

FTSE ESG Theme	Indicator	Indicator Text	Source Text	Source 1	Source 2	Source 3	Additional Evidence
Anti-Corruption	GAC - 1	Bribery - Policy or commitment statement: a) Addresses countering bribery b) Specifies countering at least 2 different forms of bribery related activities	Anti-bribery and Anti-corruption: Unite Students have a zero tolerance policy on bribery or corruption, and all procurement activity will be undertaken in accordance with the highest standards of business and personal ethics in accordance with our Code of Ethics and Antibribery Policy. ... The UNITE Group plc (the "Company" or the "Group") is committed to a zero tolerance of bribery and corruption. ... That policy will require the maintenance of a Register of Interests in which directors and employees will be required to record gifts or hospitality (above specified levels) received or given in connection with the business of the Group. The policy will also require that line manager approval is required before gifts or hospitality above specified levels may be given or received. The receipt or giving of gifts or hospitality above specified levels will be prohibited. Failure to abide by the policy will be a disciplinary offence. ...	<a href="#">Procurement Policy, Page No. 2</a>	<a href="#">Anti Bribery Policy, Page No. 1</a>		
Anti-Corruption	GAC - 2	Anti-corruption - Policy or commitment statement: a) Addresses anti-corruption b) Specifies countering relevant forms of corruption (e.g. money laundering, embezzlement, obstruction of justice, etc.)	Anti-bribery and Anti-corruption: Unite Students have a zero tolerance policy on bribery or corruption, and all procurement activity will be undertaken in accordance with the highest standards of business and personal ethics in accordance with our Code of Ethics and Antibribery Policy. ... The UNITE Group plc (the "Company" or the "Group") is committed to a zero tolerance of bribery and corruption.	<a href="#">Procurement Policy, Page No. 2</a>	<a href="#">Anti Bribery Policy, Page No. 1</a>		
Anti-Corruption	GAC - 3	Board has oversight of anti-corruption policy: a) Covers elements/types of corruption including bribery b) Covers anti-corruption comprehensively	The Chief Executive shall have overall responsibility for the Group's Anti-Bribery programme and the Company Secretary shall have responsibility for implementation of the programme. ... This policy will be reviewed by the Board at least annually. When considered necessary, appropriate changes to the policy will be implemented.	<a href="#">Anti Bribery Policy, Page No. 1, 2</a>			
Anti-Corruption	GAC - 4	Due diligence of new business partners addresses corruption by: a) Covering elements/types of corruption including bribery b) Covering anti-corruption comprehensively	Appropriate due diligence will be undertaken in relation to suppliers, contractors and consultants proposed to appointed by the Group in relation to contracts above specified levels. All such suppliers, contractors and consultants will be required to have anti-bribery policies of their own which are at least as rigorous as those of the Group.	<a href="#">Anti Bribery Policy, Page No. 2</a>			
Anti-Corruption	GAC - 5	Confidential or anonymous whistle-blowing mechanism for staff covers: a) Elements/types of corruption including bribery b) Anti-corruption comprehensively	The Group shall maintain an independent "whistle blowing" channel, through which employees may report (anonymously, if they wish), any concerns they may have regarding suspected illegal or improper conduct, including, but not limited to, bribery.	<a href="#">Anti Bribery Policy, Page No. 1</a>			

Anti-Corruption	GAC - 7	Communication of anti-corruption policy to all employees covers: a) Elements/types of corruption including bribery b) Anti-corruption comprehensively	All employees will be made aware (through relevant means of communication) of the Group's Anti-Bribery policies as they affect them. Such policies will form part of the Group's induction process. Employees will be required to confirm in writing that they have read and understood the policies.	<a href="#">Anti Bribery Policy, Page No. 1</a>	
Anti-Corruption	GAC - 8	Training for staff on the anti-corruption policy covers: a) Elements/types of corruption including bribery b) Anti-corruption comprehensively			Any Unite Student employee working in a role that is assessed to be at risk from an Anti-Bribery and Corruption perspective must complete an online training module delivered by our own in house Learning and Development Team covering all areas addressed by our Anti-Bribery Policy and Code of Ethics.
Anti-Corruption	GAC - 9	Corruption risk assessment for company operations covers: a) Elements/types of corruption including bribery b) Anti-corruption comprehensively	Risk assessments in relation to the risk of bribery in the Group's Business Units and relevant support functions will be undertaken annually and will be reviewed six months thereafter. The results of such assessments and reviews will be reported to the Board. As required, existing policies or procedures will be tightened, or new policies and procedures adopted, to mitigate the risk of bribery occurring within the Group.	<a href="#">Anti Bribery Policy, Page No. 1</a>	
Anti-Corruption	GAC - 10	Procedures are in place to address corruption in operations that are assessed to be 'high risk' covering: a) Elements/types of corruption including bribery b) Anti-corruption comprehensively			Any Unite Student employee working in a role that is assessed to be at risk from an Anti-Bribery and Corruption perspective must complete an online training module delivered by our own in house Learning and Development Team covering all areas addressed by our Anti-Bribery Policy and Code of Ethics.
Anti-Corruption	GAC - 11	Process for intermediaries (including contractors or agents): a) Corruption risk assessment or procedures to address corruption for intermediaries b) Anti-corruption policy is communicated to intermediaries			Our Sustainable Procurement Policy states that Anti-bribery and Anti-corruption: Unite Students have a zero tolerance policy on bribery or corruption, and all procurement activity will be undertaken in accordance with the highest standards of business and personal ethics in accordance with our Code of Ethics and Anti-Bribery Policy.
Anti-Corruption	GAC - 12	Disclosure of total amount of political contributions made	POLITICAL DONATIONS No political donations were made during the year ending 31 December 2015	<a href="#">Annual Report 2015, Page No. 92</a>	
Anti-Corruption	GAC - 13	Disclosure of number of staff disciplined or dismissed due to non-compliance with anti-corruption policy/policies			Unite Students have not had any employees disciplined or dismissed due to non-compliance with anti-corruption policy/policies.
Anti-Corruption	GAC - 14	Disclosure of cost of fines, penalties or settlements in relation to corruption			Unite Student have not been awarded any fines, penalties or settlements in relation to corruption.

Climate Change	ECC - 1	<p>Climate change impact including CO2/GHG emissions - Policy or commitment statement to:</p> <p>a) Address the issue</p> <p>b) Reduce or avoid the impact or improve efficiency</p>	<p>While we are committed to energy and carbon reduction activity as outlined above, we also recognise that the effects of climate change will increasingly impact on our business</p> <p>...</p> <p>Business Travel: We recognise that travel has an impact on the environment, in terms of energy use, GHG emissions, air and noise pollution, and also on society through the congestion and disruption it can cause. We are therefore committed to reducing business travel through smarter working practices and use of technology, and also to reducing the impact where travel is unavoidable by making use of public transport, reducing flights and improving the efficiency of our business fleet.</p> <p>...</p> <p>At Unite Students we believe its Up to us to reduce our environmental impact, and encourage responsible behaviour in our students and employees. We focus on the areas where we have the biggest impact:</p> <p>Energy and carbon - reducing energy use and carbon emissions that contribute to global climate change</p>	<p><a href="#">Environment Policy, Page No. 2</a>, <a href="#">Environment Strategy-weblink 3</a></p>	
Climate Change	ECC - 2	<p>Recognition of climate change as:</p> <p>a) A significant issue</p> <p>b) A material issue for their business, including its potential impacts</p>	<p>While we are committed to energy and carbon reduction activity as outlined above, we also recognise that the effects of climate change will increasingly impact on our business</p> <p>...</p> <p>In practice this may mean making changes to the design, construction and operation of existing buildings and future new constructions, as well as changes to our business strategy, operational procedures and practices. Examples of this could include: enhancements to buildings to deal with increased frequency and seriousness of severe weather events, changes to procedures to better cope with disruption to essential utilities, or adjusting business strategy as customer behaviour patterns change.</p>	<p><a href="#">Environment Policy, Page No. 2</a></p>	

Climate Change	ECC - 3	Demonstrating support for mitigating climate change through: a) Membership of business associations b) Company position on public policy and regulation	In line with the historic Paris climate deal signed in 2015, we will aim to reduce our greenhouse gas (GHG) emissions in line with the level that climate science states is necessary to avoid global warming in excess of 2 °C. ... The BPF recognise the climate change impact of GHG emissions from new and existing buildings and have set out various manifesto commitments: For New Buildings: Press for clarity from government on the introduction of zero-carbon standards for the construction industry, the roles of local planning & building control on the energy performance of new buildings. We also desire clarity over this. Press for a workable & affordable system allowing abatement of building emissions via “allowable solutions”, and campaign for fiscal incentives encouraging occupiers to want zero/low carbon buildings, & developers to provide them. We also support the ambition for zero carbon buildings, and the principle of allowable solutions where further improvements on site are not practicable. Seek to ensure that predicted ‘as designed’ building emissions are actually achieved once occupied. We too are keen to ensure real life performance meets the design performance. For Existing Buildings: Promote understanding of the split responsibilities & incentives of landlords & tenants. We are keen to help tenants (students) understand this too. Work with Government & industry to make the Green Deal effective in helping property owners retrofit existing buildings. We support the principle of using the Green Deal	<a href="#">Environment Impact-weblink</a>	<a href="#">CDP Climate Change 2016, Page No. 4-5</a>	
Climate Change	ECC - 5	Initiatives in place include measures to address climate change through adaptation: a) Company mentions addressing adaptation b) Company explains specific actions taken				Our Turnkey Specification used to develop new buildings is under review, including a focus on prevention of summer time overheating through thermal comfort modeling during design, followed by consideration of these factors during the design and construction (e.g. specification of building insulation, ventilation strategy, glazing, solar control etc) as this has been assessed as the most significant impact from climate change on our operations.
Climate Change	ECC - 8	Board oversight of climate change: a) Evidence of board or board committee oversight of the management of climate change risks b) Named position responsible at Board level	Throughout the reporting period, Richard Smith, Managing Director of Operations, was the Executive Director responsible for Corporate Responsibility & Sustainability (CR&S), including climate change.	<a href="#">CDP Climate Change 2016, Page No. 1</a>	<a href="#">Annual Report 2015, Page No. 54</a>	
Climate Change	ECC - 12	Intensity of operational GHG emissions is: a) Measured and disclosed b) Reduced	SCOPE 1&2 CO2e EMISSIONS PER M2	<a href="#">Annual Report 2015, Page No. 49</a>		
Climate Change	ECC - 13	Financial quantification of: a) Costs associated with climate change b) Investment in R&D on climate change				No significant costs have been identified associated with direct impacts of climate change, although significant investment in energy efficiency is anticipated (subject to business cases) to reduce GHG emissions and so mitigate our contribution to climate change. Costs associated with R&D are in relation to identification and piloting of retrofit technologies to deliver this anticipated decarbonisation. These costs and benefits are commercially sensitive so not made public.

Climate Change	ECC - 14	Three years of total operational GHG emissions data (Scope 1 & 2) is disclosed	<p>Scope 1 emissions</p> <p>...</p> <p>Head office buidlings 75.73</p> <p>...</p> <p>global Scope 2 emissions</p> <p>...</p> <p>Head office buildings</p> <p>...</p> <p>151.14</p> <p>...</p> <p>cope 1 emissions (metric tonnes CO2e)</p> <p>Head offices 154.59</p> <p>...</p> <p>ope 2 emissions (metric tonnes CO2e)</p> <p>Head offices 44.22</p> <p>...</p> <p>Scope 1</p> <p>...</p> <p>Head offices</p> <p>152</p> <p>...</p> <p>Scope 2 emissions</p> <p>...</p> <p>Head offices</p> <p>38</p>	<p><a href="#">CDP Climate Change 2016, Page No. 15, 16</a></p> <p><a href="#">CDP Climate Change 2015, Page No. 13, 14</a></p> <p><a href="#">CDP Climate Change 2014- weblink</a></p>	
Climate Change	ECC - 15	Three years of total energy consumption data is disclosed			We publish a rolling 3 year's worth of energy consumption and carbon emissions data in our annual report each year. E.g. our 2015 report includes data for 2015, 2014 and 2013. In addition we have disclosed this data to both CDP and GRESB for the last 5 years and make this data availble on our website.
Climate Change	ECC - 31	Energy use - Policy or commitment statement to: a) Address the issue b) Reduce or avoid the impact or improve efficiency	<p>We also recognise that reducing demand for energy (particularly at times of peak demand) plays a valuable role in helping to safeguard national energy supplies, helping to avoid the need for additional generation capacity and contributing towards on-going security of supply.</p> <p>...</p> <p>At Unite Students we believe its Up to uS to reduce our environmental impact, and encourage responsible behaviour in our students and employees. We focus on the areas where we have the biggest impact:</p> <p>Energy and carbon - reducing energy use and carbon emissions that contribute to global climate change</p>	<p><a href="#">Environment Policy, Page No. 2</a></p> <p><a href="#">Environment Strategy-weblink</a></p>	
Climate Change	ECC - 36	Time-specific targets, beyond mere regulatory compliance, to reduce energy consumption: a) Unquantified, process targets b) Quantified targets			In October 2015 Unite Students signed up to the We Mean Business Coalition and committed to developing and announcing Science Based carbon targets. We are currently working with the Science Based Targets Initiative to and plan to announce these later in 2017.
Climate Change	ECC - 37	Disclosure of results measured against previously disclosed targets to reduce energy consumption: a) Unquantified progress b) Quantified progress			
Climate Change	ECC - 38	Short term (up to 5 years) quantitative targets to reduce operational GHG emissions (including at least scope 1) beyond mere regulatory requirements: a) Unquantified, process targets b) Quantified targets	<p>Abs1</p> <p>Scope 1+2 (locationbased)</p> <p>100% 10% 2014 60420 2020</p>	<p><a href="#">CDP Climate Change 2016, Page No. 5</a></p>	

Climate Change	ECC - 39	Long term (more than 5 years) quantitative targets to reduce operational GHG emissions (including at least scope 1) beyond mere regulatory requirements: a) Unquantified, process targets b) Quantified targets	Abs2 Scope 1+2 (locationbased) 100% 25% 2014 60420 2025	<a href="#">CDP Climate Change 2016, Page No. 5</a>	
Climate Change	ECC - 40	Disclosure of results measured against previously set and disclosed targets to reduce operational GHG emissions: a) Unquantified progress b) Quantified progress	Abs1 20% 44% Target was only set in 2016. A 4.41% reduction in absolute location based scope 1 & 2 emissions was achieved in 2015 vs 2014 Note Location Based emissions calculation methodology has been used for electricity, i.e. using UK DEFRA grid average emissions factors. Abs2 10% 22% Target was only set in 2016. A 4.41% reduction in absolute location based scope 1 & 2 emissions was achieved in 2015 vs 2014 Note Location Based emissions calculation methodology has been used for electricity, i.e. using UK DEFRA grid average emissions factors. .	<a href="#">CDP Climate Change 2016, Page No. 7</a>	
Climate Change	ECC - 41	Independent verification of operational GHG emissions data: a) Independent Verification by third party b) International assurance standard used and level of assurance declared	Third party verification or assurance process in place	<a href="#">CDP Climate Change 2016, Page No. 14</a>	
Climate Change	ECC - 42	Independent verification of operational energy consumption data: a) Independent Verification by third party b) International assurance standard used and level of assurance declared			Our annual energy consumption and GHG emissions data have been independently verified by SGS in accordance with ISO 14064-3:2006 to a level of Reasonable Assurance. Certificate is on our website [hyperlink]
Corporate Governance	GCG - 1	Separate Non-Executive Chairman and CEO: a) Separate Non-Executive Chairman and CEO, where Chairman is not independent OR his independence is not declared b) Separate Non-Executive Chairman and CEO, where Chairman is independent	The members Phil White, Chairman ... Richard Smith, Chief Executive Officer ... Phil White (Chairman of the Board) was considered independent on his appointment to that role.	<a href="#">Board Members- weblink</a> <a href="#">Annual Report 2015, Page No. 62</a>	
Corporate Governance	GCG - 2	Disclosure of details about Directors: a) Expertise b) Other Directorships	Phil White, Chairman ... He was Chief Executive of National Express Group plc from 1997 to 2006 and led the business through growth in the UK and overseas. He gained extensive executive experience in the public transport sector during the period of deregulation and privatisation. ... Andrew Jones, Non-executive Director  Andrew became chief executive officer of LondonMetric Property in 2013. He was the founder of Metric in 2010. His previous roles include executive director and Head of Retail at British Land. He was appointed to the Unite board in 2013. ... Elizabeth McMeikan, Non-executive Director  She is senior independent director at JD Wetherspoon and chairs the remuneration committee at FlyBe plc	<a href="#">Board Members- weblink</a>	
Corporate Governance	GCG - 3	Number of Board Directors	Our board is made up of three executive directors and five non-executive directors and shares a strong mix of skills and experience.	<a href="#">Board Members- weblink</a>	

Corporate Governance	GCG - 4	Number of independent Directors on the board	<p>Our board is made up of three executive directors and five non-executive directors and shares a strong mix of skills and experience.</p> <p>...</p> <p><b>CHAIRMAN AND NON-EXECUTIVE DIRECTORS</b></p> <p>The Board considers each of its four Non-Executive Directors to be independent.</p> <p>...</p> <p>Phil White (Chairman of the Board) was considered independent on his appointment to that role.</p>	<a href="#">Board Members- weblink</a> <a href="#">Annual Report 2015, Page No. 62</a>	
Corporate Governance	GCG - 5	Number of women on the board	<p>Manjit Wolstenholme</p> <p>...</p> <p>Elizabeth McMeikan</p>	<a href="#">Board Members- weblink</a>	
Corporate Governance	GCG - 6	<p>Commitment to gender diversity on the board:</p> <p>a) Statement of support</p> <p>b) Targets in place to improve gender ratio</p>	<p>Role</p> <p>The role of the Committee is to:</p> <ul style="list-style-type: none"> <li>• Ensure that appropriate procedures are adopted and followed in the nomination, selection, training, evaluation and reelection of Directors and for succession planning, with due regard in all cases to the benefits of diversity on the Board, including gender</li> </ul> <p>...</p> <p><b>BOARD DIVERSITY</b></p> <p>We recognise that diversity, including gender, at Board level and across the Group is critical to our continued success, particularly in a business that provides homes for over 46,000 students from many diverse backgrounds and countries.</p>	<a href="#">Annual Report 2015, Page No. 63</a>	
Corporate Governance	GCG - 7	<p>Board addresses:</p> <p>a) conflicts of interest</p> <p>b) related party transactions</p>	<p><b>DIRECTORS' CONFLICTS OF INTEREST</b></p> <p>The Company has procedures in place for managing conflicts of interest. A Director is to notify the Chairman (and the Chairman notify the Chief Executive) if they become aware that they, or any of their connected parties, may have an interest in an existing or proposed transaction with the Company or the Group. Directors have a continuing duty to update any changes to these conflicts.</p> <p>...</p> <p><b>Conflicts of Interest</b></p> <p>Company policy prohibits certain conflicts between the interests of its employees and those of UNITE. It is not possible to provide a complete definition of what constitutes a prohibited conflict of interest. There are, however, certain situations that will always be considered a prohibited conflict of interest. Examples of these are when an employee (or any person having a close personal relationship with an employee):</p> <ul style="list-style-type: none"> <li>☒ obtains a significant financial or other beneficial interest in one of UNITE's suppliers, customers or competitors without first notifying the Company and obtaining written approval from the Board;</li> <li>☒ engages in a significant personal business transaction involving UNITE for profit or gain, unless such transaction has first been approved in writing by the Board; or</li> <li>☒ learns of a business opportunity through association with UNITE</li> </ul>	<a href="#">Annual Report 2015, Page No. 92</a> <a href="#">Code of Conduct, Page No. 2</a>	
Corporate Governance	GCG - 8	<p>Periodic evaluation of board effectiveness:</p> <p>a) Review with no clear timeframe</p> <p>b) Evaluation with a clear timeframe (e.g. annually or other set period)</p>	<p><b>PERFORMANCE EVALUATION</b></p> <p>Each year, the Board, its Committees and Directors are evaluated considering (among other things) the balance of skills, experience, independence and knowledge on the Board, its diversity (including gender), how it works as a unit and other factors relevant to its effectiveness.</p>	<a href="#">Annual Report 2015, Page No. 62</a>	

Corporate Governance	GCG - 9	Disclosure of: a) Board Committee(s) b) their Charters, terms of reference or equivalent	BOARD STRUCTURE Set out below is an outline of Unite's governance structure. UNITE BOARD	<a href="#">Annual Report 2015, Page No. 57</a> <a href="#">Charter-weblink</a>	
Corporate Governance	GCG - 10	Disclosure of number of times the board/each committee have/has met per annum: a) The Board b) Each Committee	BOARD MEETINGS 2015 London 7 Sheffield 1 Bristol, head office 1 Bristol, University of West of England 1 ... COMMITTEE MEETINGS The Committee meet four times during the year and attendance at those meetings is shown on page 58 of this Corporate Governance Statement. ... BOARD AND COMMITTEE ATTENDANCE AT MEETINGS IN 2015 ... The Remuneration Committee met four times during the year and details of members' attendance at meetings are provided in the Corporate Governance section on page 58.	<a href="#">Annual Report 2015, Page No. 59, 60, 65, 82</a>	
Corporate Governance	GCG - 11	Disclosure of the attendance rate: a) For some individual board/committee members, or average attendance rates b) Of all individual directors at both board and committee level	BOARD MEETINGS 2015 London 7 Sheffield 1 Bristol, head office 1 Bristol, University of West of England 1 ... COMMITTEE MEETINGS The Committee meet four times during the year and attendance at those meetings is shown on page 58 of this Corporate Governance Statement. ... BOARD AND COMMITTEE ATTENDANCE AT MEETINGS IN 2015 ... The Remuneration Committee met four times during the year and details of members' attendance at meetings are provided in the Corporate Governance section on page 58.	<a href="#">Annual Report 2015, Page No. 59, 60, 65, 82</a>	
Corporate Governance	GCG - 14	Disclosure of fixed and variable remuneration for: a) Senior executives b) Non-executive board members	SINGLE TOTAL FIGURE OF REMUNERATION FOR EXECUTIVE DIRECTORS (AUDITED) The table below sets out a single figure for the total remuneration received by each Director for the year ended 31 December 2015 and the prior year: ... SINGLE TOTAL FIGURE OF REMUNERATION FOR NON-EXECUTIVE DIRECTORS (AUDITED)	<a href="#">Annual Report 2015, Page No. 83</a>	
Corporate Governance	GCG - 19	Annual General Meeting: Number of days between the date of notice and date of meeting	NOTICE OF GENERAL MEETING FOR REIT CONVERSION AND TRADING UPDATE ... REIT conversion and Notice of General Meeting  Unite Students has issued a Circular and is convening a General Meeting of shareholders to be held at 9.30am on Wednesday 30 November 2016 at 66 Queen Square, Bristol, BS1 4BE. ... 8 November 2016	<a href="#">AGM Notice-weblink</a>	

Corporate Governance	GCG - 21	Shareholders have the right to vote on executive remuneration: a) Evidence of shareholders voting in the AGM b) The right to vote annually is explicitly covered in a company policy	DEAR SHAREHOLDER, On behalf of the Board, it is my pleasure to present the Directors' Remuneration Report for 2015. As in previous years, this report is split into three sections: this Annual Statement, the Policy Report and the Annual Report on Remuneration. This year we will be asking you, our shareholders, to approve a new remuneration policy for Executive Directors at our Annual General Meeting.	<a href="#">Annual Report 2015, Page No. 72</a>	
Corporate Governance	GCG - 22	Shareholders have the right to vote on Director appointments and dismissals: a) Evidence of shareholders voting in the AGM b) The right to vote annually for election/re-election of all directors is explicitly covered in a company policy	In accordance with the requirements of the Code, each of the current Directors offers himself/herself for re-election at the annual general meeting to be convened on 12 May 2016 ... UK CORPORATE GOVERNANCE CODE During 2015, our governance framework was built on the UK Corporate Governance Code ('the Code') as revised in 2014.	<a href="#">Annual Report 2015, Page No. 59, 53</a>	
Corporate Governance	GCG - 26	Disclosure of voting results: a) In a limited manner b) In a detailed manner	RESULT OF GENERAL MEETING ... Special Resolution For % Against % Total ISC voted % ISC voted Votes Withheld	<a href="#">AGM Results- weblink</a>	
Corporate Governance	GCG - 27	Remuneration for senior executives: a) includes long-term incentives or mechanisms b) incorporates ESG performance	Awards made under the LTIP will have a performance period of at least three years and a minimum vesting period of three years. ... The Committee also considers measures outside of the bonus framework (e.g. H&S) to ensure there is no reward for failure. ... Chief Executive Officer (CEO) Monetary reward Behaviour change related indicator Other: Qualitative assessment of progress against sustainability objectives In addition to a general commitment to improving sustainability that is assessed qualitatively, our company bonus scheme calculations include consideration of customer satisfaction collected via a series of customer feedback questionnaires aimed at all customers which includes questions about how well Unite Students helps our customers live in a sustainable manner, including reducing carbon emissions.	<a href="#">Annual Report 2015, Page No. 77</a> <a href="#">CDP Climate Change 2016, Page No. 2</a>	

Corporate Governance	GCG - 40	Claw-back or malus provision exists for remuneration: a) Applies to CEO b) Applies to CEO and to one or more senior executives	Clawback provisions Consistent with best practice in this area, clawback provisions will be introduced on both annual bonus and LTIP, in addition to the current malus provisions. ... Awards under the LTIP are subject to malus and clawback provisions, further details of which are included as a note to the policy table ... Malus and clawback Awards under the performance related annual bonus and the LTIP are subject to malus and, from 2016, clawback provisions which can be applied to both vested and unvested awards. Clawback provisions will apply for a period of at least two years post-vesting. Circumstances in which malus and clawback may be applied include a material misstatement of the Company's financial accounts, gross misconduct on the part of the awardholder and error in calculating the award vesting outcome.	<a href="#">Annual Report 2015, Page No. 73, 76, 72</a>	
Corporate Governance	GCG - 42	Does the company provide for one share one vote for all company meeting resolutions?	The holders of ordinary shares are entitled to receive dividends as declared from time to time and are entitled to one vote per share at meetings of the Company	<a href="#">Annual Report 2015, Page No. 141</a>	
Corporate Governance	GCG - 44	Financial expertise on the audit committee: a) At least one independent financial expert on the audit committee b) A majority of independent financial experts on the audit committee	Manjit Wolstenholme, Senior Independent Director  Manjit has a strong background in finance and her roles include director and co-head of investment banking at Dresdner Kleinwort Wasserstein and partners at Gleacher Shacklock. She qualified as an accountant with Coopers & Lybrand. She is chair of Provident Financial and senior independent director of Future plc, chair of Cala Group Holdings, and chair of audit at CMC Markets plc. She joined the Unite board 2011.	<a href="#">Board Members- weblink</a>	
Corporate Governance	GCG - 46	There is a fully non-executive Audit Committee or Audit Board with: a) At least half independent members b) All independent members	COMPOSITION OF THE AUDIT COMMITTEE The members of the Committee are set out on page 55 of this Corporate Governance Statement. The Committee members are all independent Non-Executives and have been selected with the aim of providing the wide range of financial and commercial expertise necessary to fulfil the Committee's duties.	<a href="#">Annual Report 2015, Page No. 65</a>	
Corporate Governance	GCG - 47	There is a fully non-executive Remuneration Committee with: a) At least half independent members b) All independent members	As of 31 December 2015, the Remuneration Committee comprised five independent Non-Executive Directors. • Elizabeth McMeikan (Committee Chair) • Phil White • Sir Tim Wilson • Manjit Wolstenholme • Andrew Jones	<a href="#">Annual Report 2015, Page No. 82</a>	
Corporate Governance	GCG - 48	In relation to executive remuneration, the company discloses: a) High level principles only b) A detailed process for setting remuneration	DIRECTORS' REMUNERATION POLICY	<a href="#">Annual Report 2015, Page No. 74-79</a>	
Corporate Governance	GCG - 49	Disclosure and Nature of fees paid to the auditor	Throughout 2015, no fees have been paid to the Group's auditor (Deloitte) for non-audit services. During the year, Deloitte charged the Group £0.3 million for audit services.	<a href="#">Annual Report 2015, Page No. 69</a>	

Environmental Supply Chain	ESC - 22	<p>Discloses property portfolio management policy, which addresses issues arising from tenant operations, covering:</p> <p>a) Environmental issues, generally</p> <p>b) At least two specific issues such as climate change, energy use, water use, and biodiversity</p>	<p>In addition a supply of water is essential for all of our buildings, and constitutes a significant operational cost. While we neither operate in areas deemed to be water stressed nor undertake highly water intensive operations, we are nonetheless committed to reducing our water usage through a range of physical water efficiency measures, close liaison with water supply companies, leak detection and a range of student and staff education and engagement activities to ensure we are a responsible consumer of water</p> <p>...</p> <p>Waste and Recycling: Waste, generated both by our students and from our own day to day operations in managing and maintaining our buildings, constitutes a significant environmental impact. We are committed to reducing the overall quantity generated and increasing the proportion that is recycled.</p> <p>...</p> <p>Waste management: We will ensure the principles of the waste management hierarchy are applied to design and construction to minimise waste and enable recycling both during construction and ongoing operation.</p> <p>...</p> <p>Behaviour change</p>	<p><a href="#">Environment Policy, Page No. 2, 3</a></p> <p><a href="#">Sustainability Policy, Page No. 2</a></p> <p><a href="#">Sustainable Behaviour-weblink</a></p>	
Environmental Supply Chain	ESC - 23	<p>Time-specific targets on GHG emissions or energy usage from property portfolio, including:</p> <p>a) Quantitative future targets set</p> <p>b) Performance against previously set targets reported</p>	<p>Abs1 Scope 1+2 (locationbased) 100% 10% 2014 60420 2020</p> <p>...</p> <p>Abs2 Scope 1+2 (locationbased) 100% 25% 2014 60420 2025</p> <p>...</p> <p>Abs1 20% 44% Target was only set in 2016. A 4.41% reduction in absolute location based scope 1 &amp; 2 emissions was achieved in 2015 vs 2014 Note Location Based emissions calculation methodology has been used for electricity, i.e. using UK DEFRA grid average emissions factors.</p> <p>Abs2 10% 22% Target was only set in 2016. A 4.41% reduction in absolute location based scope 1 &amp; 2 emissions was achieved in 2015 vs 2014 Note Location Based emissions calculation methodology has been used for electricity, i.e. using UK DEFRA grid average emissions factors. .</p>	<p><a href="#">CDP Climate Change 2016, Page No. 5, 7</a></p>	
Environmental Supply Chain	ESC - 24	<p>Time-specific targets on certification to a recognised building management standard for property portfolio, such as LEED, BREEAM, etc, including:</p> <p>a) Quantitative future targets set</p> <p>b) Performance against previously set targets reported</p>		<p>As per our Sustainable Construction and Major Refurbishment Policy 2017, From 2018 on all new developments will meet BREEAM Excellent</p>	

Environmental Supply Chain	ESC - 25	Time-specific targets on water usage from property portfolio: a) Quantitative future targets set b) Performance against previously set targets reported			NONE
Environmental Supply Chain	ESC - 26	"Green leases" offered to tenants of underlying property portfolio: a) For some properties b) For all properties			Our student accommodation is let to students on assured fixed term tenancy agreements or licenses and so green leases are not relevant.
Environmental Supply Chain	ESC - 27	Smart meters used in underlying property portfolio: a) In some properties b) In all properties			We have installed data loggers collecting half-hourly data from electricity, gas and water meters across our estate, to allow monitoring of consumption for engagement and energy management purposes. A small proportion of supplies are not cost effective to monitor due to technical reasons.
Environmental Supply Chain	ESC - 28	Building Management Systems in place measuring energy efficiency of properties: a) In some properties b) In all properties			The majority of our properties are use "simple" building services, i.e. dwell level electric immersion heaters for hot water, locally controlled direct electric heating, and self-contained flat level constant mechanical ventilation with heat recovery units. In these sites there is no need or even opportunity to use BMS. The small proportion of sites which utilise central plant for space heating, and or hot water and or ventilation make use of BMS systems where appropriate.
Environmental Supply Chain	ESC - 29	Implementation of biodiversity protection projects through underlying property portfolio: a) Example projects near some properties b) Systematic approach around all properties	Biodiversity: We will give consideration the impact of developments on the local environment, and measures to protect and enhance biodiversity where practicable.	<a href="#">Sustainability Policy, Page No. 2</a>	
Environmental Supply Chain	ESC - 30	Three years of total GHG emissions data on properties disclosed	global Scope 1 emissions ... Student accommodation buildings 4900.32 ... global Scope 2 ... Student accommodation buildings 51127.98 ... global Scope 1 emissions ... Student accommodation sites 4239.17 ... global Scope 2 emissions ... Student accommodation sites 53900 ... global Scope 1 ... Student accommodation sites 5210 ... Student accommodation sites 50315	<a href="#">CDP Climate Change 2016, Page No. 15, 16</a> <a href="#">CDP Climate Change 2015, Page No. 13, 14</a> <a href="#">CDP Climate Change 2014- weblink</a>	
Environmental Supply Chain	ESC - 31	Three years of total energy usage data on properties disclosed	Energy consumption within the organization. Consumption by Fuel Type (Renewable) Unit 2015 2014 2013 ... Materially significant energy consumption is deemed to include electricity, natural gas and district heating consumed in student accommodation and head office buildings.	<a href="#">Energy Consumption- weblink</a>	

Environmental Supply Chain	ESC - 32	Three years of total water usage data from property portfolio disclosed			2016 water consumption was 2,218,231m3 (48.3m3/bed) 2015 water consumption was 1,819,568m3(42.2m3/bed) 2014 water consumption is estimated to be similar to 2016 c. 1,800,000m3/bed.
Environmental Supply Chain	ESC - 58	Percentage of the company's total property portfolio certified to a recognised building management standard for property such as LEED or BREEAM.			As of March 2017, a total of 5 properties have been fully certified under BREEAM.
Health & Safety	SHS - 1	Health and safety policy or commitment statement which: a) Identifies the issue as relevant and important b) Applies to contractors or other external stakeholders	Alongside this activity, we treat the safety and wellbeing of all our customers and visitors extremely seriously. We operate a strict and robust contractor management process to ensure that anyone carrying out work within our business does so safely. Our customer safety and wellbeing is paramount. ... Safety is a high priority within our business and supports our strategic priority to be the most trusted brand in the sector.	<a href="#">Responsible Business-weblink</a> <a href="#">Annual Report 2015, Page No. 29</a>	
Health & Safety	SHS - 3	Board oversight of health and safety: a) Evidence of board or board committee oversight of management of health and safety risks b) Named position responsible at Board level	The Health & Safety Committee ensures the governance of health & safety, recognising that safety is fundamental to the business's reputation and to becoming the most trusted brand in the sector.	<a href="#">Annual Report 2015, Page No. 70</a>	
Health & Safety	SHS - 4	Risk Assessment carried out regarding health and safety for: a) Potential new operations or projects (due diligence) b) Existing operations or projects			As part of the Health and safety management system, and as outlined in our Group H&S Policy, risk assessments are completed on a task/area basis. A suite of risk assessments are available for the business activities. See Group H&S Policy for reference, and example completed risk assessment.
Health & Safety	SHS - 5	Employee involvement in health and safety improvements, through: a) Participative initiatives such as employee health and safety committees b) Management discussions on health and safety with worker representatives or trade unions			There is employee involvement in H&S at every level throughout the company, from the Board level Group H&S Committee, Regional Estates H&S meetings, Area Manager H&S meetings and City Team employee H&S meetings. H&S is also discussed at the employee panel forum. This is set out in Section 6 of our Group H&S Policy Document.
Health & Safety	SHS - 8	Performance monitoring and management of health and safety, demonstrated by: a) Performance and progress against previously set targets b) Performance benchmarking against industry standards	After more than 1.1m man hours in 2015 across our seven schemes, I am pleased to report zero reportable accidents and a KPI of 2.06 (against an industry benchmark of 5.0) for non-reportable accidents (further details of the KPI are below).	<a href="#">Annual Report 2015, Page No. 70</a>	
Health & Safety	SHS - 10	For health and safety data, there is: a) Independent Verification by a third party b) Clear disclosure of the international assurance standard used and the level of assurance			We have recently been audited by a third party - The British Safety Council who have also verified our accident and incident reporting data against the requirements of HSG65.
Health & Safety	SHS - 12	Percentage of sites with OHSAS 18001 certification			As a company we comply with the recognised Safety Management System HSG65 as opposed to ISO 18001. We have been audited against this standard by the British Safety Council.
Health & Safety	SHS - 13	Number of staff trained on health and safety standards within the last year			All new employees undertake H&S induction training. Existing employees are trained by the H&S team on: the Safety Management System including policies, procedures and guidance. They also receive training on any relevant safety topics, equipment, practices and procedures. In 2016 1695 employees received H&S training.
Health & Safety	SHS - 15	Lost-time incident rate, over last 3 years	Our KPI formula is calculated as 'No. of accidents x 100,000/man hours'. After 1,167,608 man hours in 2015, we had zero reportable accidents across our seven schemes and a KPI of 2.06 for non-reportable accidents.	<a href="#">Annual Report 2015, Page No. 71</a>	

Health & Safety	SHS - 37	In cases of accidents or incidents leading to injuries or fatalities, the company discloses: a) Investigations and findings of reported incidents b) Actions following reported incidents			All accidents, incidents and near misses are reported on the company Accident and Incident Management System (AIMS). The H&S team report any RIDDOR reportable accidents or incidents. Serious accidents and incidents are investigated by the H&S team and learning outcomes are shared with the business at H&S meetings. All accident reports are visible on the AIMS system. A copy of our standard accident investigation form is attached as reference.
Health & Safety	SHS - 38	Number of work-related employee fatalities, over last 3 years			Unite Students have not had any work-related employee fatalities over the last 3 years.
Health & Safety	SHS - 39	Policy or commitment statement on reducing health and safety impact through: a) Commitment to continuous improvement b) Time-specific, quantitative targets to reduce incidents	Focus for 2016 Review our H&S management system to identify further continuous improvement opportunities – focusing on policies for security, safe guarding and emergency preparedness and response ... In our property development and construction activity, 2016's focus will be on continuous improvement.	<a href="#">Annual Report 2015, Page No. 34, 71</a>	
Health & Safety	SHS - 40	Number of work-related contractor fatalities, over last 3 years			Unite Students have not had any work-related contractor fatalities over the last 3 years.
Human Rights & Community	SHR - 3	Statement of principles or process by which community investments are made: a) Covering defined focus areas b) Community investment focus area(s) linked to the company's business strategy	The Foundation has a clear focus on delivering higher education access and support to those students for whom a secure home is of particular significance	<a href="#">Foundation review, Page No. 3</a>	
Human Rights & Community	SHR - 4	Policy addresses children's rights, other than child labour through: a) Evidence of support for children's rights in company operations or through programmes b) Policy or commitment statement on children's rights, such as commitment to the Children's Rights and Business Principles			Our Employment Practices Policy outlines our position on Human Rights and Children's Rights, including the Children's Rights and Business Principles.
Human Rights & Community	SHR - 5	Commitment to local employment and/or sourcing: a) Comment on local employment/sourcing b) Clear commitment			Our Employment Practices Policy outlines our position on local sourcing.

Human Rights & Community	SHR - 15	Output/outcome of specific results, achievements or benefits of community investments a) Non-quantified output/outcome b) Quantification of output/outcome	<p>Unite was the first accommodation provider to sign up to Green Impact, appointing 30 sustainability champions from across Unite's 28 cities. Champions work with students, employees and higher education partners on implementing a range of actions in their properties which positively impact the environment.</p> <p>Results include helping to reduce carbon emissions, introducing recycling, motivating students to grow their own fruit and vegetables and encouraging cycling as a preferred method of transport. Staff and students completed 249 green actions during the year.</p> <p>...</p> <p>The team also included adventurer Jamie McDonald who holds the Guinness world record for marathon static cycling. They celebrated their achievement with a mass static bike ride on London's South Bank which attracted huge numbers of passers-by to take part and also donate to our fundraising effort for Sport Relief.</p> <p>During the journey the team endured some very difficult conditions including rain, hail, sleet, snow and storm force winds which caused considerable physical and mental hardships.</p> <p>The challenge also took a surreal turn when the team even hit the headlines after rescuing a woman trapped for four hours in her van. Gemma Lloyd had become trapped in her van for 4 hours on the Devon/Cornwall border before the team who happened to be passing heard her cries and rescued her from her ordeal.</p>	<a href="#">Community-weblink</a>	<a href="#">Community 2-weblink</a>	<p>Unite Students set up and is a major supporter of the Unite Foundation, which provides scholarships for free accommodation to young people in the UK from care or estranged backgrounds. Currently there are 129 Unite Foundation Scholars in full time education who benefit from free accommodation and an annual maintenance scholarship for the full duration of their degree studies. Unite Students have donated £6.5m worth of free accommodation in the first three years of the scheme, and a total of 23 Unite Foundation scholars have now graduated after 4 years of operation who would arguably not have attended university otherwise.</p> <p><a href="http://www.unitefoundation.co.uk/about-us/our-impact">http://www.unitefoundation.co.uk/about-us/our-impact</a></p>
Human Rights & Community	SHR - 16	Mechanisms to facilitate employee engagement and involvement with charitable partners: a) Evidence of recognising volunteering b) Specific foundations, targets, structures set up	<p>Enabling our employees and students to volunteer</p> <p>All our employees have the opportunity to volunteer for a day with an organisation of their choice, either individually, with their team, or with colleagues across the business.</p> <p>...</p> <p>In addition to supporting a number of charitable causes, we encourage Unite Students staff to pursue fundraising activity – and we offer a charity match scheme for Unite Students employees in which we match up to £250 of money raised for their chosen charity.</p>	<a href="#">Social Impact-weblink</a>	<a href="#">CSR-weblink</a>	
Human Rights & Community	SHR - 17	Total Amount of corporate or group donations/community investments made to registered not-for-profit organisations	<p>Combined with our other charitable giving activity, this has helped us achieve an overall fundraising figure of over £300,000 for 2015</p>	<a href="#">Annual Report 2015, Page No. 50</a>		
Labour Standards	SLS - 1	In relation to the prevention of child labour, company: a) Addresses the issue/states it complies with local laws in general disclosures b) Publishes a distinct Policy/Principles/Code				Our Employment Practices Policy outlines our position on Human Rights and Children's Rights/Child Labour, including the Children's Rights and Business Principles.
Labour Standards	SLS - 2	In relation to the prevention of forced labour, company: a) Addresses the issue/states it complies with local laws in general disclosures b) Publishes a separate Policy/Principles/Code				Our Employment Practices Policy outlines our position on Human Rights including specific commitment around forced labour.

Labour Standards	SLS - 3	In relation to non-discrimination, company: a) Addresses non-discrimination/equal opportunity in general disclosures b) Publishes a separate Policy/Principles/Code covering at least five of: i) Race ii) Religion iii) Gender iv) Age v) Sexual orientation vi) Disabilities vii) Nationality	Honesty, Integrity and Non-Discrimination All employees must practice honesty and integrity in every aspect of their dealings with other UNITE employees, the public, the business community, shareholders, customers, suppliers and government authorities. Unlawful discrimination against employees, shareholders, directors, officers, customers or suppliers on account of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation is prohibited. All employees must treat persons with whom they come into contact with dignity and respect.	<a href="#">Code of Conduct, Page No. 1</a>	Our Employment Practices Policy specifically sets out our position around non-discrimination, diversity and inclusion  "Equal Opportunities: We strongly oppose and will robustly challenge all forms of discrimination, and are committed to equal opportunities for all. There will be no discrimination in recruitment, compensation, access to training, promotion or termination on the basis of race, religion, beliefs, age, gender, disability, sexual orientation, parenthood or pregnancy, or marital/partnership status or any other reason. Diversity: We value and encourage diversity in our workforce. We want a workforce that is diverse and inclusive, where employee feels respected and able to give their best. Unite Students promotes a culture of equality and fairness for all, and no person acting on our behalf shall discriminate in any situation against another individual or group, directly or indirectly for any reason."
Labour Standards	SLS - 5	Policy or statement supporting the right to freedom of association that: a) Refers only to compliance with local law on freedom of association b) Covers the respect for or support of the right to freedom of association			Our Employment Practices Policy specifically sets out our position around Freedom of Association:  "Freedom of association: Employees, without distinction, have the right to freedom of association and to join a trade union of their choosing. We recognise, understand and respect the legal obligations around collective bargaining and the roles and responsibilities of Employee Representatives, who will be given the tools and time to carry out their responsibilities as such and not discriminated against."
Labour Standards	SLS - 6	Policy or statement supporting the right to collective bargaining that: a) Refers only to compliance with local law on collective bargaining b) Covers the respect for or support of the right to collective bargaining			Our Employment Practices Policy specifically sets out our position around collective bargaining  "We recognise, understand and respect the legal obligations around collective bargaining and the roles and responsibilities of Employee Representatives, who will be given the tools and time to carry out their responsibilities as such and not discriminated against."
Labour Standards	SLS - 7	Policy/Principles/Code addressing the elimination of excessive working hours, which: a) Focuses on compliance with local law on working hours/ overtime b) Focuses on specifically reducing excessive working hours			Our Employment Practices Policy specifically sets out our position around working hours  "Working Hours: Our working hours for employees are compliant with both UK and EU Legislation, and employees are encouraged to not work more than 48 hours each week including any time spend working for others."
Labour Standards	SLS - 8	Policy or statement supporting the right to a minimum or living wage, which: a) Focuses on compliance with minimum wage b) Commits to exceed minimum wage/meet living wage	LIVING WAGE In March 2015 we delivered our commitment to paying all our employees the Living Wage or above, and in November 2015 Unite became an accredited Living Wage employer.	<a href="#">Annual Report 2015, Page No. 50</a>	
Labour Standards	SLS - 10	Company involvement in initiatives or commitment to frameworks on labour standards, including: a) Participation in workshops or industry / topic specific initiative or collaboration b) Membership of, or public commitment to, a recognised international framework			
Labour Standards	SLS - 11	Policy supporting the community addressing: a) The employment of under-privileged groups, including those from deprived backgrounds, having poor social status and with no formal education or qualifications b) Youth unemployment initiatives, apprenticeships or graduate placements	The Unite Foundation focuses on the success and wellbeing of young people, especially those who face disadvantage. Our Scholarship Scheme provides support for disadvantaged young people attending university, by providing accommodation and financial aid; priority is given to students for whom accommodation is a significant issue. We also work to integrate students with local communities, and promote the employability of students and other young people, especially where they may face disadvantage in gaining these skills and experiences.	<a href="#">Unite Foundation- weblink</a>	

Labour Standards	SLS - 12	Company policy on labour standards is: a) Communicated globally to employees b) Translated into relevant languages			Our Employment Practices Code of Conduct Policy is available on internet and company intranet and accessible by all employees. Policy is available in English as all Unite Students employees speak English.
Labour Standards	SLS - 13	Risk Assessment regarding labour issues carried out for: a) Potential new operations or projects (due diligence) b) Existing operations or projects			Our Sustainable Procurement Policy sets out the standards we require from suppliers in relation to supplier labour standards
Labour Standards	SLS - 14	Company has taken action to address labour issues, including: a) Prevention of child labour b) Prevention of forced labour c) Mechanisms to allow employee representatives to engage with company management d) Reduction of excessive working hours e) Supporting a living wage	Employee Panel  We have created an employee body which, through a group of elected representatives, allows employees to engage regularly with senior management and discuss issues of concern and interest. ... LIVING WAGE In March 2015 we delivered our commitment to paying all our employees the Living Wage or above, and in November 2015 Unite became an accredited Living Wage employer.	<a href="#">People Responsibility-weblink</a>  <a href="#">Annual Report 2015, Page No. 50</a>	
Labour Standards	SLS - 16	Company has taken action to improve workforce diversity, equal opportunities, or reduce discrimination, including those based on: a) Race b) Religion c) Gender d) Age e) Sexual orientation f) Disabilities g) Nationality			Our Employment Practices Policy specifically sets out our position around equal opportunities and diversity.  "Equal Opportunities: We strongly oppose and will robustly challenge all forms of discrimination, and are committed to equal opportunities for all. There will be no discrimination in recruitment, compensation, access to training, promotion or termination on the basis of race, religion, beliefs, age, gender, disability, sexual orientation, parenthood or pregnancy, or marital/partnership status or any other reason. Diversity: We value and encourage diversity in our workforce. We want a workforce that is diverse and inclusive, where employee feels respected and able to give their best. Unite Students promotes a culture of equality and fairness for all, and no person acting on our behalf shall discriminate in any situation against another individual or group, directly or indirectly for any reason."  In 2017 we are launching an in house online e-learning programme for employees on equality and diversity.
Labour Standards	SLS - 21	In relation to instances of labour standards non-compliance, the company: a) Discloses the number of incidents but not how they dealt with them b) Has disclosed specific action taken regarding non-compliance specifying the types of incidents	After more than 1.1m man hours in 2015 across our seven schemes, I am pleased to report zero reportable accidents and a KPI of 2.06 (against an industry benchmark of 5.0) for non-reportable accidents (further details of the KPI are below) ... Our number of reportable injuries (under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 – RIDDOR) has remained low with four in 2015, comprising three employees and one visitor being injured.	<a href="#">Annual Report 2015, Page No. 70, 71</a>	
Labour Standards	SLS - 24	Full time staff voluntary turnover rates			
Labour Standards	SLS - 25	Percentage of employees that are contractors or temporary staff			As of March 2017, a total of 4.2% of Unite Students employees are temporary or contract staff, from a total staff body of 1,450 employees.
Labour Standards	SLS - 26	Amount of time spent on employee development training to enhance knowledge or individual skills, using: a) Total hours as a company, or b) Average hours per employee			Over the course of 2016 Unite Students delivered a total of 4,500 structured training days, equating to a total of 3.2 training days per employee or 24 hours per employee, totaling delivered under various internally delivered training including role specific, supervisory, management and leadership development course.

Labour Standards	SLS - 29	Employee personal development training to enhance abilities or individual skills, including: a) Policy or commitment statement to provide employee personal development training b) Detailed description of the personal development training that is provided	Learning and development  A comprehensive series of training courses and development programmes are in place and focused on both technical skills and leadership/management competences. These include Becoming a Supervisor , Becoming a Manager and a Leadership Development Programme	<a href="#">People Responsibility-weblink</a>	
Pollution & Resources	EPR - 1	Pollution - policy or commitment statement to: a) Address the issue b) Reduce or avoid the impact or improve efficiency	Pollution: In order to reduce the potential risk of pollution to the environment (such as emissions to air, and water or ground pollution) as a result of our operations, we are committed to reducing and controlling the use of hazardous substances and materials we use, and to reducing nuisance from our operations such as that caused by noise, litter and light pollution.	<a href="#">Environment Policy, Page No. 3</a>	
Pollution & Resources	EPR - 2	Waste - policy or commitment statement to: a) Address the issue b) Reduce or avoid the impact or improve efficiency	BE CLEAN Improve efficiency ... •Minimise wastage through effective management ... We focus on the areas where we have the biggest impact: ... Resource use and waste - sustainable use of materials and resources, reducing waste and improving recycling of waste Environmental management	<a href="#">Environment Policy, Page No. 2</a> <a href="#">Environment Strategy-weblink</a>	
Pollution & Resources	EPR - 3	Resource use - policy or commitment statement to: a) Address the issue b) Reduce or avoid the impact or improve efficiency	Use of Resource and Services: There is increasing competition for limited global resources, and we are committed to reducing the impact of resources we consume during the construction and operation of our buildings by considering the full lifecycle cost analysis of materials and resources used.	<a href="#">Environment Policy, Page No. 3</a>	
Pollution & Resources	EPR - 4	Time-specific targets, beyond regulatory requirements, to reduce or avoid pollution: a) Unquantified, process targets b) Quantified targets			NONE
Pollution & Resources	EPR - 5	Time-specific targets, beyond regulatory requirements, to reduce or avoid waste: a) Unquantified, process targets b) Quantified targets	Zero waste to landfill: by 2025 we aim to send no waste to landfill from our sites. This includes both commercial waste from our housekeeping, management and maintenance activity, and domestic waste produced by our student occupants.	<a href="#">Environment Impact-weblink</a>	
Pollution & Resources	EPR - 6	Time-specific targets, beyond regulatory requirements, to reduce or avoid resource use: a) Unquantified, process targets b) Quantified targets			NONE
Pollution & Resources	EPR - 7	Progress against previously set targets to reduce or avoid pollution: a) Unquantified, process targets b) Quantified targets			NONE
Pollution & Resources	EPR - 8	Progress against previously set targets to reduce or avoid waste: a) Unquantified, process targets b) Quantified targets			Unite Students have set an ambition of having meaningful recycling for both commercial and household waste on all properties by the end of 2017. We are working closely with local authorities to overcome barriers to this and engage students.
Pollution & Resources	EPR - 9	Progress against previously set targets to reduce or avoid resource use: a) Unquantified, process targets b) Quantified targets			NONE

Pollution & Resources	EPR - 10	Disclosure of three years of water (effluent) discharge: a) Total amount b) Quality and destination	The only water effluent discharge is from domestic use so is not metered, but is estimated as being the same as consumption for reporting purposes: 2016 water consumption was 2,218,231m <sup>3</sup> (48.3m <sup>3</sup> /bed) 2015 water consumption was 1,819,568m <sup>3</sup> (42.2m <sup>3</sup> /bed) 2014 water consumption is estimated to be similar to 2016 c. 1,800,000m <sup>3</sup> /bed.
Pollution & Resources	EPR - 11	Disclosure of three years of raw material used (tonnes): a) Total b) Total by type	NONE
Pollution & Resources	EPR - 12	Independent verification of operational environmental data: a) Independent verification by third party b) International assurance standard used and level of assurance declared	Our carbon emissions for 2016 were independently verified by SGS in accordance with ISO14064-3:2006 to "reasonable assurance". Certification is available on our website.
Pollution & Resources	EPR - 13	Disclosure of working with others to reduce pollution, waste or resource use by: a) Participation in specific local or global Initiatives b) Collaboration with other companies such as making use of the same waste streams as inputs (such as industrial ecology)	NONE
Pollution & Resources	EPR - 15	Financial quantification of pollution, waste or resource use specifying: a) Costs associated with their impacts (including shadow costing) b) Investment in R&D on reducing or avoiding their impacts (including funding of R&D organisations)	NONE
Pollution & Resources	EPR - 16	Use of LCA (LifeCycle Analysis) in product or system design: a) Report of analysis b) Use in planning	NONE
Pollution & Resources	EPR - 18	Disclosure of three years of NOX emissions (tonnes)	Using DEFRA emissions factors of 100mgNO <sub>2</sub> /MWh for natural gas combustion, and 0.00096 kgNO <sub>2</sub> /km for "average car, unknown fuel", NO <sub>2</sub> emissions are estimated as:  2016: 3.21 tonnes 2015: 3.00 tonnes 2014: 2.69 tonnes
Pollution & Resources	EPR - 19	Disclosure of three years of SOX emissions (tonnes)	Assuming a SOX emissions factor of 0.01 tonne of SOX per tonne of natural gas combusted, SOX emissions are estimated as:  2016: 18.35 tonnes 2015: 17.00 tonnes 2014: 14.38 tonnes
Pollution & Resources	EPR - 21	Disclosure of three years of volatile organic compounds (VOC) emissions (kilograms)	Unite have no major sources of VOC emissions.
Pollution & Resources	EPR - 24	Disclosure of three years of hazardous waste generation (tonnes)	An hazardous waste generated on our sites by student residents are disposed of via local authority processing stations as is the case for any household waste by the student themselves. Our management operations generate a small amount of hazardous waste such as fluorescent tubes, waste electrical and electronic equipment (WEEE) and batteries, and these are disposed of via existing supplier take back relations but not data is available.
Pollution & Resources	EPR - 25	Disclosure of three years of non-recycled waste generation (tonnes)	Waste generated by our student residents is deemed to be "domestic waste" so is eligible for free collection by Local Authorities in the same way as household waste from any other domestic dwelling. Local Authorities do not provide data about quantities of waste or recycling collected from our sites.

Pollution & Resources	EPR - 26	Disclosure of three years of waste recycled (tonnes)			Waste generated by our student residents is deemed to be "domestic waste" so is eligible for free collection by Local Authorities in the same way as household waste from any other domestic dwelling. Local Authorities do not provide data about quantities of waste or recycling collected from our sites.
Pollution & Resources	EPR - 27	Total costs of environmental fines and penalties during financial year			None
Pollution & Resources	EPR - 28	Percentage of sites covered by recognised environmental management systems such as ISO14001 or EMAS	Environmental management To make sure we properly manage and reduce our environmental impacts, we have processes and systems based around the requirements of the widely used ISO14001 environmental management system (EMS).	<a href="#">Environment Strategy-weblink</a>	
Risk Management	GRM - 1	The Board: a) Has oversight of risk management b) Reviews the effectiveness of the risk management process	RISK MANAGEMENT FRAMEWORK The Board has the overall responsibility for the governance of risks and ensures there are adequate and effective systems in place. ... This risk profile review involved both a top-down approach (the Board considered a wide range of strategic and emerging risks and the extent to which these could impact the Group) and a bottom-up approach (the Board scrutinised the risks identified in the Operations and Property Business units, as well as financing and treasury risks, and considered whether these are principal risks). In addition, the Risk Committee conducted an externally facilitated exercise (a "pre-mortem") to help it step back and consider potential risks which may not have yet been identified. The Risk Committee brought the results of this exercise to the Board for its consideration and challenge. ... Board directors also sit on business unit boards and thus provide the Board with direct line of sight to business unit risk management activity	<a href="#">Annual Report 2015, Page No. 30, 31</a>	
Risk Management	GRM - 2	Senior responsibility for risk: a) Senior executive responsible for risk reporting to the CEO; or there is a board risk committee b) The same senior executive is separate from Head of Audit or equivalent; or the board risk committee is separate from audit	Risk Committee reviews the principal risks that the Group is facing or should consider ... COMPOSITION OF RISK COMMITTEE • J J Lister – Chair of Risk Committee and Chief Financial Officer ... Audit Committee Manjit Wolstenholme – Chair	<a href="#">Annual Report 2015, Page No. 31, 57, 65</a>	
Risk Management	GRM - 4	Reporting and Standards - Reference is made to external standards to inform the company's risk management system and reporting transparency: a) Company uses risk management standards or frameworks such as ISO31000, COSO, IRM, FERMA, BASEL b) Company reports using standards such as GRI, Integrated Reporting (IIRC), SASB			Sustainability related data and information is disclosed and reported via CDP and GRESB.
Risk Management	GRM - 5	Board specifically oversees: a) Code of Conduct, Code of Ethics or equivalent b) ESG risks	Board meetings are structured around the following areas: ... Review of Group policies Review of key Group policies, such as the anti-bribery policy, to ensure they are appropriate and implemented effectively	<a href="#">Annual Report 2015, Page No. 58</a>	

Risk Management	GRM - 7	<p>The company's Codes/charters/policy documents or equivalent:</p> <p>a) Describe the company's risk management framework</p> <p>b) This risk management framework specifically covers ESG risks</p>	<p>This risk profile review involved both a top-down approach (the Board considered a wide range of strategic and emerging risks and the extent to which these could impact the Group) and a bottom-up approach (the Board scrutinised the risks identified in the Operations and Property Business units, as well as financing and treasury risks, and considered whether these are principal risks). In addition, the Risk Committee conducted an externally facilitated exercise (a "pre-mortem") to help it step back and consider potential risks which may not have yet been identified. The Risk Committee brought the results of this exercise to the Board for its consideration and challenge.</p> <p>This process identified four categories that comprise the Group's risk profile:</p> <p>These risk categories are consistent with the principal risks identified in prior years although the following movement in specific risks – reflecting the changing external environment and business activities – were identified:</p> <p>The individual principal risks across these four risk categories are detailed on pages 31 to 34.</p> <p>...</p> <p>Strategic objective Principal risks</p> <p>Most trusted brand in the sector</p> <p>The health, safety, wellbeing and security of the</p>	<p><a href="#">Annual Report 2015, Page No. 30, 31, 34</a></p>	
Risk Management	GRM - 8	<p>The company has a corporate-wide approach to non-compliance including:</p> <p>a) Procedures to investigate and follow up on any non-compliance identified</p> <p>b) Reporting the number of claims or incidents of non-compliance</p>			
Risk Management	GRM - 10	<p>The company commits to:</p> <p>a) The regular rotation of auditors / audit partner</p> <p>b) Tender for a new audit firm on a regular basis</p>			Unite Students comply with the provision of the Statutory Audit Services for Large Companies Market Investigation (see Annual Report 2015, pg 67)
Risk Management	GRM - 12	<p>The company:</p> <p>a) Reviews compliance with its Code of Conduct/Code of Ethics and identifies any non-compliance</p> <p>b) Periodically reviews the effectiveness of its Code of Conduct/Code of Ethics</p>			
Risk Management	GRM - 14	Provisions for fines and settlements specified for ESG issues in audited accounts			
Risk Management	GRM - 20	<p>There is a confidential or anonymous whistleblowing or equivalent mechanism to notify breaches of company codes or policies for:</p> <p>a) Staff which can include contractors, joint ventures, or other parties working with the company</p> <p>b) Other external stakeholders and members of the public</p>	<p>Suspected Instances of Illegal or Improper Conduct</p> <p>Any instances of suspected illegal or improper conduct must be reported. Employees would normally be expected to report their concerns to their line manager or to the Company Secretary of UNITE. However, if employees feel uncomfortable making a report directly to management, they may use the independent service run for the Company by "In Touch". No employee reporting suspected illegal or improper conduct will be discriminated against or treated unfairly and, if they wish, employees using the "In Touch" service may do so anonymously</p>	<p><a href="#">Code of Conduct, Page No. 2</a></p>	

Social Supply Chain	SSC - 22	Policy or Process committing to engage with the following on social issues: a) Tenants b) Local communities	Student and Staff Engagement: We feel strongly that our purpose of creating a Home for Success places an obligation on us to help our students and staff develop lasting responsible and sustainable living and working habits while they are with us. We are committed to helping them understand the environmental and social impacts of how they live, and to working with them to reduce these impacts and to deliver positive benefits to their environment and community.	<a href="#">Environment Policy, Page No. 3</a>	
Social Supply Chain	SSC - 23	Evidence of urban regeneration projects: a) The company has a clear policy or process b) Case study examples are disclosed			Unite Students started out 26 years ago, regenerating empty city centre office blocks and turning them into safe, secure student accommodation. Although most of our new buildings are purpose built today, the majority are on derelict or brownfield sites and help regenerate those areas. Recent examples include Angel Lane ( <a href="http://www.mcaleer-rushe.co.uk/projects/unite-angel-lane-stratford/">http://www.mcaleer-rushe.co.uk/projects/unite-angel-lane-stratford/</a> ) and Stratford One that is on the London Olympic Park, both of which are regenerated brownfield sites.
Social Supply Chain	SSC - 24	Consideration of access via public transport during design and development stages: a) In some properties b) In all properties	Grand Central, Liverpool Beds: 1,236 (USAF) The largest, most centrally located student residence in Liverpool, ideally located for Lime Street station, the city centre and Liverpool's Universities.	<a href="#">Annual Report 2015, Page No. 11</a>	
Social Supply Chain	SSC - 25	Disabled persons access is assessed for all buildings: a) In some properties b) In all properties			Disabled access is possible in the vast majority of our buildings, with both student resident and employee areas complying with Disabilities Discrimination Act compliant access and bedrooms on many sites.
Social Supply Chain	SSC - 26	Property portfolio management policy for employees/contractors addresses: a) Social issues generally b) At least two specific issues such as health & safety, fair wages, equal opportunities	Student and Staff Engagement: We feel strongly that our purpose of creating a Home for Success places an obligation on us to help our students and staff develop lasting responsible and sustainable living and working habits while they are with us. We are committed to helping them understand the environmental and social impacts of how they live, and to working with them to reduce these impacts and to deliver positive benefits to their environment and community. ... Alongside this activity, we treat the safety and wellbeing of all our customers and visitors extremely seriously. We operate a strict and robust contractor management process to ensure that anyone carrying out work within our business does so safely. Our customer safety and wellbeing is paramount. ... The health, safety, wellbeing and security of the 46,000 students who make Unite Students their home is the foundation to our reputation and continued focus on health and safety is key to building and maintaining this trust.	<a href="#">Environment Policy, Page No. 3</a> <a href="#">Responsible Business-weblink</a> <a href="#">Annual Report 2015, Page No. 30</a>	
Additional Information or Comments					