

03/05/2024

Unite Students publish comprehensive sustainability data with the Sustainability Report section of our Annual Report and Accounts in line with the European Public Real Estate Association Sustainability Best Practice Reporting guidelines (EPRA sBPR), and on our Corporate Website. However, this disclosure contains additional information required specifically by FTSE Russel for their ESG assessment which is not routinely included in other reporting.

Theme	Indicator Code	Indicator	Indicator Question	External Comments From Unite Students
Pollution & Resources	EPR01	Pollution - policy or commitment statement to:	b) Reduce or avoid the impact or improve efficiency	Unite Students do not have any materially significant sources of pollution and so have not set a target. We will however continue to assess this and act to address any significant sources of pollution if identified.
	EPR02	Waste - policy or commitment statement to:	b) Reduce or avoid the impact or improve efficiency	Unite Students are committed to reducing waste but due to challenges obtaining waste data form waste collectors we have not yet set a quantitative target in this area.
	EPR03	Resource use - policy or commitment statement to:	b) Reduce or avoid the impact or improve efficiency	Unite Students are working to set quantitative targets on resource consumption.
	EPR05	Time-specific targets, beyond regulatory requirements, to reduce or avoid waste:	a) Unquantified, process targets	Unite Students are working to set quantitative targets on waste reduction and avoidance.
			b) Quantified targets	Unite Students are working to set quantitative targets on waste reduction and avoidance.
	EPR06	Time-specific targets, beyond regulatory requirements, to reduce or avoid resource use:	b) Quantified targets	Unite Students are working to set quantitative targets on resource use.
	EPR07	Progress against previously set targets to reduce or avoid pollution:	a) Unquantified, process targets	Unite Student’s operations do not include material sources pollution
			b) Quantified targets	Unite Student’s operations do not include material sources pollution
EPR08	Progress against previously set targets to reduce or avoid waste:	a) Unquantified, process targets	Unite Students are working to set quantitative targets on waste avoidance	

		b) Quantified targets	Unite Students are working to set quantitative targets on waste avoidance
EPR09	Progress against previously set targets to reduce or avoid resource use:	a) Unquantified, process targets	Unite Students are working to set quantitative targets on resource use.
		b) Quantified targets	Unite Students are working to set quantitative targets on resource use.
EPR11	Disclosure of three years of raw material used (tonnes):	a) Total	Unite Students' operations do not consume raw material.
		b) Total by type	Unite Students' operations do not consume raw material.
EPR18	Disclosure of three years of NOX emissions (tonnes)	Coverage	NOX emissions from combustion of natural gas in properties (boilers) and combustion of petrol and diesel in company owned vehicles
		Current Year	2023
		Current Year NOx emissions	5.61 tonnes
		T minus 1 Year	2022
		T minus 1 NOx emissions	5.86 tonnes
		T minus 2 Year	2021
EPR21	Disclosure of three years of volatile organic compounds (VOC) emissions (kilograms)	Coverage	Unite Student's operations do not include material sources of VOC emissions
		Current Year	2023
		Current Year VOC Emissions	n/a
		T minus 1 Year	2022
		T minus 1 Year VOC Emissions	n/a
		C minus 2 Year	2021
T minus 2 Year VOC Emissions	n/a		

<b>Supply Chain (Env)</b>	ESC25	Time-specific targets on water usage from property portfolio:	a) Quantitative future targets set	Our long term water consumption target is to reduce consumption to 45 cubic metres per bed per year.
			b) Performance against previously set targets reported	This is new
	ESC58	Percentage of the company's total property portfolio certified to a recognised building management standard for property such as LEED, BREEAM, etc.	Year	2023
			Coverage of certification	As of the end of 2023, 20.6% of the total Unite portfolio (on floor-area basis) was certified under BREEAM New Construction (of which 15.6% was BREEAM Excellent)
<b>Water Security</b>	EWT06	Detailed disclosure of action(s) taken to reduce water use:	a) Applied to specific sites	We installed smart-controlled unvented hot water cylinders and dual flush toilets as part of refurb in our properties. We have a campaign to engage our staff on water underway and are awaiting further analysis to understand the impact of this.
			b) Applied throughout the company	Water consumption data for all sites is monitored using outputs from smart meters or meters with data loggers to identify sites consuming higher than expected volumes of water which are then targeted for investigation to determine cause of over consumption.
<b>Anti-Corruption</b>	GAC08	Training for staff on the anti-corruption policy covers:	a) Elements/types of corruption including bribery	Any Unite Students employee working in a role is assessed to be a risk from an anti-bribery and Corruption Perspective. Staff must complete an online training course delivered by our in house Learning and Development Team covering all areas to be addressed by our Anti-Bribery Policy and Code of Ethics
			b) Anti-corruption comprehensively	Any Unite Students employee working in a role is assessed to be a risk from an anti-bribery and Corruption Perspective. Staff must complete an online training course delivered by our in house Learning and Development

				Team covering all areas to be addressed by our Anti-Bribery Policy and Code of Ethics
	GAC10	Procedures are in place to address corruption in operations that are assessed to be "high risk" covering:	a) Elements/types of corruption including bribery	All employees and operations are subject to our Anti-Bribery and Anti-Corruption policy, and all relevant employees must complete mandatory training on this policy.
			b) Anti-corruption comprehensively	All employees and operations are subject to our Anti-Bribery and Anti-Corruption policy, and all relevant employees must complete mandatory training on this policy.
	GAC13	Disclosure of number of staff disciplined or dismissed due to non-compliance with anti-corruption policy/policies	Current Year	No staff dismissed due to corruption
			Staff disciplined (Number)	No staff disciplined due to corruption
	GAC14	Disclosure of cost of fines, penalties or settlements in relation to corruption	Current Year	None to disclose
			Currency	None to disclose
<b>Health &amp; Safety</b>	SHS40	Number of work-related contractor fatalities, over last three years	Coverage	All operations
		Number of work-related contractor fatalities, over last three years	Current Year	Zero
		Number of work-related contractor fatalities, over last three years	T-0 Contractor Fatalities	Zero
		Number of work-related contractor fatalities, over last three years	T-0 Total number of Contractors	Zero
		Number of work-related contractor fatalities, over last three years	T minus 1 Year	Zero



		Number of work-related contractor fatalities, over last three years	T-1 Contractor Fatalities	Zero
		Number of work-related contractor fatalities, over last three years	T-1 Total number of Contractors	Zero
		Number of work-related contractor fatalities, over last three years	T minus 2 Year	Zero
		Number of work-related contractor fatalities, over last three years	T-2 Contractor Fatalities	Zero
	SHS13	Number of staff trained on health and safety standards within the last year	Staff trained on safety	1,859 Staff Trained on Health and Safety in the last year, this is all employees completing the data protection and Fire Safety Awareness mandatory training. In addition, further specialised training including: 8,795 e-learning modules completed in 2023. 1,362 in-person learning sessions completed in 2023.
<b>Labour Standards</b>	SLS06	Policy or statement supporting the right to collective bargaining that:	a) Refers only to compliance with local law on collective bargaining	This is not relevant to Unite Students
		Policy or statement supporting the right to collective bargaining that:	b) Covers the respect for or support of the right to collective bargaining	This is not relevant to Unite Students
	SLS21	In relation to instances of labour standards non-compliance, the company:	b) Has disclosed specific action taken regarding non-compliance specifying the types of incidents, or states there were no incidents	No issues of non-compliance with labour standards

