuel £5.50 running costs Per year £2025
From Scunthorpe	87 min Per day £10+ Per week £50+ Per year £2600+	36 min Per day £5 Per week £25 Per year £1300	28 min £8.94 per day in fuel £5.50 running costs Per year £3754
From Goole	76 min Per day £10+ Per week £50+ Per year £2600+	27 min Per day £5 Per week £20 Per year £1300	22 min £6.86 per day in fuel £5.50 running costs Per year £3212

Analysis

While public transport is available from Doncaster, journey time is much longer than travelling by car. Furthermore, while transport is available from Scunthorpe and Goole, both require a change mid-journey, making travel by car quicker and therefore more attractive. On average, an employee considering travel to work from these locations would be paying £2000-£3700 to drive to work.

Employees would save £1000 - £2400 a year with a private transport service, bolstering retention and new recruitment.

See overleaf for analysis of common shift times aligned to public transport.





Public Transport Matrix

Location/Shift Start & Finish	6am Start	6am Finish	2pm Start	2pm Finish	10pm Start	10pm Finish
Doncaster	33 min	33 min	39 min	40 min	30 min	30 min
Scunthorpe	No service	1hr 22 min	1hr 21 min	1hr 48 min	1hr 19 min	No service
Goole	No service	1hr 18 min	1hr 15 min	1hr 16 min	1hr 22 min	1hr 11 min

Recommendation

While there are direct buses available to site from Doncaster town centre, there is a c.10 minute walk and travel by car is much quicker, which could deter workers from using this option. Public transport timetabling does also not align with some shift times, with some options from all three locations requiring a long wait either before or after a shift. As there is a lot of competition for similar skills in the area, we recommend both improving access to site for workers living in Doncaster, as well as increasing access for people living in both Goole and Scunthorpe.

As highlighted above, public transport is not available for a 6am start from Goole or Scunthorpe and is significantly longer than travelling by car. Therefore, our recommendation is to look at the effectiveness of private Zeelo routes from Doncaster, Scunthorpe and Goole. This will support if the business has a need to improve candidate quality and reduce dropout rates.



Next Steps

If private transport can help your site, the next steps are:

- Book a free consultation with your Zeelo representative
- Zeelo will map employee/candidate postcode
- Flexible routing to maximise recruitment pool
- Assessment of expected ROI from launching a private route

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