

SUSTAINABILITY AND NON-FINANCIAL REPORTING

MAKING A POSITIVE IMPACT THROUGH PEOPLE AND PLACES



"We have always tried to make a real positive impact, from our founding principle of providing safe, secure and affordable accommodation, through 10 years supporting the Unite Foundation, to our 2030 net zero carbon targets."

Richard Smith
Chief Executive Officer

Operating sustainably is crucial to our long term success, which is why making Unite a responsible and resilient business is one of our strategic objectives. To help us achieve this, particularly in relation to environmental and social issues, we've created a new sustainability framework focused on "creating a positive impact, through People and Places". Key ambitions include targets to be net zero carbon by 2030, invest 1% of profit in social initiatives, and create a consciously inclusive and equitable workplace that is representative of wider society and helps everyone fulfil their potential. Some of our achievements are set out below.

Progress made through 2022

Making a positive impact through People

- Launched new learning academy and delivered over 19,000 hours of training to employees
- Committed to invest 1% of profit in social initiatives aligned with our purpose, and delivered a £2.0 million investment in 2022
- Launched our new Support to Stay student support framework including our Winter Wellbeing programme to help vulnerable students through the cost-of-living crisis
- Relunched our Leapskills programme reaching over 10,000 young people in 2022
- Relunched our Positive Impact programme, achieving Bronze awards across all properties
- Announced a bumper intake of 100 new Unite Foundation scholars to celebrate its 10th anniversary

Making a positive impact through Places

- Completed detailed surveys of all properties and developed property-level asset transition plans, identifying c.£100 million of energy efficiency investments required to hit our 2030 net zero target
- Deployed £13 million on energy efficiency measures in the year, expected to deliver a c.5% cut in energy consumption
- Appointed dedicated Sustainability Construction Manager in a new role to help our Development Team hit our sustainability targets
- Started development of a new Sustainable Construction Framework including full life cycle carbon assessment (LCA) of all new developments
- Provided head office space for charity Streets of Growth on a peppercorn rent in our new Hayloft Point development

Our ambition is to make a real positive impact:

- Invest 1% of profit in social initiatives
- Equitable representation of minority groups
- 60:40 (male:female) senior management gender split by 2025
- 75% of managerial vacancies filled internally
- Zero reportable accidents and incidents
- Employee engagement score of 80 or higher
- Net zero carbon by 2030:
 - SBTi validated 1.5°C carbon target of a 56% cut in scope 1+2 emissions by 2030
 - CRREM-based operational energy efficiency target for a 28% cut in energy intensity by 2030
 - RIBA 2030 Climate Challenge-aligned targets for new-build embodied carbon and energy
 - RE100 commitment to buy 100% renewable electricity by 2030
- BREEAM Excellent for all new developments

To deliver on our ambition to make a real difference in the areas that are most materially significant to us we've developed our new sustainability framework:

Making a positive impact through People and Places



PEOPLE

Everyone is unique. Everyone is important. Everyone deserves to be safe, respected and included, and to be their best selves. At Unite, we strive to make that happen whether you stay with us or work with us.



PLACES

We want to create places that deliver a positive impact on our people, our communities and the planet. We're aiming for net zero carbon buildings, finding ways to use fewer resources, and helping build strong communities in and around our properties.

Opportunities for people to develop and grow

We're giving employees and students the support they need to grow and succeed. To do their best work, discover their passions and be their best selves.

Wellbeing - employees and students

We aspire to build a mindful culture, where supporting the mental, physical, financial and social wellbeing of students and employees is a priority for everyone.

Tackling climate change

We're playing our part in keeping global warming below 1.5°C, reducing greenhouse gas emissions from operations and new buildings in line with science based carbon targets and to be net zero carbon by 2030.

Greener, sustainable buildings

We're designing, constructing and managing our buildings to be sustainable, support nature, and provide a healthy inspiring environment for those who work or live there.

Diversity, equity & inclusion

We're creating a culture where being different is valued. A culture where our people and students can thrive and there's room for everyone, no matter what their background, identity or circumstances.

Health & safety

We don't take shortcuts when it comes to health and safety. We work hard to make our people and the students who live with us safe and supported.

Responsible use of resources

Reducing resource consumption and waste, working with suppliers to improve circularity, and helping students and staff adopt life-long sustainable behaviours.

Playing an active role in local communities

We're ensuring our actions have a positive impact on the communities and environments around us.

OUR APPROACH

Our goal is to lead on sustainability and raise standards in the living sector. Our governance and processes ensure that working responsibly and sustainably isn't optional, that we always operate with integrity and transparency.

Transparency and disclosure

We're committed to transparency when it comes to our sustainability targets, reporting progress and disclosing performance.

Operating with integrity

We do the right thing, always operating with integrity and expecting the highest standards.



The United Nations Sustainable Development Goals (UN SDGs) (see more details at <https://sdgs.un.org/goals>) set out the most important sustainability topics globally, and provide a framework to help focus attention and action where it is most needed. Our ambition to create a positive impact through People and Places is specifically aligned with 9 of the 17 UN SDGs where we are best positioned to support the goals and underlying targets, as indicated by the SDG icons on the graphic above.

SUSTAINABILITY AND NON-FINANCIAL REPORTING continued



PEOPLE

Everyone is unique. Everyone is important. Everyone deserves to be safe, respected and included, and a chance to be their best selves. At Unite, we strive to make that happen whether you stay with us or work with us.



Opportunities for people to grow and develop

We're giving employees and students the support they need to grow and succeed. To do their best work, discover their passions and be their best selves.

LIFELONG LEARNING

In 2022, we launched our learning Academy with a commitment to provide our employees with lifelong learning opportunities. It's been designed to help everyone realise their potential, following a pathway to success based on five core principles:

- Talent: giving employees the power to realise their potential
- Learning: providing knowledge and skills within their role
- Development: building confidence to achieve
- Mentoring: share expertise and experience new perspectives
- Leadership: for their future career at Unite, and beyond

Through 2022, we provided over 19,600 hours of learning and development to employees covering a range of personal and professional development.

As part of our commitment to lifelong learning, in 2022 we offered four one-year industrial placements to students as part of their degree programme, as well as nine internships as part of the 10,000 Black Interns programme. These eight-week long placements spanned a range of areas including finance, procurement, HR and sustainability. Our apprenticeship programme also continued, with 54 apprentices working across the business through 2022 in roles including finance, estates, legal and energy management – an increase of 35 compared to 2021.

These programmes help build the skills, knowledge and confidence of participants, helping get their career off to the best possible start while also helping Unite identify, attract and retain the diverse talent we need to succeed.

CASE STUDY

INVESTING IN LIFELONG LEARNING FOR OUR TEAMS

Launch of The Academy



The Academy launched in October 2022 to enable on-the-job learning and development for every Unite employee, at every career stage. Lifelong learning can be accessed in the form of workshops, online courses, skill sessions, leadership programmes, mentoring and coaching.



As a part of it, in May last year, Unite launched its Grow Beyond leadership programmes, which includes Institute of Leadership & Management courses. Our Rising and Inspiring Leader six month fast-track programmes have supported our General Managers and Regional Leadership teams in transitioning into their new roles post consultation.

Victoria Andrews, Account Support Supervisor who is enrolled on the level 3 Grow Beyond leadership programme for aspiring leaders said: "I'm really glad I'm able to take part in my ILM course – it's helping me to develop and grow as a supervisor in my current role and I've enjoyed being able to meet other people in the Company through this."



For more about this project, go online to:
unitegroup.com/sustainability/positive-impact

EMPLOYEE VOICE

Our employee engagement forum, Culture Matters, is designed to put the employee voice front and centre in supporting the shaping of our People strategy. It provides a forum for two-way communication between the senior leadership team and the wider Company, involving and engaging employees through consultation, enabling them to contribute to the success of the business. Representatives from across the business are elected to sit on our Culture Matters forum, giving every colleague an opportunity to shape our People strategy and create an inclusive environment where people can fulfil their true potential. The Culture Matters forum is overseen by Ilaria del Beato, our independent Non-Executive Director for Workforce Engagement, who attends the quarterly sessions ensuring direct Board-level oversight. Culture Matters also includes a number of Employee Resource Groups supporting specific groups and topics including people of colour, women, LGBTQ+ colleagues, and employee wellbeing. More details are included in our Section 172 reporting (see page 66) and the Board Leadership and Purpose section of the Governance Report (see page 97).

HELPING YOUNG PEOPLE SUCCEED AT UNIVERSITY

Providing a Home for Success means helping young people access Higher Education, providing the best possible support throughout their studies, and signposting to opportunities when they complete their studies. The Unite Foundation has been facilitating access to university for students from care backgrounds or who are estranged from their family for 10 years.

In 2022, we relaunched our Leapskills programme, aiming to help students make a successful transition from school into independent living at university. Working closely with the University and Colleges Admissions Service (UCAS) we launched an interactive game reaching more than 25,000 prospective students with resources and content designed to help build resilience, navigate new relationships, and manage finances while at university.

We also launched a partnership collaboration with Startup Sherpas (see <https://startupsherpas.org> for more information) providing students with support to get their own business ideas and innovations off the ground.

CASE STUDY

DOING THE RIGHT THING FOR OUR COMMUNITIES

Unite Foundation 10th anniversary

The Unite Foundation offers a unique accommodation scholarship for care leavers and estranged young people at university.

Since its inception, 10 years ago, we're proud to have been its partner and principal corporate donor after setting up the charity. To date, a total of 614 care leavers and estranged students have been supported in accessing Higher Education through the Unite Foundation.

This year, to celebrate its 10-year milestone, the Foundation announced an expanded cohort of 100 new scholarship students, with our support. All new scholarship students were provided with a welcome pack worth £200. For students who were eligible, but unsuccessful in their application for a scholarship, Unite provided over £10,000 to give each student a £50 gift card to support them in making their house a home.



Unite's financial contributions to the Foundation form part of our commitment to donate 1% of annual profits to social initiatives.

Since inception, the Unite Foundation has flourished into a wholly-independent charity, currently partnering with 26 universities across the country.



For more about this project, go online to:
unitegroup.com/sustainability/leapskills

SUSTAINABILITY AND NON-FINANCIAL REPORTING continued



PEOPLE continued



Diversity, Equity, Inclusion, and Belonging

We're creating a culture where being different is valued. A culture where our people and students can thrive and there's room for everyone, no matter what their background, identity, or circumstances.

This year has been about creating our foundations, setting our goals for the next three years, and continuing to listen to the needs of our employees.

In April we launched our first Diversity, Equity, Inclusion, Belonging (DEIB) and Wellbeing strategy, We are US, which details our ambitions for 2022–2025, what we want to achieve, and how we are going to achieve it. At the heart of this is a focus on instinctive inclusion, creating a place where our people and students thrive and are at the heart of who we are and what we do every day. Key ambitions include achieving a 40:60 female:male gender split in senior management by 2025, and building a data-led understanding of wider diversity metrics so we can work towards a workforce that is truly representative of the communities we work in at every level.

We have continued to focus on two-way communication, through our employee forum, Culture Matters. Together, we have undergone a policy review process, which has highlighted the need for broader scoping policies, that better reflect the diversity of Unite. We have consulted the forum on the most meaningful ways to communicate, and ensured that our representatives are developed in their knowledge of business, finance, policy, and soft skills. One year on, it is evident in our agenda items that the business understands the importance of employee consultation, in order to deliver impactful and meaningful projects that land in the right way.

We have kept the messaging of DEIB and Wellbeing consistent, and started to build the knowledge of our employees. Utilising employee engagement, we used the responses from our annual DEIB and Wellbeing survey to influence the construction of our learning programme, improve our communications, and set out the behaviours expected of our employees, and senior leaders.

Looking forward to 2023, we will continue to work closely with our Culture Matters forum to ensure policies and procedures on important topics, such as family leave to support our DEIB ambitions.

CASE STUDY

LIVING BLACK AT UNIVERSITY

In February 2022, Unite published its "Living Black at University" Report, based on a research commissioned by Unite and carried out by Halpin Partnership that looked into the experience of Black students in UK student accommodation – the first report of its kind.

In response, Unite called on universities and student accommodation providers to collaborate across the Higher Education sector and take meaningful action in order to address those issues.

Unite launched a national commission, drawing from key national organisations and professional bodies. The initiative aims to support the higher education and private student accommodation sectors' response to the report, aligning with Unite's strong emphasis on social impact and its value of "creating room for everyone".



The commission have shared a number of free, accessible resources and toolkits with the wider Higher Education sector whilst Unite continues to bring insights on the subject to sector conferences. In partnership with Newcastle University, Unite hosted a cultural services trial and will host a Living Black at University conference in 2023.



For more about this project, go online to:
unitegroup.com/living-black-at-university



Wellbeing

We aspire to build a mindful culture, where supporting the mental, physical, financial and social wellbeing of students and employees is a priority for everyone.

We recognise our responsibility to create happier, healthier workplaces. Throughout 2022, we focused on four pillars of wellbeing: social, mental, physical and financial. We have developed a range of employee benefits to support these pillars including flexible working, eyecare vouchers and Medicash scheme, Employee Assistance programme, optional childcare vouchers and the opportunity to purchase additional annual leave. Engagement with our Culture Matters forum and focus groups through 2022 has helped us to understand the ongoing needs and expectations of our employees, and informed the development of a comprehensive new employee support framework which we'll be launching in Q2 2023.

In 2015, we were the first student accommodation provider to pay the Real Living Wage, a commitment we still make today. Recognising the strain that the cost-of-living crisis is having on our employees, we've committed to increase salaries in line with the requirements of the Real Living Wage in 2023, and paid all of our employees an additional £500 bonus in autumn 2022.



See [pages 56-61](#) for more information

Life at university can be challenging for young people in many ways, and so in 2022 we launched our Support to Stay programme to structure a proactive approach to supporting our students, whilst also being responsive to situations and experiences which challenge their wellbeing (e.g. mental, social, financial). We've partnered with Blackbullion (see <https://www.blackbullion.com> for more information) to provide students with sector-leading tools and advice to help students manage their finances; and we've invested in training to help staff identify and respond to a range of student needs including recognising the signs and symptoms of mental health difficulties, handling disclosures, and supporting students with disabilities, and are expanding opportunities to include first aid and mental health first aid.

CASE STUDY

HELPING STUDENTS FEEL WELL AND WELCOME

Resident ambassadors and mental health resources

We're championing an inclusive culture where our customers and people prioritise their wellbeing.

Our Resident Ambassador programme was relaunched this year. It has been designed to help new students settle in, make new friends, build confidence and improve their employability.

Our updated student support structure includes Support to Stay, a framework that we've developed in alignment with universities' initiatives to keep students on track and give them the best opportunity for success.



Unite and Bournemouth University are collaborating on a data-sharing approach to improve the allocation of suitable accommodation to students. The aim is to support students' welfare during their stay. Roundtable events have been held and results of our work will set the sector's best practice. Part of this important work includes guidance around safeguarding students, privacy and how we deal with critical incidents and signposts.



For more about this project, go online to:
unitegroup.com/sustainability/positive-impact

SUSTAINABILITY AND NON-FINANCIAL REPORTING continued



PEOPLE continued



Health and Safety

Health and Safety is at the core of everything we do. We are committed to providing a safe and secure workplace for our people and making sure our customers are safe and supported. Further details of progress are contained in the Health and Safety Committee Report in the Governance section (page 128).

In 2022, we introduced a new operating model based on an in-depth assessment of our customers' needs and expectations. This new model means that all our buildings have 24/7 staff presence, 365 days a year, across both frontline and management staff. 2022 also saw the launch of our Support to Stay framework which aims to provide a supportive living environment to help students fulfil their potential, despite any medical, physical or mental health difficulties.

Throughout 2022, we also continued to uphold our commitment to being leaders in fire safety standards, through a proactive, risk-based approach, which is embedded across our entire business, to ensure that students and our employees are kept safe. We have a dedicated fire safety team which has welcomed three new managers this year, bringing in knowledgeable and experienced professionals from the fire safety and fire authority sectors to continue to drive improvement, and progress significant projects, whilst ensuring we continue to deliver on our safe and secure promise during a rapidly changing fire safety and building safety landscape. We also undertook an independent fire safety organisational audit, the findings of which will help us continually improve our fire safety management processes, helping ensure it meets the highest standards.

CASE STUDY

FIRE SAFETY MANAGER AWARD 2022

Championing Fire safety

Last year, our Group Fire Safety Manager Emily Argent won Fire Safety Manager of the Year at the Women in Fire Safety awards, which honour the outstanding achievements and contributions of all women within the fire safety industry.

Emily, who comes from a background of construction and fire safety, was praised by multiple fire and rescue services. Commenting on Emily's work, the National Fire Chiefs Council (NFCC) described Emily's approach as "what we wish all organisations would do" and "the dream".



Emily was recognised for the way she ignites passion with key stakeholders and brings people together in a genuinely collaborative approach to ensure effective solutions are implemented to help keep our students and colleagues safe.

Speaking of her award, Emily said: "I'm absolutely elated about the fact I've won Fire Safety Manager of the Year, especially when I'm up against some absolutely phenomenal women within the industry who I look up to myself. Fire Safety is a passion for me. Unite is really great at looking after and nurturing that passion and that's what I love about working for Unite. In addition to that, I get to work with who I consider to be the best in the industry and that includes my absolutely amazing team."



For more about this project, go online to:
unitegroup.com/sustainability/positive-impact



PLACES

We want to create places that deliver a positive impact on our people, our communities and the planet. We're aiming for net zero carbon buildings, finding ways to use fewer resources, and helping build stronger communities in and around our properties.



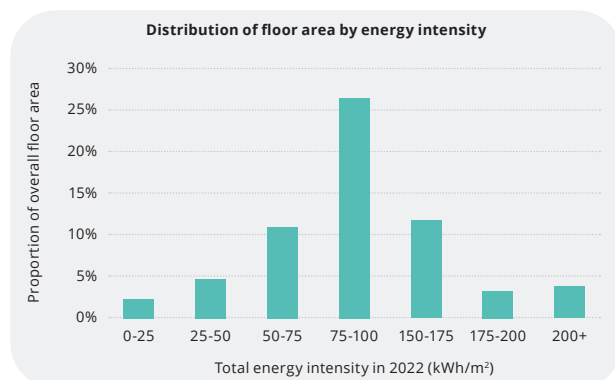
Tackling climate change

We're playing our part in keeping global warming below 1.5°C, reducing greenhouse gas emissions from operations and new buildings in line with science-based carbon targets to be net zero carbon by 2030.

Existing properties

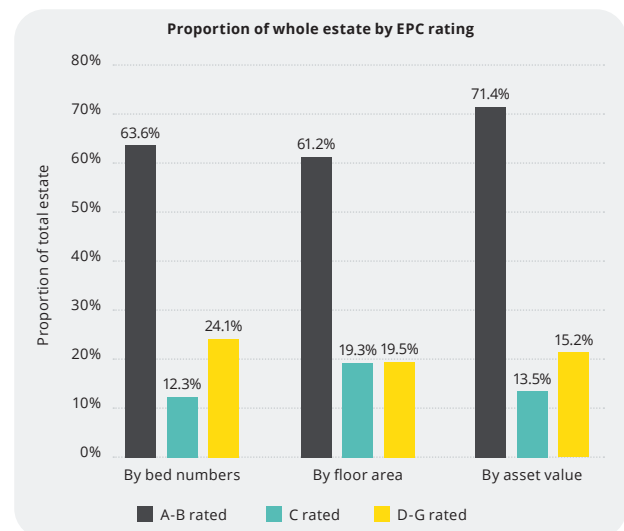
In 2021, we set out our ambition and approach to tackling climate change in our Net Zero Carbon Pathway document (see unitegroup.com/sustainability/our-net-zero-pathway) including science-based carbon targets aligned with a 1.5°C limit to global warming, in line with the Paris Climate Agreement. In 2022, we completed detailed site surveys and modelling of every property in the estate, creating building specific Asset Transition Plans that set out the measures needed to deliver the required energy, carbon and EPC improvements. This provides a full picture of the c.£100 million of capital investment required to hit our 2030 net zero carbon targets, including our energy intensity target linked to CRREM (the Carbon Risk Real Estate Monitor tool).

The chart below shows the portion of total floor achieving different levels of energy intensity (consumption per square metre of floor space) in 2022. As on page 60, 2022 whole estate average energy intensity was 117.9kWh/m², slightly above the CRREM pathway benchmark for 2022 of 113.6 (v1.093).



We've invested c.£20 million in energy initiatives in the past two years, achieving a 6.5% cut in absolute energy consumption from our 2019 base year (see pages 60–61 for more details of our energy and carbon performance). This investment has helped us achieve significant improvements in EPC ratings, with 61% of total floor area now A-B rated and a further 19% of floor area C rated as shown on the chart, compared to 35% and 22% respectively in 2021.

We have c.£7 million of capital investment in energy efficiency planned for 2023, including LED lighting, air-source heat pumps, and improved heating controls, and are exploring options to bring more of our purchased electricity under long-term corporate power purchase agreements (cPPAs) to meaningfully decarbonise our energy supply.



New developments

2022 saw the recruitment of a new Sustainability Construction Manager role in our Development team to steer our development pipeline towards our 2030 targets. In-house modelling using the OneClick LCA (life cycle assessment) software package has given us our best-ever understanding of embodied carbon and the options open to us to reduce. We will publish our Sustainable Construction Framework later in 2023 to help deliver our net zero carbon development ambition.

Working closely with our supply chain, this LCA work has allowed us to achieve significant reductions in embodied carbon of new developments. Our Campbell House development achieved a figure of 817kgCO₂e/m² (RIBA stages A-C) compared to the RIBA 030 Climate Challenge target of 1,000kgCO₂e/m² for 2020 and 800kgCO₂e/m² for 2025.

In 2023, we will continue to collaborate with leading industry bodies around themes of embodied carbon, circular economy and operational energy performance.

SUSTAINABILITY AND NON-FINANCIAL REPORTING continued



PLACES continued



Greener, sustainable buildings

We're designing, constructing and managing our buildings to be sustainable, support nature, and provide a healthy, inspiring environment for those who work or live there.

We have targeted BREEAM Excellent for all new buildings since 2017 as well as an EPC A rating to help ensure they achieve the levels of performance we demand across areas including energy efficiency, material selection, biodiversity, health and wellbeing, and safety.

- Campbell House, our latest BREEAM Excellent, EPC A-rated development in our home city of Bristol, includes over 400 student bedrooms in a new purpose-built block, as well as the sensitive redevelopment of the original Bristol Royal Infirmary building dating from the 1730s to accommodate 431 students. The development makes use of air source heat pumps for domestic hot water, networked smart-controllers on all heating, and on-site solar panels to achieve levels of energy performance we need to support our environmental targets. See case study on page 57 for more details.
- 2022 also saw major refurbishment of two large sites in Manchester, New Medlock Way and Parkway Gate, which included over £3 million of energy efficiency improvements to building fabric and services, including new insulation and glazing, air-source heat pump, solar panels and building control improvements.



Responsible use of resources

We're reducing resource consumption and waste, working with suppliers to improve circularity, and helping students and staff adopt life-long sustainable behaviours.

We're working hard to cut water use, reduce waste and improve recycling across our estate, and to engage with our supply chain to quantify and decrease the impact of products and services we consume. In 2022, we retendered our waste and recycling contracts, ensuring that our new suppliers would be able to support our transition to a more circular supply chain.



Playing an active role in local communities

We want to ensure that our activity brings real benefits to local communities, undertaking detailed community engagement as part of any new development.

We've collaborated with local youth intervention charity Streets of Growth at our new Hayloft Point development in central London, providing them with their first ever permanent and dedicated space on a peppercorn rent. Here, they can deliver a real positive impact for marginalised young people in Tower Hamlets and the Isle of Dogs through their street intervention model. Built on the former site of The Boar's Head, a sixteenth century playhouse, the space includes a fully equipped theatre space which Streets of Growth use for workshops and an ongoing partnership with The British Bangladeshi Fashion Council.

Our Positive Impact scheme has been developed in conjunction with the NUS and provides a framework to help employees support their communities and adopt sustainable behaviours, including recycling and donations to charity. 2022 was a milestone year, with 100% of our properties achieving bronze awards, and teams across the business working towards silver and gold awards by setting up long-term projects and collaborations within their local community to deliver real social or environmental benefit.



WE CONTINUED OUR PARTNERSHIP WITH THE BRITISH HEART FOUNDATION THROUGHOUT 2022

Total raised in donations in 2022:
£213,162

Total bags donated in 2022: **15,108**

Our commitment to invest 1% of profit (on an Adjusted Earnings basis) in social initiatives represents a target of £1.6 million for 2022 so we are pleased to have invested a total of over £2.0 million during 2022 in this area. This includes our contribution to the Unite Foundation, investment in the Leapskills programme, and the value of spaces we provide in our buildings such as Hayloft Point.

Through various initiatives including our ongoing partnership with the British Heart Foundation and the provision of rooms in Central London free of charge to IntoUniversity for their summer schools, in-kind donations have totalled over £260,000. We are working with leading social impact organisation B4SI to better understand the impact of our investment in this activity, so that we can target effort where it delivers the greatest societal benefit and quantify the impact achieved.



CASE STUDY

HAYLOFT POINT

A major investment in a prime location

London is an area of key strategic importance for Unite. The capital is the UK's largest student market, and suffers from a shortage of purpose-built student accommodation.

Hayloft Point, costing £187 million, is our newest flagship property located in the heart of central London. The development reached practical completion in September 2022, and was fully let in its first year.

The 24-storey, 29,000 square feet development in Aldgate contains 920 beds and offers proximity to prestigious university campuses. The building boasts facilities including a cinema, karaoke rooms, gyms and study spaces.

As part of our commitment to being an active part of our communities, we partnered with youth intervention charity, Streets of Growth. The charity is utilising two floors of the building to offer production, filmmaking and textile activities to young people.

Hayloft Point is built on the location of a sixteenth century playhouse, so we worked closely with the Museum of London Archaeology (MOLA) to ensure findings of national significance were preserved within the footprint of the development.

Due to strong university relationships, Unite is well placed to operate in London, and our development team has extensive experience navigating the complex planning environment in the city. We have entered into a five-year nomination agreement at Hayloft Point with King's College London, covering just over 67% of beds in the building.

Following the development of Hayloft Point, we are now the capital's largest owner, manager, and developer of purpose-built student accommodation, with over 11,500 beds across the city and 2,400 more beds in our development pipeline.



For more about this project, go online to:
unitegroup.com/sustainability/positive-impact

SUSTAINABILITY AND NON-FINANCIAL REPORTING continued

OUR APPROACH

Our goal is to lead on sustainability and raise standards in the living sector. Our governance and processes ensure that working responsibly and sustainably isn't optional, that we always operate with integrity and transparency. More details can also be found in the Sustainability Committee Report (page 125), and wider Governance Section of this report (page 88).

Transparency and disclosure

We're committed to transparency when it comes to our sustainability targets, performance reporting and disclosure.

We have worked hard to ensure that we are addressing our most significant environmental and social risks and issues, and targeting the areas that can deliver the greatest positive impact. This includes aligning where possible with established third-party frameworks or recognised commitments that help ensure we are setting suitably ambitious targets and have credible plans in place to achieve them, whether it is alignment with the UN SDGs, climate targets in line with the SBTi and CRREM, our commitment to the Real Living Wage, or the use of BREEAM for new developments. Similarly, we're committed to disclosure of our approach and progress in line with recognised standards and frameworks, and so in 2022 continued to disclose to the Global Real Estate Sustainability Benchmark (GRESB) (www.gresb.com) and CDP (www.cdp.net), retaining our four-star GRESB rating and achieving a B rating under CDP. We also disclose in line with the EPRA sBPR and TCFD guidelines. Looking forward to 2023, we anticipate that the UK Government's proposed Sustainability Disclosure Requirements will bring further clarity and consistency. Note that as we operate only in the UK we are not subject to the requirements of the EU SFDR. We publish details of executive remuneration (page 131) and pay gap reporting (search for "Unite Integrated Solutions" at <https://gender-pay-gap.service.gov.uk>).

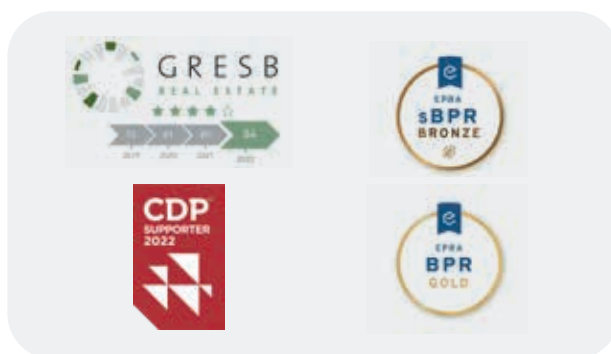
The Group is a Real Estate Investment Trust or REIT and as such is exempt from tax on its property business. Further details are included in the Tax and REIT status note on page 197.

Operating with integrity

We strive to always do the right thing, operate with integrity and expect high standards from our employees and suppliers.

Our Code of Conduct and Modern Slavery Statement, together with other key governance policies on our website, set out how we expect our employees and suppliers to behave. We work closely with our supply chain partners to ensure we are properly managing environmental and social risks and have developed a new suppliers code of conduct which all suppliers will need to commit to and follow from 2023 onwards (see unitegroup.com/sustainability/policies-documentation for more details).

Since 2021, our Executive team's remuneration has been linked to our environmental and social performance targets and, in 2022, we introduced sustainability targets for a portion of the bonus scheme for all employees, linked to our Positive Impact awards.



The table below sets out some key performance indicators that linked to our 2022 sustainability targets.

KPI	Performance										2021-22 change
	2020			2021			2022				
Total social investment	£1.8 million			£1.8 million			£2.0 million			10% increase	
Positive impact awards	Programme suspended due to pandemic			Programme suspended due to pandemic			100% bronze			Programme relaunched	
Scope 1+2 (market based) absolute emissions (tonnesCO ₂ e/yr)	21,086.0			13,178.0			12,957.7			1.7% decrease	
Average energy intensity (kWh/m ² /year)	106.7			113.4			115.6			1.9% increase	
	A-B	C	D-G	A-B	C	D-G	A-B	C	D-G		
EPC ratings by floor area	35.1%	22.1%	42.8%	35.1%	21.8%	43.1%	61.2%	19.3%	19.5%	23.6% increase in A-C rated floor area	
GRESB rating	81****			85****			84****			1 point drop	
Water consumption per m ² floor area (m ³ /bed)	36.6			40.1			45.5			13.4% increase	
% of electricity from renewable sources	74.0%			99.9%			99.9%			no change	
Investment in energy efficiency	-			£3 million			£13 million			£10 million increase	



CASE STUDY

SUSTAINABLE DEVELOPMENT IN A KEY STRATEGIC CITY

Campbell House, Bristol

Unite's newest Bristol property, named after one of Bristol's first Black ward sisters, is situated in the heart of the city on the site of a former Georgian hospital.

Campbell House covers 109,000 square feet, following an investment by Unite of £44 million. The property spans six storeys and provides beds for 431 students.

The new accommodation – which is named after Princess Campbell – provides a host of amenities for students, including a gym, cinema, karaoke room, dedicated study spaces, as well as indoor and outdoor social spaces.

Campbell House has been developed in partnership with the University of Bristol, which Unite has a long-standing relationship with. A 15-year nomination agreement has been agreed to provide beds for its students, covering 95% of the rooms at Campbell House.

As part of the Group's commitment to sustainability, the site has been built with extensive solar panelling, as well as air-source heat pumps, and the ability to link into the district heating network. There is also extensive cycle storage – with enough space for residents and their guests to store a bike. The development has achieved a BREEAM "Excellent" rating.

Bristol is one of our key strategic cities where the company is well-positioned to meet demand from the city's 60,000 students. Home to two prestigious Higher Education institutions, the University of Bristol and the University of the West of England (UWE), our range of accommodation provides plenty of options.

Campbell House adds to Unite's Bristol portfolio making it our sixth largest city by bed numbers with opportunity to further expand our Bristol portfolio through 1,300 beds in our secured development pipeline.



For more about this project, go online to:
unitegroup.com/sustainability/our-net-zero-pathway

SUSTAINABILITY AND NON-FINANCIAL REPORTING continued

NON-FINANCIAL INFORMATION STATEMENT

The table below summarises how we comply with non-financial performance reporting requirements. Relevant policies and statements are available online at www.unitegroup.com.

Description of the business model	Details of who we are, how we operate and the value we create can be found on page 8 onwards	Policy, due diligence and outcomes	The policies included in this non-financial information statement contain further details (as cross referenced herein) of the policy, due diligence conducted and policy outcomes, which also include the following:
Employees	Our new Diversity, Equity, Inclusion, Belonging and Wellbeing strategy is focused on providing opportunities for all p50	Risk management detailing our risk management framework and risk review process p80	Principal risks and uncertainties considering both internal and external risks, the potential impact and details of risk mitigation in place p82
	The Academy provides learning opportunities to enhance knowledge, skills and development p48		
	Our employee engagement forum, Culture Matters, puts the employee voice front and centre p49		
	Our Whistleblowing Policy enables employees to raise a concern in confidence p103		
	Gender diversity and pay gaps across the Group. Our full Gender Pay Gap Report can be found on our website and at: https://gender-pay-gap.service.gov.uk/Employer/KDcxuKgH p63 & p155		
	Our Board Diversity Policy seeks to enhance the overall diversity of the Board and ensures an appropriate and diverse mix of skills, experience and knowledge p116		
Anti-corruption and bribery	Our Anti-bribery Policy confirms our zero-tolerance approach to bribery and corruption and outlines employee responsibilities. Read our policy at unitegroup.com	Social matters	Our Resident Ambassador programme provides peer-to-peer support for students p51
Our policies	All of our public policies are available on our website, unitegroup.com		Our Positive Impact programme encourages our people and teams to work with local stakeholders on community impact initiatives p54
			Market overview focusing on demographic trends p20
Human rights	We operate a zero-tolerance approach to slavery to ensure it does not occur anywhere within our business or supply chain. We carry out due diligence on all third parties we work with. Read our Modern Slavery statement and Code of Ethics at unitegroup.com	The Group is the principal supporter of the Unite Foundation, the only charity that provides a home at university for estranged and care-experienced students p49	
		Our response to the cost-of-living crisis including a one-off payment p97	
Environmental matters		Our sustainability strategy sets out clear objectives and our progress in respect of environmental, social and governance matters p46	
		TCFD p69	
		Our Net Zero Carbon Pathway sets out our pledge to be net zero carbon by 2030. Read more at unitegroup.com/sustainability/our-net-zero-pathway	

SUSTAINABILITY DATA REPORTING INCLUDING SECR AND EPRA SBPR

Energy and carbon reporting

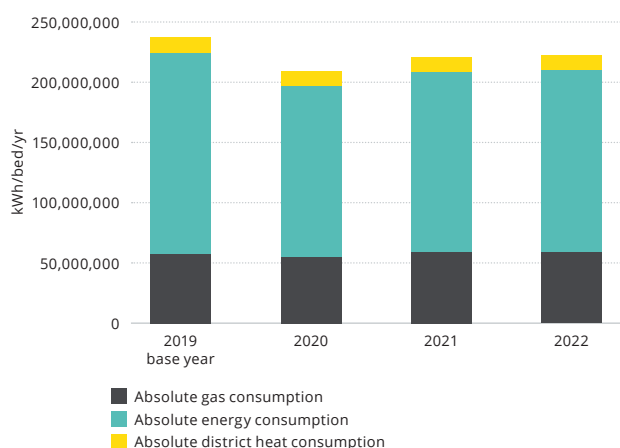
2022 saw a return to near normal levels and patterns of occupancy following the disruption caused by the Covid-19 pandemic and lockdowns over 2020 and 2021. This brought a corresponding increase in demand for energy and water in our buildings. This drove absolute total energy consumption up by 0.3% vs 2021, which combined with the impacts of disposals and openings saw a 1.9% increase in energy intensity on a floor area basis. A small reduction in gas use was achieved due to deployment of air source heat pumps in the year, which also contributed partly to the increase in electricity use. Compared to our 2019 base year, however, both absolute energy consumption and energy consumption per bed were lower, by 6.5% and 5.4% respectively.

As part of our ongoing commitment to reduce energy consumption in line with our net zero carbon target, and building on the £3 million we invested in 2021 on energy and water efficiency, 2022 saw us invest a further c.£13 million on measures including air source heat pump retrofits, networked heating controls, building management system improvements and building fabric improvements as part of major renovations. These measures are expected to deliver a c.5% reduction in our future energy consumption.

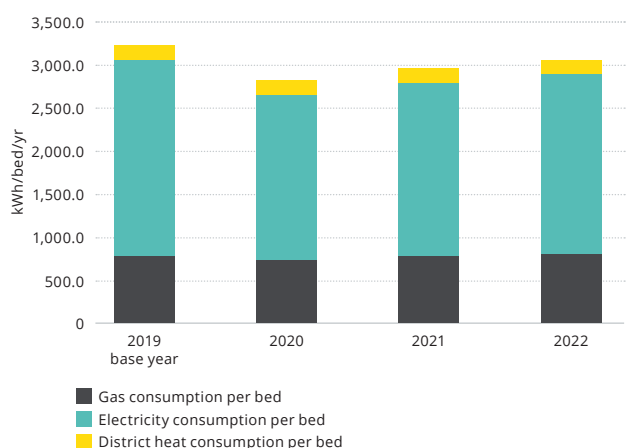
We remain on track to meet our SBTi validated 2030 green house gas target of a 56% reduction in combined Scope 1 and 2 (market-based) emissions. Our 2022 Scope 1 and 2 (location-based) emissions fell driven by reductions in grid carbon intensity, while Scope 1 and 2 (market-based) emissions rose slightly due to increased district heat use. All Scope 1 and 2 emissions arise in the UK.

Scope 3 emissions increased by 50% compared to 2021. This is due to completion of two new builds in 2022 (compared to none in 2021) which contributed to Scope 3 Category 2 emissions (“capital goods”), and the disposal of six buildings during 2022 that were previously built by Unite and so contribute to our Scope 3 Category 11 emissions (“use of sold products”) compared to none in 2021.

Absolute utilities consumption



Utilities consumption per bed



SUSTAINABILITY AND NON-FINANCIAL REPORTING continued

ESTATE DATA	2019 as reported	2019 new base year*	2020			2021			2022		
	Data	Data	Data	Change vs 2019 base year	Change vs prior year	Data	Change vs 2019 base year	Change vs prior year	Data	Change vs 2019 base year	Change vs prior year
Year-end bed numbers	49,992	73,990	75,531	2.08% ▲	51.09% ▲	76,171	2.95% ▲	0.85% ▲	69,290	-6.35% ▼	-9.03% ▼
Pro rata bed numbers	49,242	73,240	74,193	1.30% ▲	50.67% ▲	74,303	1.45% ▲	0.15% ▲	72,387	-1.16% ▼	-2.58% ▼
Pro rata floor area (m ²)	1,400,011	1,931,148	1,962,411	1.62% ▲	40.17% ▲	1,945,560	0.75% ▲	-0.86% ▼	1,915,339	-0.82% ▼	-1.55% ▼

* Including Liberty Living.

ENERGY & WATER USE	2019 as reported	2019 new base year*	2020			2021			2022		
	Consumption	Consumption	Consumption	Change vs 2019 base year	Change vs prior year	Consumption	Change vs 2019 base year	Change vs prior year	Consumption	Change vs 2019 base year	Change vs prior year
Natural gas											
Absolute (kWh)	39,616,444	57,414,070	55,587,055	-3.2% ▼	40.3% ▲	59,170,049	3.1% ▲	6.4% ▲	58,816,746	2.4% ▲	-0.6% ▼
Relative to bed numbers (kWh/bed)	804.5	783.9	749.2	-4.4% ▼	-6.9% ▼	796.3	1.6% ▲	6.3% ▲	812.5	3.6% ▲	2.0% ▲
Relative to floor area (kWh/m ²)	28.3	29.7	28.3	-4.7% ▼	0.1% ▲	30.4	2.3% ▲	7.4% ▲	30.7	3.3% ▲	1.0% ▲
Electricity											
Absolute (kWh)	106,148,132	167,593,224	141,656,529	-15.5% ▼	33.5% ▲	149,211,285	-11.0% ▼	5.3% ▲	150,944,907	-9.9% ▼	1.2% ▲
Relative to bed numbers (kWh/bed)	2,155.7	2,288.3	1,909.3	-16.6% ▼	-11.4% ▼	2,008.1	-12.2% ▼	5.2% ▲	2,085.2	-8.9% ▼	3.8% ▲
Relative to floor area (kWh/m ²)	75.82	86.78	72.18	-16.8% ▼	-4.8% ▼	76.7	-11.6% ▼	6.2% ▲	78.8	-9.2% ▼	2.8% ▲
Renewable electricity											
As % of overall electricity purchased	60.9%	61.1%	74.0%	21.2% ▲	21.5% ▲	99.9%	38.8% ▲	25.9% ▲	99.9%	38.8% ▲	0.0% ▲
Heat											
Absolute (kWh)	11,775,682	11,775,682	12,091,340	2.7% ▲	2.7% ▲	12,312,277	4.6% ▲	1.8% ▲	11,672,055	-0.9% ▼	-5.2% ▼
Relative to bed numbers (kWh/bed)	239.14	160.78	162.97	1.4% ▲	-31.9% ▼	165.7	3.1% ▲	1.7% ▲	161.2	0.3% ▲	-2.7% ▼
Relative to floor area (kWh/m ²)	8.41	6.10	6.16	1.0% ▲	-26.7% ▼	6.3	3.8% ▲	2.7% ▲	6.1	-0.1% ▼	-3.7% ▼
TOTAL ENERGY (gas + electricity + heat)											
Absolute (kWh)	157,540,259	236,782,977	209,334,924	-11.6% ▼	32.9% ▲	220,693,611	-6.8% ▼	5.4% ▲	221,433,708	-6.5% ▼	0.3% ▲
Relative to bed numbers (kWh/bed)	3,199.33	3,232.99	2,821.48	-12.7% ▼	-11.8% ▼	2,970.2	-8.1% ▼	5.3% ▲	3,059.0	-5.4% ▼	3.0% ▲
Relative to floor area (kWh/m ²)	112.5	122.6	106.7	-13.0% ▼	-5.2% ▼	113.4	-7.5% ▼	6.3% ▲	115.6	-5.7% ▼	1.9% ▲
Water											
Absolute (m ³)	1,954,648	3,037,827	2,723,396	-10.4% ▼	39.3% ▲	2,980,075	-1.9% ▼	9.4% ▲	3,291,267	8.3% ▲	10.4% ▲
Relative to bed numbers (m ³ /bed)	39.7	41.5	36.7	-11.5% ▼	-7.5% ▼	40.1	-3.3% ▼	9.3% ▲	45.5	9.6% ▲	13.4% ▲
Relative to floor area (m ³ /m ²)	1.4	1.6	1.4	-11.8% ▼	-0.6% ▼	1.5	-2.6% ▼	10.4% ▲	1.7	9.2% ▲	12.2% ▲

* Including Liberty Living.

Energy consumption: energy data reported is predominantly half-hourly meter data (90.3% and 81.2% respectively for electricity and gas), with remainder being billing data (7.4% and 17.5% respectively) and a small number of estimates (2.3% and 1.3% respectively) where neither meter or billing data is yet available, in which case the previous year's data for that site and month is used. District heating data is 85.5% billing with 14.5% estimates.

Boundaries: Energy and water consumption reported is whole building including all that used by students, as our all-inclusive billing means these contribute directly to Scope 1 and 2 emissions rather than Scope 3. Energy and emissions are reported along operational control lines (not equity share lines) and includes all Unite Group plc entities, including 100% of all buildings operated by Unite regardless of ownership.

GREENHOUSE GAS EMISSIONS	2019 as reported	2019 new base year*	2020			2021			2022		
	Emissions	Emissions	Emissions	Change vs 2019 base year	Change vs prior year ¹	Emissions	Change vs 2019 base year	Change vs prior year ¹	Emissions	Change vs 2019 base year	Change vs prior year ¹
Total Scope 1 emissions											
Absolute (tonnes CO ₂ e)	7,397	10,669	10,392	-2.6%	40.5%	11,009	3.2%	5.9%	10,905	2.2%	-0.9%
Relative to bed numbers (tonnes CO ₂ e/bed)	0.150	0.146	0.140	-3.9%	-6.8%	0.148	1.7%	5.8%	0.151	3.4%	1.7%
Relative to floor area (kg CO ₂ e/m ²)	5.3	5.5	5.3	-4.2%	0.2%	5.7	2.4%	6.9%	5.7	3.1%	0.6%
Total Scope 2 emissions (location based)											
Absolute (tonnes CO ₂ e)	29,205	44,910	35,113	-21.8%	20.2%	33,784	-24.8%	-3.8%	31,204	-30.5%	-7.6%
Relative to bed numbers (tonnes CO ₂ e/bed)	0.593	0.613	0.473	-22.8%	-20.2%	0.455	-25.9%	-3.9%	0.431	-29.7%	-5.2%
Relative to floor area (kg CO ₂ e/m ²)	20.9	23.3	17.9	-23.1%	-14.2%	17.4	-25.3%	-3.0%	16.3	-29.9%	-6.2%
Total Scope 2 emissions (market based)											
Absolute (tonnes CO ₂ e)	3,128	18,833	10,694	-43.2%	241.9%	2,170	-88.5%	-79.7%	2,052	-89.1%	-5.4%
Relative to bed numbers (tonnes CO ₂ e/bed)	0.064	0.257	0.144	-43.9%	126.9%	0.029	-88.6%	-79.7%	0.028	-89.0%	-2.9%
Relative to floor area (kg CO ₂ e/m ²)	2.2	9.8	5.4	-44.1%	143.9%	1.1	-88.6%	-79.5%	1.1	-89.0%	-3.9%
Total Scope 1+2 emissions (location based)											
Absolute (tonnes CO ₂ e)	36,602	55,579	45,504	-18.1%	24.3%	44,793	-19.4%	-1.6%	42,110	-24.2%	-6.0%
Relative to bed numbers (tonnes CO ₂ e/bed)	0.743	0.759	0.613	-19.2%	-17.5%	0.603	-20.6%	-1.7%	0.582	-23.3%	-3.5%
Relative to floor area (kg CO ₂ e/m ²)	26.1	28.8	23.2	-19.4%	-11.3%	23.0	-20.0%	-0.7%	22.0	-23.6%	-4.5%
Total Scope 1+2 emissions (market based)											
Absolute (tonnes CO ₂ e)	10,524	29,502	21,086	-28.5%	100.4%	13,178	-55.3%	-37.5%	12,958	-56.1%	-1.7%
Relative to bed numbers (tonnes CO ₂ e/bed)	0.214	0.403	0.284	-29.4%	33.0%	0.177	-56.0%	-37.6%	0.179	-55.6%	0.9%
Relative to floor area (kg CO ₂ e/m ²)	7.5	15.3	10.7	-29.7%	42.9%	6.8	-55.7%	-37.0%	6.77	-55.7%	-0.1%
Total verifiable Scope 3 emissions											
Absolute (tonnes CO ₂ e)	9,859	15,134	12,422	-17.9%	26.0%	15,330	1.3%	23.4%	13,913	-8.1%	-9.2%
Relative to bed numbers (tonnes CO ₂ e/bed)	0.200	0.207	0.167	-19.0%	-16.4%	0.206	-0.2%	23.2%	0.192	-7.0%	-6.8%
Relative to floor area (kg CO ₂ e/m ²)	7.0	7.8	6.3	-19.2%	-10.1%	7.9	0.5%	24.5%	7.3	-7.3%	-7.8%
Total non-verifiable Scope 3 emissions											
Absolute (tonnes CO ₂ e)	113,963	113,145	66,924	-49.7%	-41.3%	50,448	-62.1%	-24.6%	84,562	-36.5%	67.6%
Relative to bed numbers (tonnes CO ₂ e/bed)	2.3	1.8	0.9	-50.4%	-61.0%	0.7	-62.7%	-24.7%	1.2	-35.7%	72.1%
Relative to floor area (kg CO ₂ e/m ²)	81.4	68.9	34.1	-50.5%	-58.1%	25.9	-62.4%	-24.0%	44.1	-36.0%	70.3%
Total of verifiable and non-verifiable Scope 3 emissions											
Absolute (tonnes CO ₂ e)	123,822	148,279	79,346	-46.5%	-35.9%	65,778	-55.6%	-17.1%	98,475	-33.6%	49.7%
Relative to bed numbers (tonnes CO ₂ e/bed)	2.5	2.0	1.1	-47.2%	-57.5%	0.9	-56.3%	-17.2%	1.4	-32.8%	53.7%
Relative to floor area (kg CO ₂ e/m ²)	88.4	76.8	40.4	-47.3%	-54.3%	33.8	-56.0%	-16.4%	51.4	-33.0%	52.1%

* Including Liberty Living.

1. As reported data not base year data.

GHG calculation methodology: GHG emissions have been calculated in accordance with HM Government's "Environmental Reporting Guidelines: including streamlined energy and carbon reporting March 2019 (Updated Introduction and Chapters 1 and 2)" and the GHG Protocol's "A corporate Accounting and Reporting Standard (Revised Edition)". Energy consumption data was multiplied by the relevant emissions factor to calculate Scope 1 and 2 emissions.

Scope 1 emissions include gas consumed in properties, and fuel consumed in business vehicles.

Scope 2 emissions include grid electricity consumption, and district heating consumption in properties.

Verifiable Scope 3 emissions include Category 1 (Purchased goods and services – water, calculated using water meter and billing data), Category 3 (Fuel and energy-related activities including T&D and WTT emissions, calculated using same energy data used for Scope 1 and 2 emissions), Category 6 (Business travel – including direct and indirect (WTT and T&D) emissions from flights (including RF), and rail travel, calculated using data provided by travel booking partners), where verifiable data sources exist.

Non-verifiable Scope 3 emissions include Category 1 (Purchased goods and services – operation and management of real estate assets, calculated using QUANTIS Scope 3 evaluator tool based on spend), Category 2 (Capital goods – new properties, calculated

using a detailed embodied carbon assessment of a real and representative new-build property, Category 5 (Waste Generated in Operations calculated using QUANTIS Scope 3 evaluator tool based on spend), and Category 7 (Employee commuting calculated using QUANTIS Scope 3 evaluator tool), where insufficient data is available to verify.

Emissions factors: emission factors used are the relevant factors from the "UK Government emission conversion factors for greenhouse gas company reporting (2022 data set)". Scope 2 emissions are calculated using the UK national average grid emissions factor, whilst Scope 2 emissions are calculated using our supplier Npower's contractual emissions factor which is zero for all electricity purchased under our Group supply contract as 100% is backed by REGOs. We disclose detailed asset-by-asset consumption to CDP and GRESB (Global Real Estate Sustainability Assessment).

Independent verification: all energy, water and carbon data in tables above for 2022 and all previous years reported, including year-on-year changes, has undergone independent verification by SGS UK Ltd to a level of "Reasonable Assurance" against the requirements of ISO 14064-3:2006 (excluding "non-verifiable" Scope 3 emissions as explained above), details will be published via our website <https://www.unitegroup.com/sustainability>.

SUSTAINABILITY AND NON-FINANCIAL REPORTING continued

Sustainability data reporting

The table below sets out further detail and data on our sustainability performance, aligned with the European Public Real Estate Association Best Practice Sustainability Reporting Guidelines (EPRA sBPR).

EPRA Sustainability Performance Measures – Environment				
EPRA sBPR Code	EPRA sBPR Performance Measure	Data	Units	Commentary
Elec-Abs	Total electricity consumption	150,944.9	MWh/yr	100% grid supplied and REGO backed (zero carbon under GHG Protocol Corporate Reporting rules for market-based Scope 2 emissions). c.20% purchased via corporate Power Purchase Agreement (cPPA) with a windfarm in Scotland. Includes all energy consumed across the portfolio including all tenant energy use. Also see SECR table on pages 60–61.
Elec-LfL	Like-for-like total electricity consumption	2021: 147,064.8 2022: 149,980.1	MWh/yr	As above, but only data from sites in scope for the whole of 2022 and 2021. Increase of c2.5% vs 2021 is impact of Covid-related under-consumption in 2021. Also see SECR table on pages 60–61.
DH&C-Abs	Total district heating & cooling consumption	11,672.1	MWh/yr	100% of district heating consumption from non-renewable sources (e.g. gas CHP). No district cooling. Includes all energy consumed across the portfolio including all tenant energy use. Also see SECR table on pages 60–61.
DH&C-LfL	Like-for-like total district heating & cooling consumption	2021: 12,312.3 2022: 11,672.1	MWh/yr	As above, but only data from sites that were in scope for the whole of 2022 and 2021. Decrease of c5.2% vs 2021 reflects the reduced heating demand through 2022 (the warmest year on record in the UK), and lack of any cooling load (buildings are naturally ventilated).
Fuels-Abs	Total fuel consumption	58,816.7	MWh/yr	100% of this fuel use is non-renewable grid supplied natural gas. Includes all energy consumed across the portfolio including all tenant energy use. Also see SECR table on pages 60–61.
Fuels-LfL	Like-for-like total fuel consumption	58,816.7	MWh/yr	As above, but including only data from sites that were in scope for the whole of 2022 and 2021. Increase of c1.5% vs 2021 is impact of Covid related under-consumption in 2021. Also see SECR table on pages 60–61.
Energy-Int	Building energy intensity	3,059.0	kWh/bed/yr	Sum total of Electricity + District Heat + Natural gas consumption per bed per year (pro rata treatment of acquisitions/ openings/ disposals). Also see SECR table on pages 60–61.
Energy-Int	Building energy intensity	115.6	kWh/m ² /yr	Sum total of Electricity + District Heat + Natural gas consumption per m ² floor area per year (pro rata treatment of acquisitions/ openings/ disposals). Also see SECR table on pages 60–61.
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions (Scope 1)	10,905.4	metric tonnes CO ₂ e/yr	Scope 1 emissions, calculated using natural gas consumption data and UK DEFRA/BEIS emissions factors. Includes all emissions across the whole of Unite's portfolio including tenant energy use. Also see SECR table on pages 60–61.
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions (location based Scope 2)	31,204.3	metric tonnes CO ₂ e/yr	Scope 2 location-based emissions, calculated using grid electricity consumption data and district heating consumption data and relevant UK DEFRA/BEIS emissions factor. Includes all emissions across the whole of Unite's portfolio including tenant energy use. Also see SECR table on pages 60–61.
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions (market based Scope 2)	2,052.3	metric tonnes CO ₂ e/yr	Scope 2 market-based emissions, calculated using supplier's contractual emissions factor for grid electricity (zero as 100% REGOs backed), and relevant UK DEFRA/BEIS emissions factor for district heating. Includes all emissions across the whole Unite Students portfolio including tenant energy use. Also see SECR table on pages 60–61.
GHG-Int	Greenhouse gas (GHG) emissions intensity (Scope 1 + LOCATION based scope 2)	0.582	metric tonnes CO ₂ e/bed/yr	Scope 1 + location-based 2 emissions, as described above divided by total number of beds in the portfolio. Also see SECR table on pages 60–61.
GHG-Int	Greenhouse gas (GHG) emissions intensity (Scope 1 + MARKET based scope 2)	0.179	metric tonnes CO ₂ e/bed/yr	Scope 1 + market-based 2 emissions, as described above, divided by total number of beds in the portfolio. Also see SECR table on pages 60–61.
GHG-Int	Greenhouse gas (GHG) emissions intensity (Scope 1 + LOCATION based scope 2)	22.0	metric tonnes CO ₂ e/m ² /yr	Scope 1 + location-based 2 emissions, as described above, divided by total floor area (pro rata treatment of acquisitions/ openings/ disposals). Also see SECR table on pages 53–54.
GHG-Int	Greenhouse gas (GHG) emissions intensity (Scope 1 + MARKET based scope 2)	6.8	metric tonnes CO ₂ e/m ² /yr	Scope 1 + market-based 2 emissions, as described above, divided by total floor area (pro rata treatment of acquisitions/ openings/ disposals). Also see SECR table on pages 53–54.

EPRA Sustainability Performance Measures – Environment

EPRA sBPR Code	EPRA sBPR Performance Measure	Data	Units	Commentary
Water-Abs	Total water consumption	3,291,266.8	m ³ /yr	All water consumed is municipal mains water supply for domestic use (sanitary and cooking use). Includes all water consumed across the portfolio including all tenant water use. Also see SECR table on pages 60–61.
Water-LfL	Like-for-like total water consumption	2021: 2,953,277.0 2022: 3,264,582.6	m ³ /yr	As above, but including only data from sites that were in scope for the whole of 2022 and 2021. Increase of c5.7% vs 2021 is impact of Covid related under-consumption in 2021. Also see SECR table on pages 60–61.
Water-Int	Building water intensity	45.5	m ³ /bed/yr	Consumption divided by total number of beds in the portfolio. Also see SECR table on pages 60–61.
Water-Int	Building water intensity	1.7	m ³ /m ² /yr	Consumption divided by total m ² of floor area per year (pro rata treatment of acquisitions/ openings/ disposals). Also see SECR table on pages 60–61.
Waste-Abs	Total weight of waste by disposal route	Recycling: 149.9 tonnes (42.4%) Energy from waste: 203.3 tonnes (57.6%)	Metric tonnes/yr and % of waste by disposal route	During 2022 we appointed new waste contractors, and so have incomplete data for commercial waste through 2022. Data reported has been calculated based on 25 sites served by one individual contractor who was able to provide completed data on commercial waste generated by Unite (excluding student generated household waste), extrapolating it up on a “per bed” basis across the whole estate.
Waste-LfL	Like-for-like total weight of waste by disposal route	Not available due to changes of process and data	Metric tonnes/yr and % of waste by disposal route	It is not possible to provide like-for-like comparison here as prior to 2022 commercial waste collections also included a significant proportion of student generated household waste. From 2022 onwards, new collection arrangements mean we can report pure commercial waste as a separate figure (as reported here), which cannot be compared with previous year's data.
Cert-Tot	Type and number of sustainably certified assets	BREEAM New Construction: Excellent: 14 properties, Very Good: 7 Properties, Good: 1 Property BREEAM In Use, Very Good: 1 Property, 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	Board: 60.0% male, 40.0% female Management: 68.2% male, 31.8% female All other employees: 54.1% male, 45.9% female Overall totals: 54.5% male, 45.5% female	Percentage of employees	Details of gender breakdown at different levels in the business can be found on page 65 of this report.
Diversity-Pay	Gender pay ratio	Management: Mean pay gap 21.9%, median pay gap 19.6% All other employees: Mean pay gap 5.7%, median pay gap 6.2%	Ratio	Our full Gender Pay Gap Report can be found at https://gender-pay-gap.service.gov.uk/Employer/KDcxuKgH although this statutory reporting operates across a different time period (Apr-Mar) than our annual reporting cycle (Jan-Dec) so is not directly comparable.
Emp-Training	Training and development	11.0 hours per FTE	Average hours	A total of 19,693 hours of training were delivered in 2022, across a total of 1,798 FTE employees.

SUSTAINABILITY AND NON-FINANCIAL REPORTING continued

EPRA Sustainability Performance Measures – Social				
EPRA sBPR Code	EPRA sBPR Performance Measure	Data	Units	Commentary
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.
H&S-Emp	Employee health and safety	<p>Accident Frequency Rate per 100,000 hours worked = 0.22 (based on 7 RIDDOR reportable accidents in year)</p> <p>Minor injury frequency rate per 100,000 hours worked = 4.6 (based on 145 minor injuries in year)</p> <p>Fatalities = zero</p>	Total number and rate	
H&S-Asset	Asset health and safety assessments	100%	Percentage of assets	<p>Fire: An independent third party undertaken annual fire safety risk assessments of all properties in line with regulations and fire standards. Any gaps are collated and managed through to completion based on risk rating. Avon Fire and Rescue service have been appointed as our primary authority to consult on all fire safety matters.</p> <p>Asbestos: Properties are assessed for any asbestos-containing materials (ACM) to manage in line with the UK Control of Asbestos Regulations (CAR) 2012. If present, a programme of mitigation is introduced by a third-party independent contractor who is responsible for safe and compliant remediation or removal and disposal in compliance with all appropriate legislation.</p> <p>Building Mechanical Assets: Building services are maintained in line with current regulations e.g. passenger and goods lifts are covered under UK Lifting Operations and Lifting Equipment Regulations (LOLER). Equipment is subject to periodic thorough examination and inspection by competent third-party contractors. All remedial action identified within the report are managed through to completion.</p> <p>Building Electrical Assets: Our safety procedures align with relevant legislation, i.e. The Electricity at Work Regulations and The Provision and Use of Work Equipment Regulations, to ensure we cover all UK statutory requirements to manage danger arising from working on/near, testing, or operating electrical equipment and systems.</p> <p>Gas safety: We have responsibilities under the Gas Safety (Installation and Use) regulations to undertake safety inspections on all gas appliances and associated equipment, to ensure gas fittings and flues are maintained in a safe condition. Gas appliances are serviced at least annually and we maintain the record of the gas safety checks.</p>
H&S-Comp	Asset health and safety compliance	0 incidents		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 liaise and engage with 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 pages 66, 102 and 104 of this report.

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: 7 + 1 chair Number of Non-Executive Board members who are independent: 7 Average tenure of governing body: 7 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		See pages 88 onwards of this Annual Report for more details on composition of the Board.
Gov-Select	Nominating and selecting the highest governance body	See commentary		Board appointments, succession plans and diversity are set out on pages 115 onwards of this Annual Report in the Nomination Committee's Report.
Gov-Col	Process for managing conflicts of interest	See commentary		Details are set out on page 165 of this Annual Report.

Gender split for EPRA

	Male	Male %	Female	Female %	Total
Board	6	60.0%	4	40.0%	10
Management	30	68.2%	14	31.8%	44
All other employees	945	54.1%	801	45.9%	1,746
Total	975	54.5%	815	45.5%	1,790