

# THE UNITE GROUP PLC 2021 EPRA sBPR SUSTAINABILITY REPORTING

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## INTRODUCTION

This document includes specific responses to the reporting requirements set out in the **EPRA sBPR (European Public Real Estate Association Sustainability Best Practice Reporting) Guidelines** (<https://www.epra.com/sustainability/sustainability-reporting/guidelines>).

Much of the content consolidated here is available via our corporate website ([www.unite-group.co.uk](http://www.unite-group.co.uk)) either in the Sustainability section (<https://www.unite-group.co.uk/responsibility>) or Corporate Governance section (<https://www.unite-group.co.uk/about-us/corporate-governance>).

In particular this includes a summary of our Sustainability Strategy and our 2030 net zero carbon pathway (<https://www.unitegroup.com/sustainability/our-net-zero-pathway>)

Most of this data and information can also be found in our 2021 Annual Report and Accounts (<https://www.unitegroup.com/wp-content/uploads/2022/04/Annual-Report.pdf>).

The Unite Group PLC also disclose sustainability related data under **GRESB** (<https://gresb.com/>) and **CDP** (<https://cdp.net>), and are a signatory to **TCFD** and **RE100**, with science based carbon targets validated by the **SBTi**.

EPRA Sustainability Performance Measures - Environment				
EPRA sBPR Code	EPRA sBPR Performance Measure	Data	Units	Commentary
Elec-Abs	Total electricity consumption	149,211,285.00	kWh/yr	<p>100% of this was supplied via the grid from certified (REGO) renewable sources (wind and solar). Although a small proportion of generation occurs on some sites from gas CHP and solar PV, this occurs "behind the meter" so is consumed on site thus reducing the quantity of grid electricity purchased. c.20% of our total electricity is also purchased under a corporate Power Purchase Agreement (cPPA), from a single windfarm in Scotland.</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose-Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>
Elec-LfL	Like-for-like total electricity consumption	142,528,954.76	kWh/yr	<p>100% of this was supplied via the grid from certified (REGO) renewable sources (wind and solar). Although a small proportion of generation occurs on some sites from gas CHP and solar PV, this occurs "behind the meter" so is consumed on site thus reducing the quantity of grid electricity purchased. c.20% of our total electricity is also purchased under a corporate Power Purchase Agreement (cPPA), from a single windfarm in Scotland.</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose-Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p> <p>This figure includes data from sites that were in scope for part of all of both the reporting period and prior year only.</p>

EPRA sBPR Code	EPRA sBPR Performance Measure	Data	Units	Commentary
DH&C-Abs	Total district heating & cooling consumption	12,312,277.00	kWh/yr	<p>100% of district heating consumption is assumed to be from non-renewable sources (e.g. gas CHP). No district cooling.</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose-Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>
DH&C-LfL	Like-for-like total district heating & cooling consumption	12,312,277.00	kWh/yr	<p>100% of district heating consumption is assumed to be from non-renewable sources (e.g. gas CHP). No district cooling.</p> <p>This figure includes data from sites that were in scope for part of all of both the reporting period and prior year only.</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose-Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>
Fuels-Abs	Total fuel consumption	59,170,048.70	kWh/yr	<p>100% of this fuel use is non-renewable grid supplied natural gas</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose-Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>

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Fuels-LfL	Like-for-like total fuel consumption	54,318,972.75	kWh/yr	<p>Natural gas</p> <p>This figure includes data from sites that were in scope for part of all of both the reporting period and prior year only.</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose-Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>
Energy-Int	Building energy intensity	2,970.17	kWh/person/yr	<p>Sum total of Electricity + District Heat + Natural gas consumption per bed per year (pro rata treatment of acquisitions/ openings/ disposals).</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose-Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>
Energy-Int	Building energy intensity	113.43	kWh/m <sup>2</sup> /yr	<p>Sum total of Electricity + District Heat + Natural gas consumption per m<sup>2</sup> floor area per year (pro rata treatment of acquisitions/ openings/ disposals).</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose-Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>

EPRA sBPR Code	EPRA sBPR Performance Measure	Data	Units	Commentary
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions (Scope 1)	11,008.64	metric tonnes CO <sub>2</sub> e/yr	<p>Scope 1 emissions calculated using natural gas consumption data and UK DEFRA/BEIS emissions factors.</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose-Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions (location-based Scope 2)	33,784.11	metric tonnes CO <sub>2</sub> e/yr	<p>Scope 2 location-based emissions calculated using grid electricity consumption data and district heating consumption data and relevant UK DEFRA/BEIS emissions factor.</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose-Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions (market-based Scope 2)	2,169.76	metric tonnes CO <sub>2</sub> e/yr	<p>Scope 2 market based emissions, calculated using supplier's contractual emissions factor used for all grid electricity, which in this case is 0.0 as 100% of electricity is backed by REGOs purchased from the same supplier, and district heating consumption data and relevant UK DEFRA/BEIS emissions factor.</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>

EPRA sBPR Code	EPRA sBPR Performance Measure	Data	Units	Commentary
GHG-Int	Greenhouse gas (GHG) emissions intensity (Scope 1 + LOCATION based scope 2)	0.60	metric tonnes CO <sub>2</sub> e/yr	Scope 1 + location based 2 emissions, i.e. with UK DEFRA/BEIS standard grid emissions factor used for all grid electricity per bed per year (pro rata treatment of acquisitions/ openings/ disposals)
GHG-Int	Greenhouse gas (GHG) emissions intensity (Scope 1 + MARKET based scope 2)	0.18	metric tonnes CO <sub>2</sub> e/yr	Scope 1 + 2 market-based emissions, i.e. with supplier's contractual emissions factor used for all grid electricity, which in this case is zero as 100% of electricity us backed by REGOs purchased from the same supplier per bed per year (pro rata treatment of acquisitions/ openings/ disposals)
GHG-Int	Greenhouse gas (GHG) emissions intensity (Scope 1 + LOCATION based scope 2)	23.02	metric tonnes CO <sub>2</sub> e/yr	Scope 1 + location based 2 emissions, i.e. with UK DEFRA/BEIS standard grid emissions factor used for all grid electricity m2 floor area (pro rata treatment of acquisitions/ openings/ disposals)
GHG-Int	Greenhouse gas (GHG) emissions intensity (Scope 1 + MARKET based scope 2)	6.77	metric tonnes CO <sub>2</sub> e/yr	Scope 1 + 2 market-based emissions, i.e. with supplier's contractual emissions factor used for all grid electricity, which in this case is zero as 100% of electricity us backed by REGOs purchased from the same supplier per m2 floor area per year (pro rata treatment of acquisitions/ openings/ disposals)
Water-Abs	Total water consumption	2,973,806.99	m <sup>3</sup> /yr	All water consumed is from municipal mains water supply purchased under commercial supply contract, and for domestic use (sanitary and cooking use). Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for water use (this approach is common across the Purpose-Built Student Accommodation real estate sector). Accordingly, all water consumed on site is deemed to be Unite Students' direct water use and contributes directly to Scope 3 emissions. The figure reported here therefore includes all water consumed across the whole Unite Students portfolio.
Water-LfL	Like-for-like total water consumption	2,876,531.02	m <sup>3</sup> /yr	All water consumed is from municipal mains water supply purchased under commercial supply contract, and for domestic use (sanitary and cooking use). Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for water use (this approach is common across the Purpose-Built Student Accommodation real estate sector). Accordingly, all water consumed on site is deemed to be Unite Students' direct water use and contributes directly to Scope 3 emissions. The figure reported here therefore includes all water consumed across the whole Unite Students portfolio.  This figure includes data from sites that were in scope for some or all of both the reporting period and prior year.

EPRA sBPR Code	EPRA sBPR Performance Measure	Data	Units	Commentary
Water-Int	Building water intensity	40.02	m <sup>3</sup> /bed/yr	<p>All water consumed is from municipal mains water supply purchased under commercial supply contract, and for domestic use (sanitary and cooking use). Sum total of water consumption per bed per year (pro rata treatment of acquisitions/ openings/ disposals).</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for water use (this approach is common across the Purpose-Built Student Accommodation real estate sector). Accordingly, all water consumed on site is deemed to be Unite Students' direct water use and contributes directly to Scope 3 emissions. The figure reported here therefore includes all water consumed across the whole Unite Students portfolio.</p>
Water-Int	Building water intensity	1.53	m <sup>3</sup> /m <sup>2</sup> /yr	<p>All water consumed is from municipal mains water supply purchased under commercial supply contract, and for domestic use (sanitary and cooking use). Sum total of water consumption per m2 floor area per year (pro rata treatment of acquisitions/ openings/ disposals).</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for water use (this approach is common across the Purpose-Built Student Accommodation real estate sector). Accordingly, all water consumed on site is deemed to be Unite Students' direct water use and contributes directly to Scope 3 emissions. The figure reported here therefore includes all water consumed across the whole Unite Students portfolio.</p>
Waste-Abs	Total weight of waste by disposal route	Landfill: 209 tonnes Recycling: 970 tonnes Energy from waste: 4,225 tonnes	annual metric tonnes and proportion by disposal route	<p>Unite Students residential student tenants are entitled to have their household waste collected by the local authority under the provision of council tax like any other domestic resident. Local authorities do not collect or publish any data on how this waste is then processed.</p> <p>However Unite Students have a nationwide contract with a framework waste management provider to collect all commercial waste generated by our management, maintenance, and housekeeping activity, and at current our provider can provide data on the total quantity sent to landfill and the total quantity diverted from landfill, but no detail on how diverted waste is then processed. We are working to improve the quality of this data. During the reporting period, both the data quality, total volume of waste generated, and waste processing routes were all affected by the impacts of Covid-19 on our operations and supply chains.</p>

EPRA sBPR Code	EPRA sBPR Performance Measure	Data	Units	Commentary
Waste-LfL	Like-for-like total weight of waste by disposal route	Landfill: 199 tonnes Recycling: 898 tonnes Energy from waste: 3,918 tonnes	annual metric tonnes and proportion by disposal route	<p>Unite Students residential student tenants are entitled to have their household waste collected by the local authority under the provision of council tax like any other domestic resident. Local authorities do not collect or publish any data on how this waste is then processed.</p> <p>However Unite Students have a nationwide contract with a framework waste management provider to collect all commercial waste generated by our management, maintenance, and housekeeping activity, and at current our provider can provide data on the total quantity sent to landfill and the total quantity diverted from landfill, but no detail on how diverted waste is then processed. We are working to improve the quality of this data.</p> <p>This figure includes data from sites that were in scope for part of all of both the reporting period and prior year only.</p> <p>During the reporting period, both the data quality, total volume of waste generated, and waste processing routes were all affected by the impacts of Covid-19 on our operations and supply chains.</p>
Cert-Tot	Type and number of sustainably certified assets	Residential Student Accommodation:  BREEAM New Construction, Excellent: 12 properties Residential Student Very Good: 7 Properties, Good: 1 Property In Use, Very Good: 1 Property In Use, Good: 2 Properties	Total number by certification/rating/labelling scheme	



EPRA Sustainability Performance Measures - Social				
EPRA sBPR Code	EPRA sBPR Performance Measure	Data	Units	Commentary
Diversity-Emp	Employee gender diversity	Men: 54.68 Female: 45.32	Percentage of employees	See pg. 42 in our annual report: <a href="https://www.unitegroup.com/wp-content/uploads/2022/04/Annual-Report.pdf">https://www.unitegroup.com/wp-content/uploads/2022/04/Annual-Report.pdf</a>
Diversity-Pay	Gender pay ratio	1.093	Ratio	In this organisation, women earn 93p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 6.9% lower than men's  For more details see: <a href="https://www.unitegroup.com/wp-content/uploads/2021/03/Gender-Pay-Gap-Report-2021-1.pdf">https://www.unitegroup.com/wp-content/uploads/2021/03/Gender-Pay-Gap-Report-2021-1.pdf</a>
Emp-Training	Training and development	4.93	Average hours	Total of 8845.5 hours of training including ESG related, safety and professional and personal development training across 1,793 FTE employees.
Emp-Dev	Employee performance appraisals	100%	Percentage of employees	All employees set annual objectives with their line manager then also formally review these at the end of the reporting period. Line managers are expected to hold regular, ideally monthly, 1 to 1 personal development and performance review meetings.
Emp-Turnover	Employee turnover and retention	668 new employee hires at a rate of 34% 652 employee turnover at a rate of 33%	Total number and rate	
H&S-Emp	Employee health and safety	Injury rate: 1.8 Incidence rate: 368.4 Fatalities = zero	Total number and rate	Injury Rate is rate calculated using the UK HSE formula: = (((total injuries/total employees)*10)/(37.5*52) Total RIDDOR reportable injuries = 7. Total FTE employees = 1,900. Total hours per week = 37.5. Total weeks per year = 52.  Incidence rate is calculated using the UK HSE Formulae: =((injuries per year)/(number of employees))*100,000
H&S-Asset	Asset health and safety assessments	100%	Percentage of assets	All assets are subject to internal H&S assessments under our H&S management system aligned with ISO45001 and are also externally assessed by the British Safety Council. Unite Students hold a five-star rating by the British Safety Council and were awarded their prestigious Sword of Honour for high levels of H&S management and safety.

EPRA sBPR Code	EPRA sBPR Performance Measure	Data	Units	Commentary
H&S-Comp	Asset health and safety compliance	No incidence of H&S non-compliance against regulations or voluntary codes.		
Comty-Eng	Community engagement, impact assessments and development programmes	See commentary		All sites undertake liaison and engagement with key local stakeholders including local communities, emergency services, partner universities, Local Authorities etc. We also engage as a business with key stakeholders including local communities, as described in our Stakeholder Engagement statement on pg. 15-17 of our 2021 Annual Report <a href="https://www.unitegroup.com/wp-content/uploads/2022/04/Annual-Report.pdf">https://www.unitegroup.com/wp-content/uploads/2022/04/Annual-Report.pdf</a>

EPRA Sustainability Performance Measures – Governance				
EPRA sBPR Code	EPRA sBPR Performance Measure	Data	Units	Commentary
Gov-Board	Composition of the highest governance body	Number of executive board members: 2 Number of non-executive board members: 6 + 1 chair Number of non-executive board members who are independent: 6 Average tenure of governing body: 5.5 years Number of independent/non-executive board members with competencies relating to environmental and social topics: 5 of the board members sit on the sustainability committee.	Narrative on composition	See details in our 2021 Annual Report's and accounts statement., from pg. 92 to 95. Composition of the Board is set out on pg. 92 and 95 of our 2020 Annual Report <a href="https://www.unitegroup.com/wp-content/uploads/2022/04/Annual-Report.pdf">https://www.unitegroup.com/wp-content/uploads/2022/04/Annual-Report.pdf</a>

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Gov-Select	Nominating and selecting the highest governance body	<p>Board appointments, succession plans, and diversity are set out in our 2021 Annual Report on Pages 92 to 116</p> <p>The Nomination Committee's report is included from pg. 117 to 119 of our 2021 Annual Report.</p>	Narrative on process	<p>Succession planning for the Chairman through a dedicated sub-committee of the Nomination Committee, chaired by Richard Huntingford. The committee consists of all the non-executive directors and, effective 1 February 2022 Richard Smith joined the committee. Succession planning and growing the diversity of the board has been the primary focus of the Committee through 2021, whilst also monitoring ongoing executive succession and our talent and leadership development. The Board's diversity policy is that Board appointments (a) are made on merit and relevant experience, while considering the broadest definition of diversity and (b) ensure Unite has, on an ongoing basis, the most effective Board and leadership team to operate the business for the benefit of all its stakeholders. The Committee ensures that when making Board appointments the retained search firm places an emphasis on putting forward candidates who would enhance the overall diversity of the Board. On an ongoing basis, the Committee keeps under review the tenure and experience of the Executive and Non-Executive Directors to ensure the Board has an appropriate and diverse mix of skills, experience, knowledge, and diversity. Board succession planning for executive roles is also considered by the Committee, looking to ensure the business has a deep, diverse and inclusive talent pipeline for future Board appointments.</p> <p><b>The role of the Committee is to:</b></p> <ul style="list-style-type: none"> <li>• Ensure that appropriate procedures are adopted and followed in the nomination, selection, training, evaluation and re-election of Directors and for succession planning, with due regard in all cases to the benefits of diversity on the Board, including gender</li> <li>• Regularly review the structure, size, composition, skills and experience of the Board and to make recommendations with regard to any adjustments considered necessary</li> <li>• When it is agreed that an appointment to the Board should be made, lead a selection process that is formal, rigorous and transparent</li> <li>• Be responsible for identifying, reviewing and recommending candidates for appointment to the Board</li> </ul> <p>The Nomination Committee met two times during the year with 100% attendance at these meetings.</p> <p>Further details are set out in the full nomination committee report in our 2021 annual report page 117-119 <a href="https://www.unitegroup.com/wp-content/uploads/2022/04/Annual-Report.pdf">https://www.unitegroup.com/wp-content/uploads/2022/04/Annual-Report.pdf</a></p>

EPRA sBPR Code	EPRA sBPR Performance Measure	Data	Units	Commentary
Gov-Col	Process for managing conflicts of interest	Details are set out on Page 171 of our 2021 Annual Report:	Narrative on process	The Company has procedures in place for managing conflicts of interest. A Director must notify the Chair (and the Chair notifies the Chief Executive) if he/she becomes aware that he/she, or any of his/her 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.