

# ENP-02 / Sustainability Policy

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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 including all properties under operational control regardless of ownership.

### **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, Human Rights, Data & 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 is vital to us fulfilling our business purpose of creating a Home for Success.

### 2.1.2 Principles

To understand the sustainability related issues and topics most relevant to us we maintain ongoing engagement with key stakeholders and consider issues on an environmental, social and economic issues on a “double materiality” basis – this means focusing on issues that could impact the business, but also on issues that impact wider society and the environment. Based on these findings we have created our sustainability framework to help ensure we can fulfil our business purpose of creating a Home for Success in a sustainable and responsible manner.

### 2.1.3 Key Outcomes

Our overarching sustainability ambition is to create a positive impact across four key areas:

- Employees,
- Students and young people,
- Local communities, and
- The environment.

We’ve created our Sustainability Framework, set out below, to help us achieve this and show how our activity link to relevant UN Sustainable Development Goals (UN SDGs).

## CREATING A POSITIVE IMPACT

ACROSS FOUR KEY AREAS

### Employees

**Our ambition: An equitable, inclusive and safe workplace that provides rewarding and fulfilling careers.**

- People strategy and HR policies making us a great place to work.
- Support employees to fulfil their potential via the Unite Academy, Grow Beyond leadership development, and Early Careers programmes.
- Empower employee voice through our Culture Matters forum.
- Creating an equitable and inclusive environment with our diversity, equity, inclusion, belonging and wellbeing (DEIB&W) strategy.



### Local communities

**Our ambition: Create real social value that meets local community needs.**

- Meeting local community needs via long-term community partnerships in our buildings.
- Giving back to local community through Positive Impact community projects and volunteering programmes.
- Supporting important charities nationally, locally as well as through our charity match scheme.



### Students and young people

**Our ambition: Be a leader on student inclusion, wellbeing and success.**

- Shape policy and thinking on inclusion and participation in Higher Education through research, engagement and thought leadership.
- Support students in the transition into Higher Education and independent living through our Leapskills programme.
- Support student customers' wellbeing and mental health while they live with us via our Support to Stay programme.
- Maintaining our commitment to the Unite Foundation.



### The environment

**Our ambition: Minimise our impact on the environment and create sustainable buildings.**

- Playing our part to help tackle climate change via our net zero carbon targets and pathway.
- Targeting ambitious reductions in energy and water use.
- Reducing resource consumption and supply chain impacts.
- Creating sustainable buildings that support building users' wellbeing.



More details of our strategy including detailed targets, commitments, and progress can be viewed on our corporate website at <https://www.unitegroup.com/sustainability>.

#### 2.1.4 Governance

Our Executive Committee are ultimately accountable for sustainability performance, with the Unite Group plc Board having oversight via the Board Sustainability Committee, chaired by one of our Non-executive Directors, which meets at least three times per year. This policy will be reviewed annually and approved by both the Executive Committee and the Sustainability Committee.

### 2.1.5 Reporting

We publish details of our sustainability performance on our website, in our Annual Report and Accounts and our annual Sustainability Report in line with requirements including SECR (Streamlined Energy & Carbon Reporting Regulations), TCFD (Taskforce on Climate Related Financial Disclosure), and EPRA sBPR (European Public Real Estate Association Sustainability Best Practice Reporting Guidelines), and also disclosure of data and information to recognised schemes like CDP and GRESB (the Global Real Estate Sustainability Benchmark).

## Appendix A – Document Control Information

Document Management			
Document Ref / Title		Sustainability Policy	
Version #	2024 0.1	Status	Live
Classification		Public (everyone has access)	
Reason for development		Annual Update	
Summary of changes		Alignment with new Sustainability Framework	
Applicable parties			
Author(s) (name / title)		James Tiernan	
Owner (name / title)		James Tiernan	
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<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 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 checked="" type="checkbox"/> Executive Committee
<input type="checkbox"/> Commercial Finance	<input type="checkbox"/> Acquisition / Development	<input type="checkbox"/> Student Services	<input checked="" type="checkbox"/> Sustainability Committee
Version History (copy and paste from top section to here as a record)			
Version	Date approved	Author	Summary of changes
1	18/06/2024	James Tiernan	Annual Update