

Employment Practices and Human Rights Policy

Unite Students is the UK's largest owner, manager and developer of purpose-built student accommodation (PBSA). We provide homes to 70,000 students in 23 leading university towns and cities.

We are committed to the delivery of our Home for Success purpose and our values underpin the way we deliver, day-in, day-out. Our sustainability strategy focuses on creating real positive impact across four areas: Employees, Students and Young People, Local Communities and The Environment, and as a responsible employer we work hard to create a culture and working environment where difference is valued, and employees feel a sense of belonging. Further details of our wider ambition and commitments on sustainability are set out in our Sustainability Policy. We are committed to 'doing what's right', one of our core values, which extends more broadly to being a sustainable and responsible business.

Statement of Commitment

We respect human rights and this Policy outlines our commitments and sets out how we conduct our business in a way that upholds and respects internationally recognised human rights standards as set out in the [Universal Declaration of Human Rights \(UDHR\)](#), the [International Labour Organization \(ILO\) Declaration on Fundamental Principles and Rights at Work](#), the [International Covenant on Civil and Political Rights \(ICCPR\)](#), and the [International Covenant on Economic, Social and Cultural Rights \(ICESCR\)](#). This Policy has been prepared considering the [United Nations \(UN\) Guiding Principles of Business and Human Rights](#).

Our annual Modern Slavery Statement confirms our commitment to zero tolerance of modern slavery and sets out the steps we are taking to prevent modern slavery in our business and our supply chain. We also have a set of wider policies and procedures that support the delivery of our commitment to human rights and the prevention of modern slavery in our operations and supply chain. These include our Code of Ethics which sets out expected standards of business and personal ethics for all employees and our Supplier Code of Conduct which sets out expectations for supplier conduct when working with us.

Our Core Commitments

Legal Compliance: We will comply with all relevant local laws and regulations governing employment and labour practices.

Bribery and corruption: We are committed to zero tolerance of bribery and corruption. Through our Anti-Bribery Policy, all employees are notified and trained on our Anti-Bribery programme as relevant for their role, including as part of the employee induction. We provide guidance and annual training to support employee understanding of our values and actively encourage employees to raise any concerns, including through a confidential whistleblowing channel.

Diversity, equity, inclusion and belonging: We value and encourage diversity and inclusion in our workforce and positively promote equity and fair access to opportunity. We are committed to equal opportunities for all. There will be no discrimination in any areas including in recruitment,

compensation, access to training, promotion or termination on the basis of protected characteristics as set out in our Diversity, Equity, Inclusion and Belonging (DEIB) Policy. We are committed to the development and promotion of our Diversity, Equity, Inclusion and Belonging (DEIB) and Wellbeing strategy as set out in our DEIB Policy.

Non-Discrimination: We are committed to a workplace free from behaviours that amount to harassment or discrimination and operate a zero tolerance policy on bullying, harassment and discrimination, which includes any person at, or acting on behalf of, Unite Students.

Fair Pay: We are proud to be a Real Living Wage employer. We understand the benefit of having a happy and motivated workforce who earn a fair salary for their hard work and commitment. We received the accreditation in 2015, the first in our sector, and we remain committed to maintaining the Real Living Wage for our employees going forward.

Suppliers and Procurement: Our Supplier Code sets out the standards that we expect all our suppliers to follow. Our Sustainable Procurement Policy requires our suppliers to provide employees with at least the minimum wage while encouraging adoption of the Living Wage principles. It exists to be clear that malpractice in our supply chain has no home at Unite Students.

Modern Slavery: 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. You can read more about in our Modern Slavery Statement on our website: [Modern Slavery Statement](#).

Child Labour and terms of employment: We do not offer full time employment to anyone under the age of 18. We will never use or condone forced, bonded or involuntary labour.

Working Hours: Our working hours for employees are compliant with UK Legislation.

Training: We provide employees with the ongoing training they need to do their job safely and effectively and provide further opportunities for personal and professional development growth through our Academy. We hold an Investors in People (IIP) Gold award, placing us in the top 3% of the UK organisations actively working with IIP.

Health and Safety: We are committed to conducting all our activities in a safe and secure manner. We provide a safe environment for our customers, employees, contractors and any other persons visiting our sites. Our separate Health & Safety Policy provides more details of this.

Freedom of association and collective bargaining: Employees, without distinction, have the right to freedom of association and to join a trade union of their choosing. We recognise, understand and respect the legal obligations around collective bargaining and the roles and responsibilities of Employee Representatives, who will be given the tools and time to carry out their responsibilities as such and not discriminated against.

Environmental and community considerations: We seek to play an active role in local communities and build trusted, long-term relationships with community partners. Through our development activity we actively engage with local communities to ensure the design of our buildings, public spaces and community facilities also meets their needs.

Scope of this Policy

Setting clear expectations of our people and our supply chain is critically important to ensuring that slavery and human trafficking is not taking part in our business or supply chain. All employees and contractors are expected to comply with this Policy and support its implementation. This Policy is reviewed on an annual basis across the business and when there are changes in relevant legislation.

References

You can read more about our policies, procedures and practices on our website www.unitegroup.com.

Please refer to our sustainability report, 'Making a Positive Impact', which provides a more comprehensive overview of our progress on sustainability through 2023 [Sustainability and ESG 2024 | Unite Group](#).

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