UNITE STUDENTS

MAKING A POSITIVE IMPACT

CONTENTS

CREATING A HOME FOR SUCCESS

Unite Students is the UK's largest owner, manager and developer of purpose-built student accommodation serving the country's world-leading Higher Education sector. Our goal is to lead the living sector on sustainability, by having a positive impact on people and places.

Our Annual Report and Accounts includes a high-level summary of our progress on sustainability through 2023 and mandatory disclosures such as SECR and TCFD. This Sustainability Report provides a more comprehensive overview with further explanation of our Sustainability Framework and the progress we have made against this, including specific examples and case studies from the last 12 months.

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Click on this icon throughout the report to view linked content online

OUR REPORTING SUITE

Annual Report
www.unitegroup.com/annual-report-2023

Investor site
www.unitegroup.com/investors

INTRODUCTION

S**U**STAINABILITY AT UNITE STUDENTS

As a business, we are driven by our common purpose: Creating a Home for Success.

This is a home where the 70,000 students living with us can thrive, which is affordable, supportive, fun, inclusive and sustainable.

OUR PURPOSE

CREATING A HOME FOR SUCCESS

OUR STRATEGIC OBJECTIVES

| Delivering for our customers and universities | A responsible and resilient business | Attractive returns for shareholders |

SUSTAINABILITY FRAMEWORK – MAKING A POSITIVE IMPACT FOR

| EMPLOYEES | LOCAL COMMUNITIES | STUDENTS & YOUNG PEOPLE | THE ENVIRONMENT |

This approach underpins everything we do, from the operation and maintenance of our buildings and the development of new properties, through to the way we work with suppliers to reduce their impacts and how we help students transition to independent living at university.

"Being a responsible and resilient business is critical to our long-term success. This is why we aspire to lead the living sector on sustainability. We've set ambitious environmental and social impact targets and set out the progress we've made so far. I'm committed to sustainability remaining a top priority for Unite Students through 2024 and beyond."

Joe Lister
Chief Executive Officer

INTRODUCTION continued

THE SUSTAINABILITY ISSUES THAT MATTER MOST

As a responsible and resilient business, we focus on the sustainability themes that matter most to our stakeholders and operations, and those with the biggest impact outside of our business (so-called double materiality). We undertook our first sustainability materiality assessment in 2020, engaging stakeholders including students, universities, employees, investors, local and national government, and our supply chain partners. The themes which were identified remain the most relevant today. We know this because since then we've maintained ongoing dialogue with these groups to track evolving priorities and emerging themes.

Our day-to-day investor-relations activity, roadshows and investors' sustainability queries show that despite current economic and political uncertainty, they see sustainability as an essential part of business planning and decision-making. Sources such as the Global Student Living Index and the Application Index – a collaboration with the Higher Education Policy Institute that we launched in 2022 – show us that students remain passionate about environmental and social causes and expect us, as their accommodation provider, to play our part too.

Sustainability is also of growing importance to employees. Feedback from our Culture Matters employee forum, see page nine, and via our employee engagement survey, confirm this. Finally, our close working relationship with university partners highlights the need for us to play an active role in shaping thinking, policy and action on key themes. These include mental health, race and net zero carbon and we do this through research, insight and collaboration.

Our most materially significant sustainability-related themes and issues:

Providing opportunities for people to grow and develop	**Supporting the wellbeing of our employees and students**	**Climate change and transitioning to net zero carbon**	**Creating sustainable buildings**
Transparency and disclosure	**Diversity, equity, inclusion and belonging**	**Health and safety**	**Reducing resource consumption**
Playing an active role in communities	**Governance and integrity**		

INTRODUCTION continued

To bring these themes to life, we focus on how to create a real positive impact across four key areas – employees, local communities, students and young people, and the environment.

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.

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 Sustainability Framework is specifically aligned with nine 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 (to the left).

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.

Our approach:
Doing what's right.

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.

INTRODUCTION continued

To achieve these goals, we need everybody to play their part, which is why we've set clear responsibilities for sustainability at all levels of our organisation.

We recognise the contribution individuals are making on sustainability through bonuses and long-term incentives for senior leadership. We've aligned with, and based our strategy and ambitions, on well-established commitment frameworks and programmes, helping ensure our approach is credible and understandable.

KEY ACHIEVEMENTS

SUMMARY OF KEY ACHIEVEMENTS IN 2023

For employees

- Employee engagement score has improved by five percentage points to 70, compared to 2022. This reflects progress on wellbeing and balance.
- The Academy delivered 35,924 training events in 2023, an 80% increase vs. 2022.
- Maintained our Real Living Wage accreditation, with an average total pay rise of 8.6% in 2023 seeing all employees and temporary workers earning at least £10.90 p/h (£11.95 p/h in London).
- Launched a new employee wellbeing and recognition programme providing a range of enhanced benefits.

Read more 📄 Page 7

For local communities

- 22% of all employees participated in volunteering during 2023.
- 29 community projects, achieving 20 Silver and 9 Gold Positive Impact Awards.
- Continued to provide community spaces in four properties in 2023 and our development, Jubilee House in Stratford, London, due for completion in time for the 2026/27 academic year, includes a lease for a school, the London Academy of Excellence.

Read more 📄 Page 10

For students and young people

- Resident Ambassadors in 85% of our properties.
- Customer Net Promoter Score of +42, up from +38 in 2022.
- 106 new Unite Foundation scholarships awarded in 2023.
- Enhanced our Support to Stay student wellbeing package including a £17,500 investment in a new student hardship fund pilot scheme, and the launch of a new 24/7 student support helpline.
- Living Black at University Conference in March, followed by delivery of training events with university partners and publication of the Black Services Guide for students.

Read more 📄 Page 13

For the environment

- Launched our new Sustainable Construction Framework.
- Invested £8.2 million in energy efficiency across the existing estate, which is expected to deliver a 1.5% reduction in annual energy use compared to 2019.
- Achieved an overall 1.6% reduction in absolute energy consumption vs. 2022.
- Purchased 99.9% of electricity from renewable sources.
- 99% of floor area EPC rated A–C.

Read more 📄 Page 17

KEY ACHIEVEMENTS continued

A POSITIVE IMPACT FOR EMPLOYEES

As a responsible employer, we work hard to attract and nurture the best talent which is why it is vital that our Home for Success ethos extends to all those who work with us.

This means creating a culture and working environment where difference is valued, and employees feel a sense of belonging. We recognise the importance of enabling employees to be more engaged, happy and healthy at work, including the part this plays in lowering turnover, sickness and absence, improving performance and productivity, and boosting employee safety. Data is key to this, and 2023 saw the implementation of a new people data dashboard through which we track progress in real time and make more informed data-led decisions.

Targets and commitments

- 40% women in senior leadership by end of 2025.
- 65% of the leadership and management population are hired internally.
- Employee engagement score of 75 or higher.
- Zero RIDDOR accidents or incidents.
- Maintain Real Living Wage accreditation.
- 10% ethnic minority representation in management and senior leadership by end of 2025*.
- Operations: reduce voluntary turnover to 35% by end of 2024.
- Support and property functions: reduce voluntary turnover to 15% by end of 2024.

* We are working to build robust data on employee ethnicity, on a voluntary disclosure basis, to support progress towards our representation target; we hope to be able to publish data on this soon.

KPIs

KPIs	2022 performance	2023 performance
Gender split of Board	40% F, 60% M	**40% F, 60% M**
Gender split of senior leadership	34% F, 66% M	**33% F, 67% M**
Gender split of all other employees	45.9% F, 54.1% M	**45.5% F, 54.5% M**
% of senior leadership population hired internally	60%	**73%**
Hours of training delivered in year	19,600	**22,782**
Average hours of training per employee	11.0	**11.5**
Employee engagement score	65	**70**
Investors in People	Gold	**Gold**
Operations: voluntary turnover	38.6% (combined)	**32%**
Support: voluntary turnover		**15%**
Total number of operational RIDDOR reportable accidents	7	**1**
Operational RIDDOR accident frequency rate per 100,000 hours worked	0.22	**0.03**

KEY ACHIEVEMENTS continued

Key achievements in 2023

Wellbeing

Our approach to wellbeing focuses on mental, physical, financial and social wellbeing. In 2023, we introduced a number of new wellbeing-focused employee benefits including:

- Physical and mental wellbeing resources, courses and benefits through our partnership with Virgin Pulse.

- Discounted gym membership and access to wellbeing tools for employees and their families and friends through GymPass, recognising the benefit of physical activity on holistic wellbeing.

- A new one-stop employee benefits, discounts and recognition platform called Hive which also allows employees to celebrate and reward each other every day.

Fair pay

We are proud to be a Real Living Wage employer, and in 2016 became the first in the purpose-built student accommodation sector to earn Real Living Wage accreditation. In 2023 all our employees and temporary workers earned at least £10.90 p/h (£11.95 p/h in London) in line with the recommendations of the Living Wage Commission. Our average total pay award in 2023 was 8.6%, with a 10% award made to over 45% of our employees, recognising the impact of the ongoing cost-of-living crisis on our lowest-paid colleagues.

Helping employees fulfil their potential

The Academy provides all employees with access to learning and development, whatever stage they are at in their careers, and delivered over 35,900 training events throughout 2023 – an increase of 80% compared to 2022. Users awarded The Academy an overall Net Promoter Score (NPS) of +86.

Employee voice

Our employee forum, Culture Matters, regularly brings together members of the Board, Executive Committee and elected representatives from across the business. We also regularly survey employees via our Have Your Say platform to understand how they were feeling about working for Unite Students. These channels facilitate open and honest discussion and feedback, empowering everyone to help shape our People strategy and directly contribute to the success of the business.

CASE STUDY

High-quality and impactful learning through The Academy

In August 2023, we celebrated an important milestone when we became the first student accommodation provider to earn external accreditation from the **Continuous Professional Development Certification Service** in recognition of the work we do to enhance work-based skills and knowledge for all employees via The Academy – our learning and development programme.

Also new for 2023 was an experiential learning programme for General Managers, who are key to providing a positive experience for students, as well as their colleagues, on a day-to-day basis. This programme focuses on inclusive and inspiring leadership with mentoring at its heart.

The Academy
www.unitegroup.com/employees

KEY ACHIEVEMENTS continued

CASE STUDY

Culture Matters and employee wellbeing

Throughout 2023, we focused on achieving consistency in inclusive leadership and business behaviours, aiming to increase diversity among our workforce and delivering employee wellbeing initiatives. As a result of our work in this area we were awarded the Diversity Champion Corporate Award and International Inclusion Award 2023/24, which specifically recognised our DEIB&W strategy, We are US and our employee forum, Culture Matters.

Separate policies on maternity, paternity, shared parental and adoption and surrogacy leave have been combined to incorporate consistent use of inclusive language and enhancements to employee benefits. Work is ongoing on transitioning at work guidance to support the hiring and retention of gender diverse employees, and the employee resource group Unite Women are developing a menopause policy. A disability network was launched to provide greater inclusion and support for employees who have a disability and to educate those supporting colleagues and student customers.

Read more about our awards
www.unitegroup.com/about-us/our-awards

KEY ACHIEVEMENTS continued

A POSITIVE IMPACT FOR LOCAL COMMUNITIES

Creating social value that meets local community needs.

Our buildings and teams provide an opportunity to create real positive impact for local communities. Several of our properties include purpose-built spaces for use by local charities or community groups, and we are working to expand this by opening new community spaces in our existing estate as well as in future new developments. Our Positive Impact award scheme encourages all teams to set up community projects, and offers a full day of volunteering to all, providing employees with an opportunity to make a real difference and build better links between our properties, students and local communities.

We are committed to donating 1%* of our adjusted profit annually to social initiatives, which amounts to a commitment of around £2 million a year.

*   Based on adjusted earnings.

Targets and commitments

*   1% of adjusted profit on social investment.
*   All teams achieve Positive Impact Bronze or higher (bonus metric for all employees).
*   15% of all employees participate in volunteering.

KPIs

KPIs	2022 performance	2023 performance
Total financial spend on social initiatives, and as a % of adjusted earnings	£2.0 million	**£2.4 million**
	1.2%	**1.3%**
Community projects run in year	3	**29**
Positive Impact awards	Gold: 0	**Gold: 9**
	Silver: 0	**Silver: 20**
	Bronze: 43	**Bronze: 9**
Volunteering hours	124	**2,368**
Proportion of employees participating in volunteering	1.3%	**22.1%**
Value of British Heart Foundation donations	£213,162	**£400,813**
Charity match	£3,444	**£14,991**
	Plus £2,000 to Unite Foundation	**Plus £9,028 to Unite Foundation**

KEY ACHIEVEMENTS continued

Key achievements in 2023

Increased participation in community projects

We exceeded our target of more than 15% of employees participating in volunteering. The total number of hours given by employees to volunteering rose significantly with 420 employees volunteering a total of 2,368 hours.

We achieved a significant increase in the number of teams participating in our Positive Impact sustainability engagement programme in 2023, with 72% of teams actively involved in running 29 local community projects throughout the year. This increased interest in the programme, which is based on the Green Impact programme, (developed by the National Union of Students-backed Organising for Sustainability (SOS)) also saw an increase in the number of independently audited silver and gold awards received: nine gold and 20 silver, compared to no gold or silver awards in 2022.

Positive Impact
www.unitegroup.com/community-projects-social-impact

Our long-standing partnership with the British Heart Foundation is now in its twelfth year and includes donation stations in our buildings, making it easy for students to directly support the BHF with donations of unwanted items that may otherwise end up in landfill.

British Heart Foundation
www.unitegroup.com/sustainability

Through our charity match scheme, we recognise employee fundraising by matching donations to charity of up to £250 per employee per year. In addition, £100 is also given to the Unite Foundation for all donations that exceed this amount. In 2023, £14,991 was donated as a result of match-giving to 22 different charities with a further £9,028 donated to the Unite Foundation. This is in addition to the financial support for accommodation scholarships.

KEY ACHIEVEMENTS continued

CASE STUDY

Unite Students teams across the UK get involved in community projects

It was expertise and support from our insights and analytics, procurement and risk and assurance teams which helped the charity, Young Bristol, conduct a community consultation with local residents and councillors to inform their strategy. These teams also provided 87 hours of volunteering to support Young Bristol, including the development of a wellbeing garden for the charity, which runs youth clubs in deprived areas across the city.

Over the last two years, our team in Sheffield has supported Sheffield's Children's Hospital Charity which funds life-saving research and treatment.

They took part in a sponsored abseil at Sheffield Hallam University and collected toys and Easter eggs for the charity's Easter and Christmas appeals. With the support of our charity-match scheme, donations exceeded £7,000 in 2023. Employees have also given time, with 90 volunteering hours at Bluebell Woods Children's Hospice to maintain their gardens and help organise a storage room.

Streets of Growth video
www.unitegroup.com/articles/
unite-students-partners-with-
youth-intervention-charity

CASE STUDY

B4SI social impact reporting

To better understand the impact of our activity on the communities we support, we have been working with the industry-leading B4SI framework in 2023. This will enable us to better understand the breadth and depth of the impact that our teams are having on local communities. We look forward to sharing more on our contributions, impact areas and beneficiaries using this insight in 2024.

Read more online
www.unitegroup.com/
sustainability

CASE STUDY

Community spaces

We provide a permanent base for several local charities and groups in our buildings, with recent and future developments including purpose-built space for community use.

Through a partnership with the youth intervention charity Streets of Growth at our London property Hayloft Point, we provide dedicated space for a peppercorn rent. Streets of Growth offers vital intervention services for young people at risk in Tower Hamlets and the Isle of Dogs; as part of their agreement with us they have access to a fully equipped theatre for workshops.

In September 2023, Streets of Growth received a royal visit from HRH The Princess of Wales at Hayloft Point, recognising the invaluable work they do and the partnership with Unite Students.

We are currently working on a similar community partnership for our forthcoming Abbey Lane development in Edinburgh, and will be running a tender exercise to work with the right charity partner in the local community.

KEY ACHIEVEMENTS continued

A POSITIVE IMPACT FOR STUDENTS AND YOUNG PEOPLE

Investing in young people and creating room for everyone.

This year has seen us going further than ever to support students and young people, aiming to advance opportunities, inclusion and belonging on a national scale. Our ambition goes beyond the students who live with us, to create positive change across the PBSA sector as a whole.

Targets and commitments

- Continue to support the existing and new Unite Foundation scholars for the duration of their studies.
- 100% of properties to have Resident Ambassadors.
- Continue to support the wellbeing of our student customers via our Support to Stay programme.
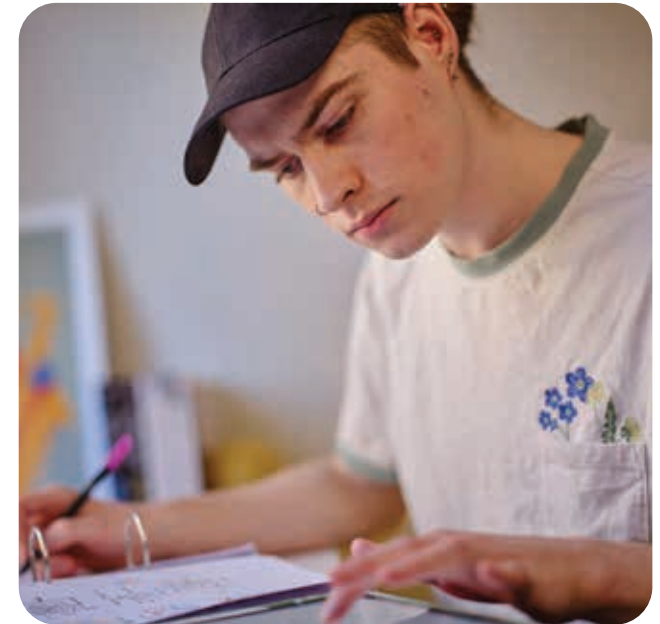
KPIs

KPIs	2022 performance	2023 performance
New foundation scholarships awarded in year	99	**106**
Cumulative total number of foundation scholarships awarded to date	613	**719**
Cumulative total number of foundation scholarships who have graduated	296	**344**
Foundation scholars housed by Unite Students directly in 2023	118	**131**
Customer Satisfaction (NPS)	+38	**+41**
Higher Education Trust (NPS)	+7	**+32**
Proportion of properties with resident ambassador	AY22–23: 50%	**AY23–24: 85%**

KEY ACHIEVEMENTS continued

Key achievements in 2023

Unite Foundation

We have continued as a partner and principal corporate donor to the wholly independent **Unite Foundation**, a charity which we set up over a decade ago to provide accommodation scholarships to young people without family support. In 2023, the Unite Foundation supported access to Higher Education for an additional 106 students through fully funded accommodation scholarships across 25 universities. They campaigned on behalf of young people who are estranged from their family or have experience of the care system and offered an online and offline community of mutual support. Our financial contributions to the Unite Foundation form part of our commitment to donate 1% of adjusted profit annually to social initiatives. We are working with Unite Foundation to better understand the social value and wider social impact that this activity creates for society via the potentially life-changing interventions it makes.

Through the publication of sector-leading research, engagement with national organisations, and collaboration with students themselves, we have led the way on inclusivity in student accommodation and across the wider student experience. Our 2023 Applicant Index highlighted areas of concern and disadvantage among the class of 2023 university entrants. This year also saw the publication of guidance on meeting the needs of neurodivergent students, co-created by us with students at the University of Bristol; we continued work on race inclusion through the Unite Students Living Black at University Commission.

We've also focused on creating a more **supportive and inclusive environment** for students with the launch of a Black Services Directories for each of our cities, a strong focus on inclusion in our new Community Living Agreement, the rollout of new Instinctive Inclusion training for all our employees, and the relaunch of our enhanced Support to Stay student support programme.

Thought leadership milestones

7 March
Living Black at University Conference
www.youtube.com/watch?v=m8Ycr3l6cG4

21 March
Publication of An asset, not a problem: Meeting the needs of neurodivergent students in partnership with Bristol University Neurodiversity Society
www.unitegroup.com/neurodivergent-students-report

11 July
Publication of Applicant Index 2023
www.unitegroup.com/applicant-index-report

8 August
Living Black at University training event for London universities

14 September
Publication of Black Services Guides for 23 university cities
www.unitestudents.com/black-services

14 November
Publication of Living Black at University Commission report
Living Black at University – Commission report (2023) | Unite Students Student Accommodation (unitegroup.com)

KEY ACHIEVEMENTS continued

CASE STUDY

The Unite Foundation campaigns for a national offer for care-experienced students

Building on a major piece of research by Jisc, which showed that fully funded scholarships significantly improve progression and attainment compared to the wider population of care leaver students, Unite Foundation has been exploring how to extend its scholarship scheme. It has been working with the Dulverton Trust, the Portal Trust and Astra Foundation. Together, the partnership is building an evidence base and working to collect consistent data across the sector, to make the case for the provision of a home at university for all care-experienced students in the UK.

The Unite Students Living Black at University Commission launched on the back of a major piece of research highlighting the disadvantage experienced by black students in both university and privately-run student accommodation in the UK, brought together sector leaders, national organisations and representatives from pilot projects.

The Commission is chaired by Professor Iyiola Solanke, a professor of law and founder of the Black Female Professors' Forum; in 2023, the work of the Commission included:

- A successful conference at Newcastle University, sharing learning from the commission, piloting inclusive leadership training and placing the voices of black students at the heart of the event.

- Publication of toolkits on cultural services and research, and an EDI Data Maturity Framework.

- Publication of a report, including practical tips, resources and case studies from UK universities. This also includes articles on creating a business case for change, and allyship.

In addition, Unite Students ran a Living Black workshop for its university partners in London, attracting 50 delegates. As a result of this work, several UK universities have set up their own initiatives addressing the experience of black students in their accommodation, including Newcastle, Leeds, Birmingham, Southampton, Nottingham and Kent.

"I can't put into words how grateful I am and it's been a long time since I've had a place to call home. All the places I've lived have been temporary, and moving every few months is not something fun. However, with you I no longer have to worry about where I can sleep tomorrow night, so I can focus on my studies."

Foundation scholar

Home at University
thisisusatuni.org

KEY ACHIEVEMENTS continued

CASE STUDY

Going further to support student wellbeing

In 2023 we refined our approach on student wellbeing to align more closely with that of the wider HE sector. Our new Support to Stay framework provides a structure to support student wellbeing and mental health, defining graduated categories of concern.

Students are encouraged to give informed consent for us to share concerns with their university. Together with data-sharing agreements with university partners, this ensures more joined-up support can be provided. This approach also gives greater clarity on the type of concern which can be managed safely by our property teams, and which require escalation to our regional support team.

Our new Student Assistance Programme, provided by Health Assured, offers all resident students a 24/7 mental health and counselling helpline. Employees can also call the helpline any time of day or night either on behalf of or concerning a student.

A central part of this programme is our Resident Ambassador scheme, which we continue to develop. Resident Ambassadors are paid students living in our buildings, who are paid to work alongside our teams, providing peer-to-peer support and helping to deliver events and activities that create an inclusive and supportive environment.

Support to Stay framework
www.unitegroup.com/students

KEY ACHIEVEMENTS continued

A POSITIVE IMPACT FOR THE ENVIRONMENT

Reducing our environmental impact.

Our operations impact the environment, especially through carbon, energy, water, resource use and waste. We are committed to reducing these impacts across both our existing buildings and new developments. We are also keen to work with others, including our student customers and supply chain partners, to help them reduce the impact of their activity.

Targets and commitments

- Net zero carbon by 2030: see our Net Zero Carbon Pathway for more details.
- 56% cut in absolute Scope 1+2 market-based emissions by 2030 vs. the 2019 base year (tonnes CO_2e) in line with SBTi-validated carbon target.
- Reduce Scope 1+2 emissions intensity (tonnes CO_2e/m^2) in line with SBTi validated carbon target.
- 28% reduction in operational energy intensity by 2030 vs. the 2019 base year (kWh/m^2), in line with CRREM.
- Source 100% renewable electricity by 2030, in line with our RE100 commitment.
- 22% reduction in embodied carbon per m^2 of new developments, in line with SBTi validated carbon targets.
- Achieve $35kWh/m^2$ of operational energy intensity for new developments by 2023, in line with RIBA 2030 climate challenge.
- Achieve $625kgCO_2e/m^2$ of embodied carbon for new developments by 2023, in line with RIBA 2030 climate challenge.
- BREEAM Excellent for all new builds.
- EPC A rating for all new builds.
- Achieve more than 25% onsite biodiversity net gain and an urban greening factor of more than 0.4 for all new builds by 2030.

Net Zero Carbon Pathway
www.unitegroup.com/ sustainability/our-net-zero-pathway

KPIs

KPIs	2022 performance	2023 performance
Absolute energy consumption (MWh) by type, in year and like-for-like prior year	Total: 221,434, Like-for-like: 211,778	**Total: 217,916, Like-for-like: 213,799**
Energy consumption intensity (kWh/m^2) by type, in year and like-for-like prior year	Total: 115.6, Like-for-like: 111.4	**Total: 111.9, Like-for-like: 112.5**
Absolute water consumption (m^3) by type, in year and like-for-like prior year	Total: 3,291,267, Like-for-like: 2,912,819	**Total: 2,746,922, Like-for-like: 2,737,777**
Water consumption intensity (m^3/m^2) by type, in year and like-for-like prior year	Total: 1.7, Like-for-like: 1.5	**Total: 1.4, Like-for-like: 1.4**
Absolute Scope 1+2 GHG emissions tonnes/CO_2e	Location-based: 42,110, Market-based: 12,968	**Location-based: 43,582, Market-based: 12,628**
Scope 1+2 GHG emissions intensity $kgCO_2e/m^2$	Location-based: 22.0, Market-based: 6.8	**Location-based: 22.4, Market-based: 6.5**
Green energy consumption as % of total energy consumption by energy type	99.9%	**99.9%**
BREEAM New construction certification by floor area	Excellent: 14.8%, Very good: 4.6%, Good: 0.3%	**Excellent: 15.1%, Very good: 4.5%, Good: 0.3%**
EPC ratings by floor area	A–B: 61.2%, C: 19.3%, D–G: 19.5%	**A–B: 92.3%, C: 7.4%, D–G: 0.3%**
Average embodied carbon for new builds completing in year ($kgCO_2e/m^2$)	835	**801**
Average design energy consumption for new builds completing in year (kWh/m^2)	–	**70**

KEY ACHIEVEMENTS continued

Key achievements in 2023

Operating our existing buildings

Our all-inclusive billing model means all the energy used contributes directly to our Scope 1 and Scope 2 carbon emissions. So, unlike many real estate businesses, we have visibility and control of all building energy-use and a clear financial incentive to reduce it. This also means building energy-use and associated carbon emissions represent our most significant environmental impact. In 2023 we invested £8.2 million in energy and water efficiency improvements across the estate including air-source heat pumps providing low-carbon hot water, smart-networked heating controls, solar PV panels, and the latest generation of LED lighting. These measures are expected to deliver a c.1.5% reduction in energy vs. the 2019 base year, equating to around 800 tonnes CO_2e; the equivalent of an average UK car driving 125 times around the world. This will make a valuable contribution towards our 2030 target of a 28% reduction in operational energy intensity compared to our 2019 base year – a key element of our Net Zero Carbon Pathway. Throughout 2023, we've increased collaboration between our teams on capital investment proposals.

We are working with our supply chain to better understand and improve environmental and social impacts associated with the products and services we buy. In 2023 we introduced a new supplier Code of Conduct and Sustainable Procurement Policy, and started working with key suppliers to understand our Scope 3 carbon emissions and other impacts in more detail so we can focus on the most significant opportunities and how to reduce them (see Procurement section page 23).

Developing new properties

Our largest source of Scope 3 emissions is the embodied carbon of new buildings, which is why they are the focus of our SBTi-validated Scope 3 carbon target. We've been working to better understand the scale of this challenge and the opportunities to improve performance. In 2023 we adopted the OneClick Life Cycle Analysis tool, allowing us to understand and act on opportunities to reduce embodied carbon and the operational energy use of proposed new builds earlier in the design process. This understanding, together with close collaboration with suppliers, will be key to reducing embodied carbon in new builds in our pipeline.

Creating sustainable buildings means more than just cutting embodied carbon, and so in 2023 we published our first Sustainable Construction Framework setting out our approach to sustainable design and construction of new builds, refurbishments and retrofits. Complementing our existing Net Zero Carbon Pathway, the Sustainable Construction Framework sets out our approach to delivering truly sustainable new buildings in line with our wider environmental and social ambitions.

Net zero carbon

Since setting our **2030 net zero carbon target** in 2021 we've continued to focus on reducing energy consumption across our existing assets and new buildings, with £8.2 million invested in energy efficiency initiatives throughout 2023. This has helped deliver a 8.0% reduction in total energy consumption in 2023 compared to our 2019 base year, equating to a 4.1% cut in energy intensity per student bed.

Typical steps to reduce embodied carbon (RIBA stages 3-4)
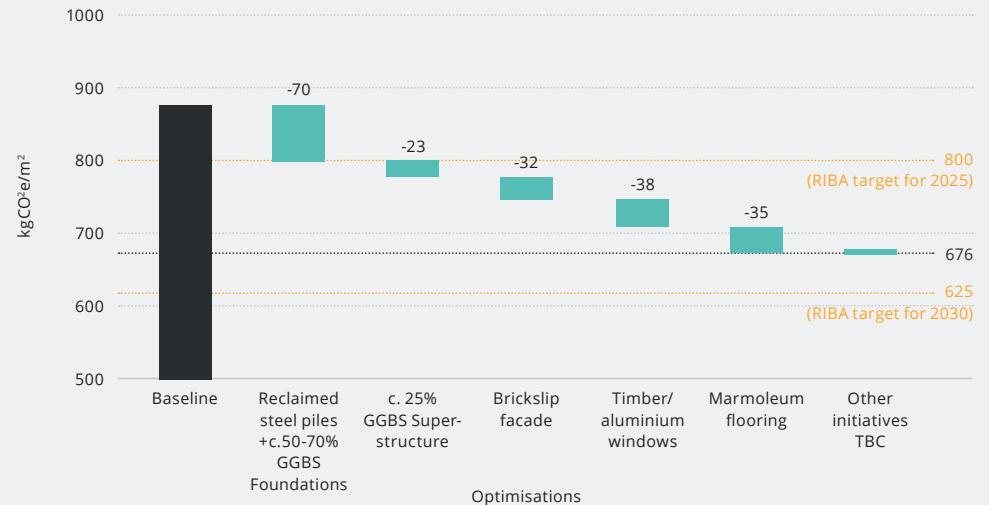
Resource use

As well as our focus on energy and carbon, we are making progress on reducing other resources. We have been engaging staff and students on water and waste and have been working to gather robust and accurate data to drive sustainable changes in these areas. We are working with programmes and partnerships that will support us and our students to reduce waste generation and improve recycling. We have also made progress through engagement with our waste contractors over the last year, helping to provide a baseline of data to support future measurement and improvement.

2023 Energy consumption

Significant capital investment in energy efficiency; £20 million from the start of 2022 to the end of 2023 alone, and the impact of portfolio change has helped deliver a net 1.6% reduction in absolute energy consumption from 2022 to 2023.

However, the savings from energy efficiency measures have been partly offset by increases in energy demand seen across the portfolio, meaning like-for-like absolute energy consumption increased by 1% from 2022 to 2023. This rise in energy use is attributable to an overall increase in heating demand throughout 2023 vs. 2022, which was especially acute on sites using district heating where legacy long-term supply contracts limit our ability to make improvements in efficiency. We have also seen changes to student behavioural and occupancy patterns that may also be influencing consumption, and are working to better understand these and support students to adopt responsible living habits wherever possible.

KEY ACHIEVEMENTS continued

Overall gas consumption fell, reflecting the impact of installing air-source heat pumps through 2022 and 2023 as part of our drive to cut carbon emissions. Although this shifted consumption from gas to electricity on those sites so didn't significantly influence overall energy consumption, the purchase of 100% REGO (renewable energy guarantee of origin)-backed electricity means that overall Scope 1 + market-based Scope 2 emission fell repeated.

Investments in 2023 included the installation of air-source heat pumps, solar PV, smart-networked heating controls and the latest generation of LED lighting and controls, either as stand-alone retrofits or integrated into wider refurbishment initiatives. In response to the high recent inflation and rising funding costs, we chose to slightly reduce our planned capital programmes for energy initiatives in 2023, and this small reduction, combined with the increased heat demand seen in 2023, mean we are slightly behind our planned trajectory towards our CRREM-based energy efficiency target of a 28% reduction in energy intensity by 2030. However, 2024 will see planned investment in this area increasing to £12 million, as well as updates to our underlying asset transition plans aiming to identify further energy efficiency opportunities with the objective of putting us back on track towards our 2030 goals. Sites connected to district heating networks remain an area of challenge, where technical issues and legacy supply contracts limit our ability to improve efficiency, although it is hoped that ongoing engagement with network operators will help us make progress in this area going forward. Further details of energy consumption and other environmental performance data for 2023 and preceding years are contained in the appendices.

Progress towards net zero carbon

In addition to reducing consumption, decarbonisation of our energy supply is another key element of our net zero carbon target. Our existing corporate power purchase agreement already sees around 30% of our electricity sourced from a windfarm in Scotland, with the remainder matched to renewable energy guarantee of origin certificates (REGOs). While REGOs meet the criteria set under the RE100 scheme and GHG Protocol for zero carbon electricity, meaning 99.9% of electricity we consumed in 2023 was zero carbon, we recognise the need to accelerate decarbonisation and drive additionality in the energy network so are actively pursuing options to purchase more power under further corporate power purchase agreements, (CPPAs) in the future.

This progress puts us on track to meet our 2030 SBTi-validated carbon target of a 56% reduction in combined Scope 1 + market-based Scope 2 emissions compared to our 2019 base year, with 2023 absolute emissions already 57.2% below 2019 levels. Further details of energy consumption and carbon emissions can be seen in the Appendices on page 25.

We set out our 2030 net zero carbon ambition in 2020, including overarching SBTi-validated carbon targets for Scope 1, 2 and 3 emissions, supported by a CRREM-based operational energy efficiency target, an RE100-aligned renewable energy target, and new build targets in line with the RIBA 2030 Climate Challenge. Since 2020, however, those standards and programmes have evolved in line with the latest climate science and an increase in the pace and scale of decarbonisation is now needed to help avoid the worst impacts of climate change. We will therefore be reviewing and updating our net zero carbon targets and pathway in 2024, bringing them in line with the latest requirements and ensuring we continue to play our part in this area.

Absolute energy consumption
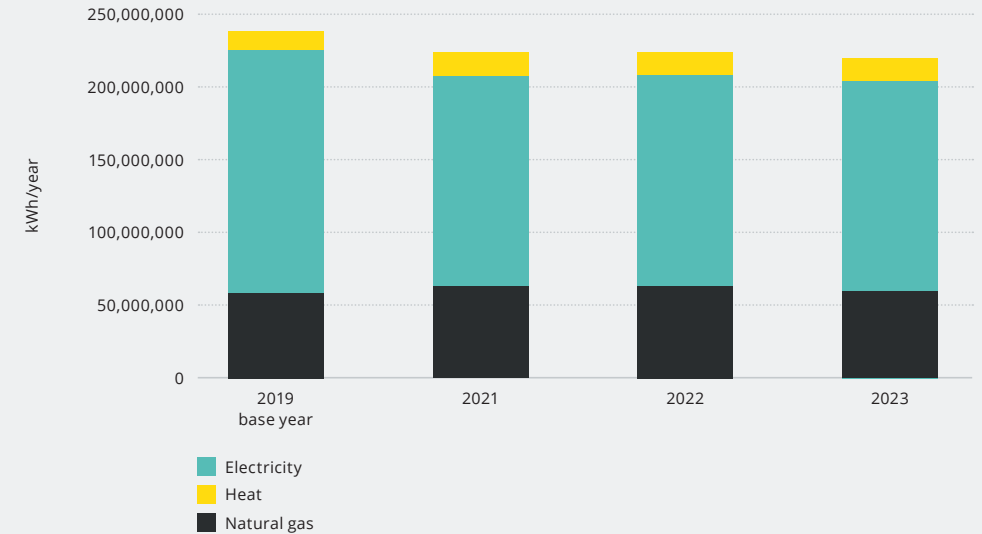
Energy consumption intensity
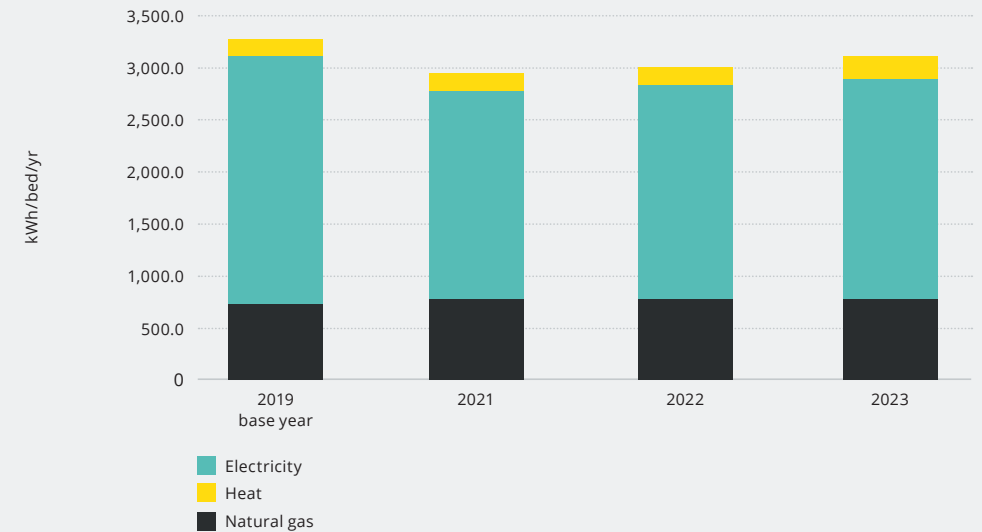
KEY ACHIEVEMENTS continued
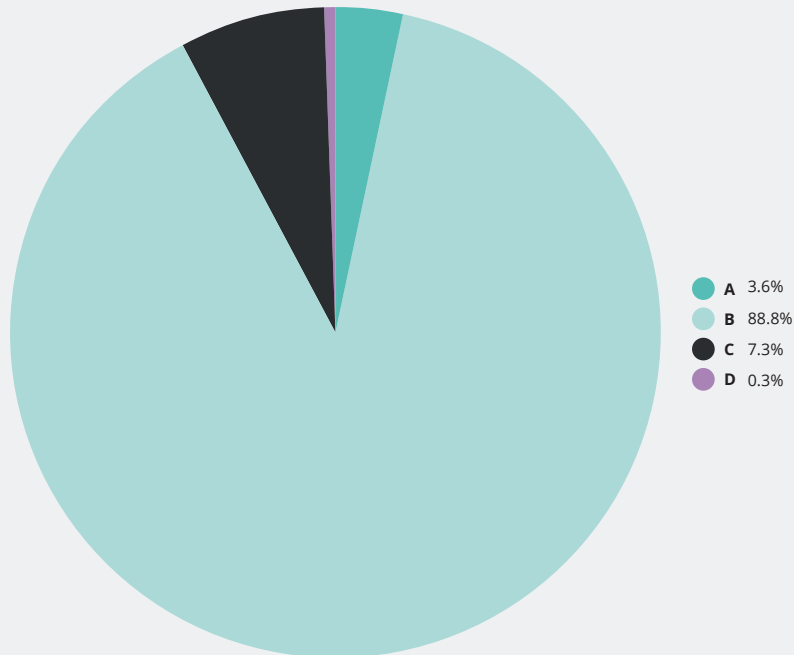
CASE STUDY

Significant improvements in Energy Performance Certificate ratings

We've updated all of our EPCs in preparation for forthcoming changes to mandatory standards and have achieved significant improvements, with the proportion of A-B-rated floor area increasing from 35.1% at the end of 2021, to 92.4% at the end of 2023.

This reflects the impact of energy efficiency improvements including investments in building services, controls and building fabric, as well as a significant improvement in data quality and accuracy of EPC surveys, and the impact of updates to the government's EPC calculation methodology.

EPC ratings by floor area coverage at the end of 2023

- A 3.6%
- B 88.8%
- C 7.3%
- D 0.3%

CASE STUDY

Sustainable Construction Framework

We're proud to have published our first Sustainable Construction Framework (SCF), setting out a holistic approach to improving all aspects of our new buildings' sustainability performance. This brings together a wide range of sustainability considerations, including physical wellbeing, social value and impact targets for suppliers, aligned with latest guidance and targets from across our sector.

Accompanying the framework is the SCF Project Tool, which our design and construction teams will use on a daily basis to outline and track sustainability requirements and performance throughout the design and construction processes.

This includes guidance on our preferred approach to topics including embodied carbon, operational energy, circular economy, biodiversity, social impact and climate-related risk. We are also developing a supply chain sustainability code of practice to sit alongside our wider procurement policy and we will set out requirements which are more specific to development. Work is now underway to engage supply chain partners and implement our new SCF and toolkit across all active projects.

Sustainable Construction Framework
www.unitegroup.com/building-sustainably

KEY ACHIEVEMENTS continued

CASE STUDY

Morriss House sustainable new build

Morriss House in Nottingham is one of the most sustainable new builds we've ever completed, with a strong focus on environmental performance throughout its design and construction, delivering significant reductions in embodied carbon and designed operational energy consumption.

It is one of our first projects to include full life-cycle analysis from early in the design process, allowing the design team to evaluate different design, construction and material options. This has allowed us to achieve around 810kgCO$_2$e/m^2 of embodied carbon (RIBA stages 3 to 4) via innovations such as: reduced piling in foundations due to the use of underlying bedrock; a low-rise design and layout optimisation to reduce the need for structural concrete and reduced floor slab thickness; the use of high recycled-content aluminium windows; and an innovative brick-slip façade to improve thermal performance and reduce material and weight. The building services make use of air-source heat pumps, onsite solar PV, and smart-networked heating controls to reduce operational energy consumption.

Green public open space connects the development to the River Leen and the University of Nottingham campus and includes an amphitheatre. The inside of Morriss House has the largest study and social spaces in our portfolio and an open reception providing a welcome hub for students.

DOING WHAT'S RIGHT

DOING WHAT'S RIGHT

Sustainability-related reporting, ratings and accreditations

We have aligned with the European Public Real Estate Association Sustainability Best Practice Reporting Guidelines (EPRA sBPR), earning a Silver EPRA sBPR award in 2023 for our 2022 reporting. A summary of our EPRA sBPR-aligned reporting for 2023 is included in the Appendices from page 28 onwards. Our energy and carbon reporting (page 56 of our Annual Report and Accounts) meets the UK Government Streamlined Energy and Carbon Reporting (SECR) requirements and follows the Greenhouse Gas Protocol Corporate Reporting Standard. Our 2023 Annual Report and Accounts also includes reporting of climate-related financial risk in line with the TCFD guidelines for the third consecutive year, to meet the requirements of the UK Climate-related Financial Disclosure Regulations.

Key data including energy and water consumption, carbon emissions and EPC ratings (subject to external assurance in line with ISAE3000 and verification against ISO 14064-3) and opinion statements can be viewed on our website.

In addition, we also proactively disclose wider sustainability data to key programmes including the Global Real Estate Sustainability Benchmark (GRESB) and CDP. 2023 saw our GRESB score improve to 86 with a 4-star rating, and our CDP rating improve from B to A-, reflecting progress in our management of climate-related risks and issues. Our full GRESB and CDP scorecards can be accessed on our website.

We are tracking various emerging requirements; including the International Financial Reporting Standards Board Sustainability Disclosure Standards 1 and 2 (IFRS S1 and S2); the UK Government's Sustainability Disclosure Requirements and the Transition Planning Taskforce guidelines; to ensure we are able to meet their requirements.

EPC reporting opinion statement in line with ISAE3000, ISO 14064-3
www.unitegroup.com/sustainability

GRESB and CDP scorecards
www.unitegroup.com/sustainability

Health and safety

Health and safety has always been a top priority for us, and full details of our approach to keeping our student customers, employees, suppliers and anyone else visiting our buildings safe and secure are set out in the health and safety section of our main Annual Report and Accounts.

Our Annual Report
www.unitegroup.com/annual-report-2023

DOING WHAT'S RIGHT continued

Procurement and supply chains

Our principles

The procurement function has undergone a rapid transformation over the course of 2023, and as part of this we have re-established the frameworks, policies and standards that set the basis of how we incorporate sustainability into our procurement activity. Our approach is based on five sustainable procurement principles:

Principle 1:
Ethical sourcing
Our suppliers will always operate with integrity and transparency in line with our **Supplier Code**.

Principle 2:
The environment
Our suppliers will work with us to tackle climate change, achieve greener sustainable buildings and make only responsible use of resources.

Principle 3:
Play an active role in the community
Our suppliers will minimise disruption/noise and engage positively locally. We shall seek supplier diversity and ensure the inclusion of SMEs in tenders.

Principle 4:
Ensure health and safety
is always upheld.

Principle 5:
Diversity and inclusion
is evident in our suppliers' workplaces.

Embedding these principles into our procurement processes helps to ensure a supply chain that enables us to achieve the lowest environmental impact and the most positive social results.

Our suppliers
www.unitegroup.com/
our-suppliers

Progress in 2023:

We're proud of the steps we have taken in laying the foundations for our Sustainable Procurement Strategy:

- Launched our Sustainable Procurement Framework.

- Embedded a new vetting process for ESG as a mandatory component of all tenders.

- Introduced an enhanced vetting process for modern slavery.

- Launched our Supplier Code on a newly created **Supplier Zone**.

- Required all new preferred suppliers to sign up to the Supplier Code principles.

- Launched collaboration with our tier 1 and 2 suppliers on our sustainability ethos.

- Set out our plan for becoming the best-in-class for procuring sustainably.

- Underpinned by our Group Supplier Code and Sustainable Procurement approaches, we have launched our Sustainable Construction Framework, which will inform the way in which we procure net zero developments in the future.

Our plan for the future

Having already identified our highest impact categories by spend, we will be introducing the vetting of new and existing suppliers against our sustainable procurement principles. Building on the engagement achieved at our 2023 supplier day, 2024 will focus on collaboration with our key suppliers to help us achieve the lowest environmental impact possible in our properties and the most positive social results.
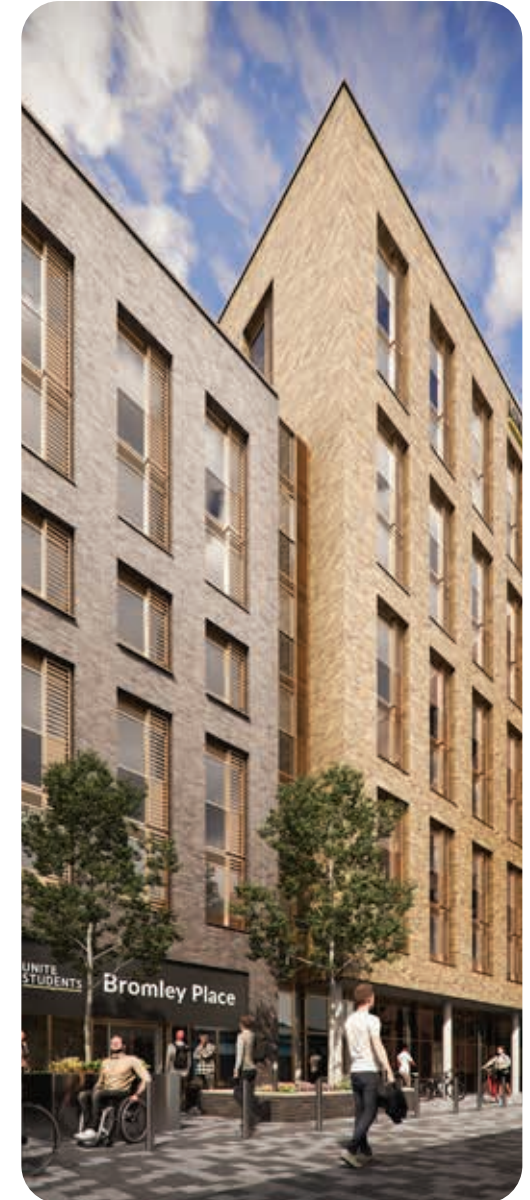
DOING WHAT'S RIGHT continued

Governance and operating with integrity

Robust governance

Good governance is essential for the long-term sustainability of the Company and that's why we have a clear and robust governance framework. With our goal to lead on sustainability and raise standards within the living sector, our processes ensure that working responsibly and sustainably isn't optional and that we always operate with integrity and transparency.

The Board is responsible for establishing the Company's purpose, values and strategy and for promoting the long-term sustainable success of Unite Students. The Board discharges some of its responsibilities directly and others through committees, including the Sustainability Committee, which provides the Board with oversight of our environmental and social performance against our targets and ambitions. Full details can be found in the Governance section on pages 80–166 of our Annual Report; highlights are summarised below.

Governance in review

The section on stakeholder engagement on pages 16–17 of our Annual Report explains how the Board engaged and measured the views of our key stakeholders and the outcomes from this engagement.

During 2023 and as part of the annual review of our anti-bribery programme, we launched refresher training for all employees on key policies including Code of Ethics and Whistleblowing Policy which allows employees to raise a concern in confidence. These policies help educate employees about essential corporate regulations which apply for our Company and our commitment to zero tolerance of bribery and corruption.

The Chief Executive has overall responsibility for our anti-bribery programme and the Company Secretary has responsibility for the implementation of this programme.

We are fundamentally opposed to slavery and committed to understanding the risk of it and ensuring it does not occur anywhere within our business or supply chain. That's why we refreshed our Sustainable Procurement Policy in early 2023. This policy requires, among other things, suppliers to have policies in place regarding the minimum legal age of employment and compliance with local laws regarding working hours and overtime. This policy also reflects our own Real Living Wage policy and requires our suppliers to provide employees with at least the minimum wage and encourages them to also adopt and adhere to the Living Wage principles.

As a FTSE 100 company listed on the London Stock Exchange, we are subject to the requirements of the UK Corporate Governance Code 2018 (the Code). You can read further details on how we have complied with the Code on page 86 of our Annual Report. You can also view our Modern Slavery Statement and other policies on our website at:

Policies and documentation
www.unitegroup.com/
sustainability/policies-
documentation

Sustainability-related risks and opportunities

Our group Principal risk register (page 67 of our Annual Report) includes two sustainability-related risks, underlining their potential significance.

The first recognises the importance attached to sustainability performance and the potential business impact if we fail to deliver on sustainability-related commitments, regulatory requirements and expectations. This could be across the full range of materially significant environmental, social and governance risks; including our net zero carbon targets and the wider transition to a net zero carbon economy, diversity equity inclusion and belonging (DEIB) reporting and disclosure, community engagement and wider social impact. The second captures our exposure to climate change and the transition to a net zero carbon world. Details of these risks are included in the Principal risk register on page 72 of our Annual Report and TCFD Disclosure on page 58 of our main Annual Report.

In line with the requirements of the UK Climate-related Financial Disclosure Regulations we will be undertaking an update of climate-related risks in 2024 including scenario modelling and analysis under different potential climate scenarios. This assessment will directly inform the ongoing evolution of our Net Zero Carbon Pathway and wider business strategy and decision-making.
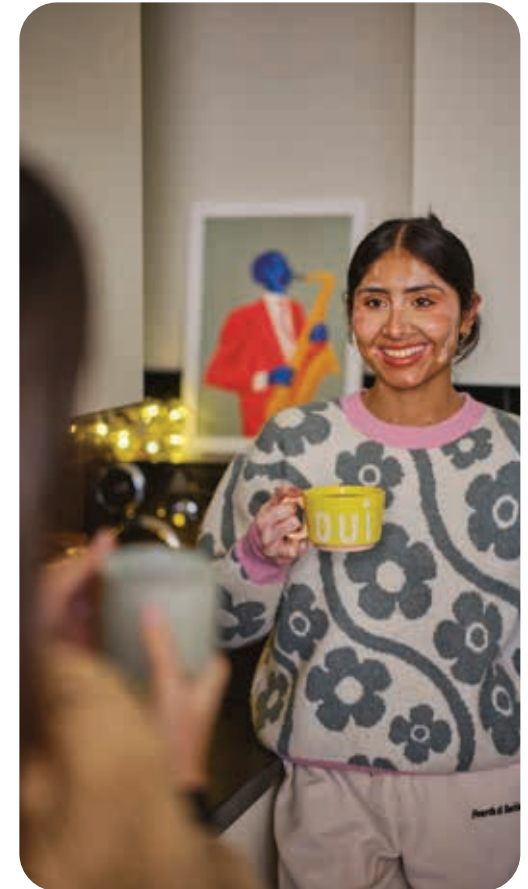
APPENDICES

Energy and carbon

The tables below set out detailed energy, water and carbon data for our baseline year and most recent three years' data:

ESTATE DATA	2019 base year Data	2021 Data	2021 Change vs. 2019 base year	2021 Change vs. prior year	2022 Data	2022 Change vs. 2019 base year	2022 Change vs. prior year	2023 Data	2023 Change vs. 2019 base year	2023 Change vs. prior year
Year-end bed numbers	73,990	76,171	2.95% ▲	0.85% ▲	69,960	-6.35% ▼	-9.03% ▼	70,442	-4.38% ▼	2.10% ▲
Pro rata bed numbers	73,240	74,303	1.45% ▲	0.15% ▲	72,387	-1.16% ▼	-2.58% ▼	70,277	-4.05% ▼	-2.91% ▼
Pro rata floor area (m²)	1,931,148	1,945,560	0.75% ▲	-0.86% ▼	1,915,339	-0.82% ▼	-1.55% ▼	1,947,292	0.84% ▲	1.67% ▲

ENERGY AND WATER USE	2019 base year Consumption	2021 Consumption	2021 Change vs. 2019 base year	2021 Change vs. prior year	2022 Consumption	2022 Change vs. 2019 base year	2022 Change vs. prior year	2023 Consumption	2023 Change vs. 2019 base year	2023 Change vs. prior year
Natural gas										
Absolute (kWh)	57,414,070	59,170,049	3.1% ▲	6.4% ▲	58,816,746	2.4% ▲	-0.6% ▼	56,121,430	-2.3% ▼	-4.6% ▼
Relative to bed numbers (kWh/bed)	783.9	796.3	1.6% ▲	6.3% ▲	812.5	3.6% ▲	2.0% ▲	798.6	1.9% ▲	-1.7% ▼
Relative to floor area (kWh/m²)	29.7	30.4	2.3% ▲	7.4% ▲	30.7	3.3% ▲	1.0% ▲	28.8	-3.1% ▼	-6.1% ▼
Electricity										
Absolute (kWh)	167,593,224	149,211,285	-11.0% ▼	5.3% ▲	150,944,907	-9.9% ▼	1.2% ▲	149,704,305	-10.7% ▼	-0.8% ▼
Relative to bed numbers (kWh/bed)	2,288.3	2,008.1	-12.2% ▼	5.2% ▲	2,085.5	-8.9% ▼	3.8% ▲	2,130.2	-6.9% ▼	2.1% ▲
Relative to floor area (kWh/m²)	86.78	76.7	-11.6% ▼	6.2% ▲	78.8	-9.2% ▼	2.8% ▲	76.9	-11.4% ▼	-2.4% ▼
Renewable electricity										
As % of overall electricity purchased	61.1%	99.9%	38.8% ▲	25.9% ▲	99.9%	38.8% ▲	0.0% ▲	99.9%	38.9% ▲	0.1% ▲
Heat										
Absolute (kWh)	11,775,682	12,312,277	4.6% ▲	1.8% ▲	11,672,055	-0.9% ▼	-5.2% ▼	12,090,049	2.7% ▲	3.6% ▲
Relative to bed numbers (kWh/bed)	160.8	165.7	3.1% ▲	1.7% ▲	161.2	0.3% ▲	-2.7% ▼	172.0	7.0% ▲	6.7% ▲
Relative to floor area (kWh/m²)	6.10	6.3	3.3% ▲	2.7% ▲	6.1	-0.1% ▼	3.7% ▲	6.2	1.8% ▲	1.8% ▲
TOTAL ENERGY (gas, electricity and heat)										
Absolute (kWh)	236,782,977	220,693,611	-6.8% ▼	5.4% ▲	221,433,708	-6.5% ▼	0.3% ▲	217,915,784	-8.0% ▼	-1.6% ▼
Relative to bed numbers (kWh/bed)	3,233.0	2,970.2	-8.1% ▼	5.3% ▲	3,059.0	-5.4% ▼	3.0% ▲	3,100.8	-4.1% ▼	1.4% ▲
Relative to floor area (kWh/m²)	122.6	113.4	-7.5% ▼	6.3% ▲	115.6	-5.7% ▼	1.9% ▲	111.9	-8.7% ▼	-3.2% ▼
Water										
Absolute (m³)	3,037,827	2,980,075	-1.9% ▼	9.4% ▲	3,291,267	8.3% ▲	10.4% ▲	2,746,922	-9.6% ▼	-16.5% ▼
Relative to bed numbers (m³/bed)	41.5	40.1	-3.3% ▼	9.3% ▲	45.5	9.6% ▲	13.4% ▲	39.1	-5.8% ▼	-14.1% ▼
Relative to floor area (m³/m²)	1.6	1.5	-2.6% ▼	10.4% ▲	1.7	9.2% ▲	12.2% ▲	1.4	-10.3% ▼	-17.0% ▼

APPENDICES continued

GREENHOUSE GAS EMISSIONS	2019 base year	2021			2022			2023		
	Emissions	Emissions	Change vs. 2019 base year	Change vs. prior year	Emissions	Change vs. 2019 base year	Change vs. prior year	Emissions	Change vs. 2019 base year	Change vs. prior year
Total Scope 1 emissions										
Absolute (tonnes CO_2e)	10,669	11,009	3.2% ▲	5.9% ▲	10,905	2.2% ▲	-0.9% ▼	10,410	-2.4% ▼	-4.5% ▼
Relative to bed numbers (tonnes CO_2e/bed)	0.146	0.148	1.7% ▲	5.8% ▲	0.151	3.4% ▲	1.7% ▲	0.148	1.7% ▲	-1.7% ▼
Relative to floor area (kg CO_2e/m²)	5.5	5.7	2.4% ▲	6.9% ▲	5.7	3.1% ▲	0.6% ▲	5.3	-3.2% ▼	-6.1% ▼
Total Scope 2 emissions (location-based)										
Absolute (tonnes CO_2e)	44,910	33,784	-24.8% ▼	-3.8% ▼	31,204	-30.5% ▼	-7.6% ▼	33,172	-26.1% ▼	6.3% ▲
Relative to bed numbers (tonnes CO_2e/bed)	0.613	0.455	-25.9% ▼	-3.9% ▼	0.431	-29.7% ▼	-5.2% ▼	0.472	-23.0% ▼	9.5% ▲
Relative to floor area (kg CO_2e/m²)	23.3	17.36	-25.3% ▼	-3.0% ▼	16.3	-29.9% ▼	-6.2% ▼	17.0	-26.7% ▼	4.6% ▲
Total Scope 2 emissions (market-based)										
Absolute (tonnes CO_2e)	18,833	2,170	-88.5% ▼	-79.7% ▼	2,052	-89.1% ▼	-5.4% ▼	2,218	-88.2% ▼	8.1% ▲
Relative to bed numbers (tonnes CO_2e/bed)	0.257	0.029	-88.6% ▼	-79.7% ▼	0.028	-89.0% ▼	-2.9% ▼	0.032	-87.7% ▼	11.3% ▲
Relative to floor area (kg CO_2e/m²)	9.8	1.1	-88.6% ▼	-79.5% ▼	1.1	-89.0% ▼	-3.9% ▼	1.1	-88.3% ▼	6.3% ▲
Total Scope 1 + 2 emissions (location-based)										
Absolute (tonnes CO_2e)	55,579	44,793	-19.4% ▼	-1.6% ▼	42,110	-24.2% ▼	-6.0% ▼	43,582	-21.6% ▼	3.5% ▲
Relative to bed numbers (tonnes CO_2e/bed)	0.759	0.603	-20.6% ▼	-1.7% ▼	0.582	-23.3% ▼	-3.5% ▼	0.620	-18.3% ▼	6.6% ▲
Relative to floor area (kg CO_2e/m²)	28.8	23.0	-20.0% ▼	-0.7% ▼	22.0	-23.6% ▼	-4.5% ▼	22.4	-22.2% ▼	1.8% ▲
Total Scope 1 + 2 emissions (market-based)										
Absolute (tonnes CO_2e)	29,502	13,178	-55.3% ▼	-37.5% ▼	12,958	-56.1% ▼	-1.7% ▼	12,628	-57.2% ▼	-2.5% ▼
Relative to bed numbers (tonnes CO_2e/bed)	0.403	0.177	-56.0% ▼	-37.6% ▼	0.179	-55.6% ▼	0.9% ▲	0.180	-55.4% ▼	0.4% ▲
Relative to floor area (kg CO_2e/m²)	15.3	6.8	-55.7% ▼	-37.0% ▼	6.77	-55.7% ▼	-0.1% ▼	6.48	-57.6% ▼	-4.1% ▼

APPENDICES continued

GREENHOUSE GAS EMISSIONS continued	2019 base year Emissions	2021 Emissions	2021 Change vs. 2019 base year	2021 Change vs. prior year	2022 Emissions	2022 Change vs. 2019 base year	2022 Change vs. prior year	2023 Emissions	2023 Change vs. 2019 base year	2023 Change vs. prior year
Total verifiable Scope 3 emissions										
Absolute (tonnes CO_2e)	15,134	15,330	1.3% ▲	23.4% ▲	13,913	-8.1% ▼	-9.2% ▼	13,350	-11.8% ▼	-4.0% ▼
Relative to bed numbers (tonnes CO_2e/bed)	0.207	0.206	-0.2% ▼	23.2% ▲	0.192	-7.0% ▼	-6.8% ▼	0.190	-8.1% ▼	-1.2% ▼
Relative to floor area (kg CO_2e/m²)	7.8	7.9	0.5% ▲	24.5% ▲	7.3	-7.3% ▼	-7.8% ▼	6.9	-12.5% ▼	-5.6% ▼
Total non-verifiable Scope 3 emissions										
Absolute (tonnes CO_2e)	133,145	50,448	-62.1% ▼	-24.6% ▼	84,562	-36.5% ▼	67.6% ▲	71,525	-46.3% ▼	-15.4% ▼
Relative to bed numbers (tonnes CO_2e/bed)	1.8	0.7	-62.7% ▼	-24.7% ▼	1.2	-35.7% ▼	72.1% ▲	1.0	-44.0% ▼	-12.9% ▼
Relative to floor area (kg CO_2e/m²)	68.9	25.9	-62.4% ▼	-24.0% ▼	44.1	-36.0% ▼	70.3% ▲	36.7	-46.7% ▼	-16.8% ▼
Total of verifiable and non-verifiable Scope 3 emissions										
Absolute (tonnes CO_2e)	148,279	65,778	-55.6% ▼	-17.1% ▼	98,475	-33.6% ▼	49.7% ▲	84,876	-42.8% ▼	-13.8% ▼
Relative to bed numbers (tonnes CO_2e/bed)	2.0	0.9	-56.3% ▼	-17.2% ▼	1.4	-32.8% ▼	53.7% ▲	1.2	-40.3% ▼	-11.2% ▼
Relative to floor area (kg CO_2e/m²)	76.8	33.8	-56.0% ▼	-16.4% ▼	51.4	-33.0% ▼	52.1% ▲	43.6	-43.2% ▼	-15.2% ▼
Breakdown of total Scope 3 emissions by category										
1 – Purchased goods and services (tonnes CO_2e/bed)	11,530	3,261	-71.7% ▼	-62.8% ▼	6,818	-40.9% ▼	109.0% ▲	6,242	-45.9% ▼	-8% ▼
2 – Capital goods (tonnes CO_2e/bed)	99,679	9,509	-90.5% ▼	-62.6% ▼	52,389	-47.4% ▼	450.9% ▲	38,973	-60.9% ▼	-26% ▼
3 – Fuel and energy-related activities (not included in Scopes 1 or 2) (tonnes CO_2e/bed)	11,520	13,680	18.8% ▲	49.2% ▲	12,168	5.6% ▲	-11.1% ▼	11,880	3.1% ▲	-2% ▼
5 – Waste generated in operations (tonnes CO_2e/bed)	3,635	8,174	124.9% ▲	78.6% ▲	5,153	41.8% ▲	-37.0% ▼	5,852	61.0% ▲	14% ▲
6 – Business travel (tonnes CO_2e/bed)	418	395	-5.6% ▼	-14.6% ▼	500	19.5% ▲	26.6% ▲	432	3.3% ▲	-14% ▼
7 – Employee commuting (tonnes CO_2e/bed)	2,975	2,975	0.0% ▼	0.0% ▼	2,975	0% ▼	0.0% ▼	2,975	0% ▼	0% ▼
13 – Downstream leased assets (tonnes CO_2e/bed)	18,522	27,783	50.0% ▲	-0.8% ▼	18,522	0% –	-33.3% –	18,522	0% –	0% –

APPENDICES 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 Performance Measure	Data		Commentary
Elec-Abs: Total electricity consumption	2023: 149,704.3	MWh/yr	100% grid-supplied and REGO-backed (zero carbon under GHG Protocol Corporate Reporting rules for market-based Scope 2 emissions). c.30% purchased via corporate power purchase agreement (CPPA) with a windfarm in Scotland. Includes all energy consumed across the portfolio including all tenant energy use.
Elec-LfL: Like-for-like total electricity consumption	2022: 141,928.2 2023: 145,600.4	MWh/yr MWh/yr	As above, but only data from sites in scope for the whole of 2022 and 2023. Increase from 2022 is due to increased consumption on site attributable to higher heating demand in 2023 vs. 2022 (2022 was warmest year on record) and changes in resident behaviour and occupancy patterns.
DH&C-Abs: Total district heating and cooling consumption	2023: 12,090.0	MWh/yr	Includes all district heat supplied energy consumed across the portfolio including all tenant energy use. 100% is from non-renewable sources (e.g. gas combined heat and power (CHP)) which are outside of our operational control. No district cooling.
DH&C-LfL: Like-for-like total district heating and cooling consumption	2022: 11672.1 2023: 12,090.0	MWh/yr MWh/yr	As above, but only data from sites that were in scope for the whole of 2022 and 2023. Increase from 2022 reflects increased heating demand through 2023.
Fuels-Abs: Total fuel consumption	2023: 56,121.4	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.
Fuels-LfL: Like-for-like total fuel consumption	2022: 58,177.4 2023: 56,108.4	MWh/yr MWh/yr	As above, but including only data from sites that were in scope for the whole of 2022 and 2021. Decrease is due to deployment of air-source heat pumps to replace gas boilers on a number of sites through 2022 and 2023.
Energy-Int: Building energy intensity	2023: 3,100.8	kWh/bed/yr	Sum total of Electricity + District Heat + Natural gas consumption per bed per year (pro rata treatment of acquisitions/openings/disposals).
Energy-Int: Building energy intensity	2023: 111.9	kWh/m²/yr	Sum total of Electricity + District Heat + Natural gas consumption per m² floor area per year (pro rata treatment of acquisitions/openings/disposals).
GHG-Dir-Abs: Total direct green house gas (GHG) emissions (Scope 1)	2023: 10,410.1	metric tonnes CO_2e/yr	Scope 1 emissions, calculated using natural gas consumption data and UK DEFRA/BEIS emissions factors. Includes all emissions across the whole Unite Students portfolio including tenant energy use.
GHG-Indir-Abs: Total indirect greenhouse gas (GHG) emissions (location-based Scope 2)	2023: 33,171.8	metric tonnes CO_2e/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 Unite Students portfolio including tenant energy use.
GHG-Indir-Abs: Total indirect greenhouse gas (GHG) emissions (market-based Scope 2)	2023: 2,217.9	metric tonnes CO_2e/yr	Scope 2 market-based emissions, calculated using suppliers' 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.
GHG-Int: Greenhouse gas (GHG) emissions intensity (Scope 1 + LOCATION-based Scope 2)	2023: 0.620	metric tonnes CO_2e/bed/yr	Scope 1 + location-based 2 emissions, as described above divided by total number of beds in the portfolio.
GHG-Int: Greenhouse gas (GHG) emissions intensity (Scope 1 + MARKET-based Scope 2)	2023: 0.180	metric tonnes CO_2e/bed/yr	Scope 1 + market-based 2 emissions, as described above, divided by total number of beds in the portfolio.
GHG-Int: Greenhouse gas (GHG) emissions intensity (Scope 1 + LOCATION-based Scope 2)	2023: 22.4	kg CO_2e/m²/yr	Scope 1 + location-based 2 emissions, as described above, divided by total floor area (pro rata treatment of acquisitions/openings/disposals).
GHG-Int: Greenhouse gas (GHG) emissions intensity (Scope 1 + MARKET-based Scope 2)	2023: 6.5	kg CO_2e/m²/yr	Scope 1 + market-based 2 emissions, as described above, divided by total floor area (pro rata treatment of acquisitions/openings/disposals).
Water-Abs: Total water consumption	2023: 2,746,922	m³/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.

APPENDICES continued

EPRA Sustainability Performance Measures – Environment continued

EPRA sBPR Performance Measure	Data		Commentary
Water-LfL: Like-for-like total water consumption	2022: 2,912,819 2023: 2,737,777	m³/yr m³/yr	As above, but including only data from sites that were in scope for the whole of 2022 and 2023.
Water-Int: Building water intensity	2023: 39.1	m³/bed/yr	Consumption divided by total number of beds in the portfolio.
Water-Int: Building water intensity	2023: 1.4	m³/m²/yr	Consumption divided by total m² of floor area per year (pro rata treatment of acquisitions/openings/disposals).
Waste-Abs: Total weight of waste by disposal route	Recycling: 17.5 Energy from Waste: 246.11 Landfill: 32.53 Other: N/A	tonnes/yr (6%) tonnes/yr (83%) tonnes/yr (11%)	Throughout 2023 we focused on improving the accuracy of our commercial waste data. Note this data excludes student-generated household waste which is collected by the local authority via household waste collections; local authorities do not make data available on quantities or waste streams recycled.
Waste-LfL: Like-for-like total weight of waste by disposal route	Recycling 2022: 149.9 Recycling 2023: 17.5 Energy from Waste 2022: 203.3 Energy from Waste 2023: 246.11 Landfill 2022: N/A Landfill 2023: 32.53 Other 2022: N/A Other 2023: N/A	tonnes/yr (42.2%) tonnes/yr (6%) tonnes/yr (57.6%) tonnes/yr (83%) tonnes/yr (11%)	Throughout 2023 we have improved the accuracy of our data, and are now seeking ways to improve our recycling rates and minimise waste to landfill.
Cert-Tot: Type and number of sustainably certified assets		Excellent 17 Very good 8 Good 1	BREEAM New Construction.

APPENDICES continued

EPRA Sustainability Performance Measures – Social

EPRA sBPR Performance Measure	Data		Commentary
Diversity-Emp: Employee gender diversity	Board: 60% male 40% female Senior Leadership: 67% male 33% female All other employees: 54.5% male 45.5% female	Percentage of employees	Note that gender diversity data reported in our Annual Report and Accounts is aligned with the gender diversity reporting requirements of the UK Corporate Governance Code, which stipulates specifically which roles and their direct reports should be included in management. To provide a more consistent and informed view of diversity within Unite Students, the data reported here is based on internal grading of different roles. Senior leadership includes Directors and Heads of Departments, and All other employees includes Senior Managers, Managers, Supervisors, Team Leaders and all other colleagues.
Diversity-Pay: Gender pay ratio	Mean pay gap 14.7% Median pay gap 5.9%	Ratio	Data is for year ending 5 April 2023, in line with UK mandatory gender pay gap reporting. 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 (April to March) than our annual reporting cycle (January to December) so is not directly comparable.
Emp-Training: Training and development	11.5 hours per Full Time Equipment (FTE)	Average hours	A total of 22,782 hours of training were delivered in 2023, with over 35,924 instances of training being delivered.
Emp-Dev: Employee performance appraisals	100%	Percentage of employees	All employees set annual objectives with their line manager and formally review these at the end of the reporting period. Line managers are expected to hold regular, ideally monthly, one-to-one personal development and performance review meetings.
H&S-Emp: Employee health and safety	Accident frequency rate per 100,000 hours worked = 0.03 (based on 1 RIDDOR reportable accidents in year) Minor injury frequency rate per 100,000 hours worked = 4.65 (based on 175 minor injuries in year) Fatalities = zero	Total number and rate	Accident Frequency Rate is based on 1 RIDDOR reportable accidents in year. Minor Injury Frequency Rate is based on 175 minor injuries in the year. No fatalities.

APPENDICES continued

EPRA Sustainability Performance Measures – Social continued

EPRA sBPR Performance Measure	Data		Commentary
H&S-Asset: Asset health and safety assessments	100%	Percentage of assets	**Fire:** An independent third-party undertake 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.
			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 which is responsible for safe and compliant remediation, or removal and disposal in compliance with all appropriate legislation.
			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 actions identified within the report are managed through to completion.
			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 or near to, the testing or operating of electrical equipment and systems.
			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 that gas fittings and flues are maintained in a safe condition, that appliances are serviced at least annually and maintain records of the gas safety checks.
H&S-Comp: Asset health and safety compliance	0 incidents		No incidence of health and safety 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 page 10 of this report.

APPENDICES continued

EPRA Sustainability Performance Measures – Governance

EPRA sBPR Performance Measure	Data	Commentary
Gov-Board: Composition of the highest governance body	Number of Executive Board members: Two Number of Non-Executive Board members: Seven plus Chair Number of Non-Executive Board members who are independent: Seven Average tenure of governing body: 4.8 years Number of independent/Non-Executive Board members with competencies relating to environmental and social topics: Three Three Non-executive Directors sit on the Sustainability Committee and have competencies relating to environmental and social topics. This includes our Designated Non-Executive Director for Workforce Engagement who also sits on our Employee Forum.	See page 82 of our 2023 Annual Report and Accounts for more details on composition of the Board. Tenure and membership data reported here is as reported in our 2023 Annual Report and Accounts, with Board composition as of 1 January 2024.
Gov-Select: Nominating and selecting the highest governance body	See commentary	Board appointments, succession plans and diversity are set out on page 80 of our 2023 Annual Report and Accounts. The Nomination Committee's report is included from page 110 of our 2023 Annual Report and Accounts.
Gov-CoI: Process for managing conflicts of interest	See commentary	Details are set out on page 164 of our 2023 Annual Report.

Gender split

	Male	Male %	Female	Female %	Total
Board	6	60%	4	40%	**10**
Senior Leadership	40	66.7%	20	33.3%	**60**
All other employees	1,068	54.5%	891	45.5%	**1,959**
Total	**1,108**	**54.9%**	**911**	**45.1%**	**2,019**

Note that gender diversity data reported in our Annual Report and Accounts is aligned with the gender diversity reporting requirements of the UK Corporate Governance Code, which stipulates specifically which roles and their direct reports should be included in management. To provide a more consistent and informed view of diversity within Unite Students, the data reported here is based on internal grading of different roles. Senior leadership includes Directors and Heads of Departments, and All other employees includes Senior Managers, Managers, Supervisors, Team Leaders and all other colleagues.