

# ENP-02 / Sustainability Policy

Version Number:2023/1.0

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## 1 Introduction

### 1.1 Purpose

This policy sets out The Unite Group plc's (Unite) approach to sustainability.

### 1.2 Scope

This policy applies to all aspects of Unite's operations under direct operational control.

### 1.3 Responsibilities

This policy is managed by the Head of Sustainability and applies to all Unite's employees and contractors across all our operations including joint ventures and co-investment vehicles.

### 1.4 References

The strategy is further supported by key policies and commitments across the business including but not limited to the following:

- Environmental Policy.
- Net Zero Carbon Pathway.
- Sustainable Construction Framework.
- Procurement Policy.
- Social policy suite (covering: Social Impact, Charity, Volunteering, and Living Wage).
- Health & Safety Policy, and Fire Safety Policy.
- Governance policy suite (covering: Anti Bribery, Modern Slavery, and Privacy).
- Customer policy suite (covering: Student Mental Health, Student Disability, Sexual Misconduct and Domestic Violence, and Safeguarding).
- HR policy suite (covering: Equality Diversity & Inclusion, Trans and Gender Identity, Bullying & Harassment, Grievances, Disciplinary, Appeals, Employment Practices, Flexible Working, Parental, Adoption & Surrogacy, Sickness and Absence, Alcohol & Substance, and Whistleblowing).

## 2 Policy

### 2.1.1 Intent

This policy sets out how the Unite aims to manage the most materially significant environmental, social and economic aspects and impacts of its operations in a way that is truly sustainable, in line with the needs and expectations of key stakeholders. This principle is set out as one of our three group wide strategic objectives as our ambition to create a **responsible and resilient business**.



### 2.1.2 Principles

To achieve this strategic objective we have developed a sustainability strategy that aims to **“create a positive impact through People and Places”**, providing a framework which we can use to structure a wide range of activity that determines the environmental, social and economic impact of our operations. This approach has been based on the findings of a detailed materiality assessment including engagement with key stakeholders, which identified our most materially significant sustainability related aspects and impacts, and applies across all areas of our operations. It aims to provide clear guidance to our employees and other partners on how we seek to create a responsible and resilient business.

### 2.1.3 Key Outcomes

Our sustainability strategy sets out eight main areas of focus arranged under two themes of “People” and “Places”, underpinned by a third theme of “Our Approach”. The diagram below sets out our ambition and aspiration in each of these areas.

## 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.

#### 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.

#### 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.



### 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.

#### 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.

#### 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.

More details of our strategy including detailed targets, commitments, and progress can be viewed on our corporate website at <https://www.unitegroup.com/sustainability>, and we publish regular detailed updates each year in our Sustainability Report contained within our annual report and accounts, also available online.

### 2.1.4 Governance

As a key part of our business plan, our Executive Committee are ultimately accountable for sustainability performance. The Unite Group plc Board have oversight of this area via the Board Sustainability Committee, chaired by one of our Non-executive Directors, which meets four times per year. This policy will be reviewed annually.

### 2.1.5 Reporting

We will actively participate in various environmental and sustainability related reporting and disclosure schemes such as CDP and the Global Real Estate Sustainability Benchmark (GRESB) as well as through disclosures made in our Annual Report and Accounts and on our corporate website, including The Taskforce for Climate Related Financial Disclosure (TCFD) and the European Public Real Estate Association Sustainability Best Practice Reporting guidelines (EPRA sBPR): <https://www.unitegroup.com/sustainability>.

## Appendix A – Document Control Information

Document Management			
Document Ref / Title		Sustainability Policy	
Version #	1.0	Status	Live
Classification		Public (everyone has access)	
Reason for development		Set out our approach to sustainability	
Summary of changes		Updated	
Applicable parties			
Author(s) (name / title)		Head of Sustainability	
Owner (name / title)		Head of Sustainability	
Function			
Approved by (name/ title)		Chief Executive Officer	
Date Approved		22/06/2023	
Review date		15/06/2024	
Location			
Distribution			
Consultation			
<input type="checkbox"/> Data Protection	<input type="checkbox"/> Communications	<input type="checkbox"/> NCC / ECC	<input type="checkbox"/> City Teams
<input type="checkbox"/> Sales	<input type="checkbox"/> IT Service Desk	<input type="checkbox"/> IT	<input type="checkbox"/> Legal
<input type="checkbox"/> Finance - AR	<input type="checkbox"/> Finance - Treasury	<input type="checkbox"/> InfoSec	<input type="checkbox"/> HR
<input type="checkbox"/> Finance - AP	<input type="checkbox"/> Procurement	<input type="checkbox"/> H&S	<input type="checkbox"/> Business Intelligence
<input type="checkbox"/> Estates	<input checked="" type="checkbox"/> Environment	<input type="checkbox"/> Marketing	<input type="checkbox"/> Asset Management
<input type="checkbox"/> Digital	<input type="checkbox"/> Office Support	<input type="checkbox"/> PMO	<input type="checkbox"/>
<input type="checkbox"/> Commercial Finance	<input type="checkbox"/> Acquisition / Development	<input type="checkbox"/> Student Services	<input type="checkbox"/>
Version History (copy and paste from top section to here as a record)			
Version	Date approved	Author	Summary of changes
1	22/06/2023	Head of Sustainability	Update