

## THE UNITE GROUP PLC 2020 EPRA sBPR SUSTAINABILITY REPORTING

### INTRODUCTION

This document includes specific responses to the reporting requirements set out in the **EPRA sBPR (European Public Real Estate Association Sustainability Best Practice Reporting) Guidelines** (<https://www.epra.com/sustainability/sustainability-reporting/guidelines>).

Much of the content consolidated here is available via our corporate website ([www.unite-group.co.uk](http://www.unite-group.co.uk)) either in the Sustainability section (<https://www.unite-group.co.uk/responsibility>) or Corporate Governance section (<https://www.unite-group.co.uk/about-us/corporate-governance>).

In particular this includes a summary of our new Sustainability Strategy (<http://www.unite-group.co.uk/responsibility/our-sustainability-commitments-16-march-2021>) and our 2030 net zero carbon target (<http://www.unite-group.co.uk/sustainability/targeting-net-zero-carbon-assets-and-operations-2030>).

Most of this data and information can also be found in our 2020 Annual Report and Accounts (<https://www.unite-group.co.uk/investors/annual-report-2020>).

The Unite Group PLC also disclose sustainability related data under GRESB (<https://gresb.com/>) and CDP (<https://cdp.net>), and are a signatory to TCFD and RE100.

EPRA Sustainability Performance Measures – Environment				
EPRA sBPR Code	EPRA sBPR Performance Measure	Data	Units	Commentary
Elec-Abs	Total electricity consumption	140,535,318.00	kWh/yr	<p>100% of this was supplied via the grid from certified (REGO) renewable sources (wind and solar). Although a small proportion of generation occurs on some sites from gas CHP and solar PV, this occurs "behind the meter" so is consumed on site thus reducing the quantity of grid electricity purchased. c.20% of our total electricity is also purchased under a corporate Power Purchase Agreement (cPPA), from a single windfarm in Scotland.</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>
Elec-LfL	Like-for-like total electricity consumption	2019: 103,967,341 kWh 2020: 88,637,451 kWh	kWh/yr	<p>100% of this was supplied via the grid from certified (REGO) renewable sources (wind and solar). Although a small proportion of generation occurs on some sites from gas CHP and solar PV, this occurs "behind the meter" so is consumed on site thus reducing the quantity of grid electricity purchased. c.20% of our total electricity is also purchased under a corporate Power Purchase Agreement (cPPA), from a single windfarm in Scotland.</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p> <p>This figure includes data from sites that were in scope for part of all both the reporting period and prior year only.</p>

DH&C-Abs	Total district heating & cooling consumption	12,091,340.00	kWh/yr	<p>100% of district heating consumption is assumed to be from non-renewable sources (e.g. gas CHP). No district cooling.</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose-Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>
DH&C-LfL	Like-for-like total district heating & cooling consumption	2019: 11,775,682 kWh 2020: 11,175,759 kWh	kWh/yr	<p>100% of district heating consumption is assumed to be from non-renewable sources (e.g. gas CHP). No district cooling.</p> <p>This figure includes data from sites that were in scope for part or all of both the reporting period and prior year only.</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>
Fuels-Abs	Total fuel consumption	55,242,941.00	kWh/yr	<p>100% of this fuel use is non-renewable grid supplied natural gas</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>

Fuels-LfL	Like-for-like total fuel consumption	2019: 38,920,288 kWh 2020: 37,619,682 kWh	kWh/yr	<p>Natural gas</p> <p>This figure includes data from sites that were in scope for part or all of both the reporting period and prior year only.</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>
Energy-Int	Building energy intensity	2,801.73	kWh/bed/yr	<p>Sum of Electricity + District Heat + Natural gas consumption per bed per year (pro rata treatment of acquisitions/ openings/ disposals).</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>
Energy-Int	Building energy intensity	98.12	kWh/m2/yr	<p>Sum total of Electricity + District Heat + Natural gas consumption per m2 floor area per year (pro rata treatment of acquisitions/ openings/ disposals).</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>

GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions (Scope 1)	10,328.00	metric tonnes CO2e/yr	<p>Scope 1 emissions, calculated using natural gas consumption data and UK DEFRA/BEIS emissions factors.</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions (location-based Scope 2)	34,856.00	metric tonnes CO2e/yr	<p>Scope 2 location based emissions, calculated using grid electricity consumption data and district heating consumption data and relevant UK DEFRA/BEIS emissions factor.</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>

GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions (market-based Scope 2)	10,694.00	metric tonnes CO2e/yr	<p>Scope 2 market based emissions, calculated using supplier's contractual emissions factor used for all grid electricity, which in this case is 0.0 as 100% of electricity us backed by REGOs purchased from the same supplier, and district heating consumption data and relevant UK DEFRA/BEIS emissions factor.</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for energy use (this approach is common across the Purpose Built Student Accommodation real estate sector). Accordingly, all energy consumed on site is deemed to be Unite Students' direct energy use and contributes directly to Scope 1 and 2 GHG emissions (as opposed to other real estate sectors where tenant's energy use constitutes Landlords' indirect energy use and hence Scope 3 GHG emissions). The figure reported here therefore includes all energy consumed across the whole Unite Students portfolio.</p>
GHG-Int	Greenhouse gas (GHG) emissions intensity (Scope 1 + LOCATION based scope 2)	0.61	metric tonnes CO2e/bed/yr	Scope 1 + location based 2 emissions, i.e. with UK DEFRA/BEIS standard grid emissions factor used for all grid electricity per bed per year (pro rata treatment of acquisitions/ openings/ disposals)
GHG-Int	Greenhouse gas (GHG) emissions intensity (Scope 1 + MARKET based scope 2)	0.28	metric tonnes CO2e/bed/yr	Scope 1 + 2 market based emissions, i.e. with supplier's contractual emissions factor used for all grid electricity, which in this case is zero as 100% of electricity us backed by REGOs purchased from the same supplier per bed per year (pro rata treatment of acquisitions/ openings/ disposals)
GHG-Int	Greenhouse gas (GHG) emissions intensity (Scope 1 + LOCATION based scope 2)	21.33	metric tonnes CO2e/m2/yr	Scope 1 + location based 2 emissions, i.e. with UK DEFRA/BEIS standard grid emissions factor used for all grid electricity m2 floor area (pro rata treatment of acquisitions/ openings/ disposals)
GHG-Int	Greenhouse gas (GHG) emissions intensity (Scope 1 + MARKET based scope 2)	9.92	metric tonnes CO2e/m2/yr	Scope 1 + 2 market based emissions, i.e. with supplier's contractual emissions factor used for all grid electricity, which in this case is zero as 100% of electricity us backed by REGOs purchased from the same supplier per m2 floor area per year (pro rata treatment of acquisitions/ openings/ disposals)

Water-Abs	Total water consumption	2,716,738.00	m3/yr	All water consumed is from municipal mains water supply purchased under commercial supply contract, and for domestic use (sanitary and cooking use). Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for water use (this approach is common across the Purpose Built Student Accommodation real estate sector). Accordingly, all water consumed on site is deemed to be Unite Students' direct water use and contributes directly to Scope 3 emissions. The figure reported here therefore includes all water consumed across the whole Unite Students portfolio.
Water-LfL	Like-for-like total water consumption	2019: 1,922,533 m3 2020: 1,684,757 m3	m3/yr	All water consumed is from municipal mains water supply purchased under commercial supply contract, and for domestic use (sanitary and cooking use). Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for water use (this approach is common across the Purpose Built Student Accommodation real estate sector). Accordingly, all water consumed on site is deemed to be Unite Students' direct water use and contributes directly to Scope 3 emissions. The figure reported here therefore includes all water consumed across the whole Unite Students portfolio.  This figure includes data from sites that were in scope for some or all of both the reporting period and prior year.
Water-Int	Building water intensity	36.60	m3/bed/yr	All water consumed is from municipal mains water supply purchased under commercial supply contract, and for domestic use (sanitary and cooking use). Sum total of water consumption per bed per year (pro rata treatment of acquisitions/ openings/ disposals).  Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for water use (this approach is common across the Purpose Built Student Accommodation real estate sector). Accordingly, all water consumed on site is deemed to be Unite Students' direct water use and contributes directly to Scope 3 emissions. The figure reported here therefore includes all water consumed across the whole Unite Students portfolio.

Water-Int	Building water intensity	1.30	m3/m2/yr	<p>All water consumed is from municipal mains water supply purchased under commercial supply contract, and for domestic use (sanitary and cooking use). Sum total of water consumption per m2 floor area per year (pro rata treatment of acquisitions/ openings/ disposals).</p> <p>Residential student tenants in Unite Students properties pay a fixed all-inclusive rent and so are not billed for water use (this approach is common across the Purpose Built Student Accommodation real estate sector). Accordingly, all water consumed on site is deemed to be Unite Students' direct water use and contributes directly to Scope 3 emissions. The figure reported here therefore includes all water consumed across the whole Unite Students portfolio.</p>
Waste-Abs	Total weight of waste by disposal route	34,558 tonnes of non-hazardous waste were collected by paid-for collections (see notes on scope and boundaries) comprising of both Unite Students commercial waste, and some student household waste. Of these 203 tonnes of non-hazardous waste went to landfill, 8,864 tonnes were recycled, and 21,539 went to another route such as energy from waste.	annual metric tonnes and proportion by disposal route	<p>Unite Students residential student tenants are entitled to have their household waste collected by the local authority under the provision of council tax like any other domestic resident. Local authorities do not collect or publish any data on how this waste is then processed.</p> <p>However Unite Students have a nationwide contract with a framework waste management provider to collect all commercial waste generated by our management, maintenance and housekeeping activity, and at current our provider can provide data on the total quantity sent to landfill and the total quantity diverted from landfill, but no detail on how diverted waste is then processed. We are working to improve the quality of this data. During the reporting period, both the data quality, total volume of waste generated, and waste processing routes were all affected by the impacts of Covid-19 on our operations and supply chains.</p>



Waste-LfL	Like-for-like total weight of waste by disposal route	<p>2019: Total: 4,646, Recycled: 1,519, Energy from waste: 2,595, Landfill: 357</p> <p>2020: Total: 9,640, Recycled: 3,183, Energy from waste: 0, Landfill, 190</p> <p>All in metric tonnes.</p>	annual metric tonnes and proportion by disposal route	<p>Unite Students residential student tenants are entitled to have their household waste collected by the local authority under the provision of council tax like any other domestic resident. Local authorities do not collect or publish any data on how this waste is then processed.</p> <p>However Unite Students have a nationwide contract with a framework waste management provider to collect all commercial waste generated by our management, maintenance and housekeeping activity, and at current our provider can provide data on the total quantity sent to landfill and the total quantity diverted from landfill, but no detail on how diverted waste is then processed. We are working to improve the quality of this data.</p> <p>This figure includes data from sites that were in scope for part or all both the reporting period and prior year only.</p> <p>During the reporting period, both the data quality, total volume of waste generated, and waste processing routes were all affected by the impacts of Covid-19 on our operations and supply chains.</p>
Cert-Tot	Type and number of sustainably certified assets	<p>A total of 27 properties are certified under the BREEAM scheme as follows:</p> <p>BREEAM New Construction Excellent: 14</p> <p>BREEAM New Construction Very Good: 9</p> <p>BREEAM New Construction Good: 1</p> <p>BREEAM In Use: Very Good: 1</p> <p>BREEAM In Use: Good: 2</p> <p>100% have EPCs and meet EPC MEES in England and Wales, and Section 63 Reg requirements in Scotland.</p>	Total number by certification/rating/labelling scheme	

EPRA Sustainability Performance Measures - Social				
EPRA sBPR Code	EPRA sBPR Performance Measure	Data	Units	Commentary
Diversity-Emp	Community engagement, impact	Across whole organisation: 46% women, 54% men. Across Governance Body (Board) 30% women, 70% men.	Percentage of employees	See pg 53 and 96 in our annual report  <a href="https://www.unite-group.co.uk/sites/default/files/2021-04/The%20Unite%20Group%20plc%20Annual%20Report%20and%20Accounts%202020.pdf">https://www.unite-group.co.uk/sites/default/files/2021-04/The%20Unite%20Group%20plc%20Annual%20Report%20and%20Accounts%202020.pdf</a>
Diversity-Pay	Gender pay ratio	1.09	Ratio	Across all employees gender pay ratio is 1.09. This means that women earn 91p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 8.8% lower than men's.  For more details see:  <a href="https://gender-pay-gap.service.gov.uk/Employer/KDcxuKgH/2020">https://gender-pay-gap.service.gov.uk/Employer/KDcxuKgH/2020</a> for more details  <a href="https://www.unite-group.co.uk/sites/default/files/2021-03/Gender%20Pay%20Gap_2020_3.pdf">https://www.unite-group.co.uk/sites/default/files/2021-03/Gender%20Pay%20Gap_2020_3.pdf</a>
Emp-Training	Training and development	2.58	Average hours	Total of 5,050 hours of training including ESG related, safety and professional and personal development training across 1,958 FTE employees.
Emp-Dev	Employee performance appraisals	100%	Percentage of employees	All employees set annual objectives with their line manager then also formally review these at the end of the reporting period. Line managers are expected to hold regular, ideally monthly, 1 to 1 personal development and performance review meetings.
Emp-Turnover	Employee turnover and retention	Employee turnover (leavers) rate: 20.6% New employee rate (excluding former Liberty Living employees): 24.9% New employee rate (including former Liberty Living employees): 45.0%		Note The Unite Group plc purchased Liberty Living (another student accommodation provider) in 2019, which continued to operate as a separate company until the end of 2019. Former Liberty Living employees then formally joined Unite Group plc in 2020. Two new employee rates are therefore reported, one including and one excluding these employees.

H&S-Emp	Employee health and safety	<p>Injury rate for operations: 206.4 covering all direct employees.</p> <p>Zero work related fatalities, covering all direct employees, temporary employees and contractors.</p> <p>We are not at this time able to report Lost Day Rate or Accident Severity Rate, or Absentee Rate.</p>	Total number and rate	<p>Accident frequency is rate calculated using the UK HSE formula:  <math>= (((\text{total injuries}/\text{total employees}) * 10) / (37.5 * 52))</math>            Total injuries = 732. Total FTE employees = 1818.7. Total hours per week = 37.5. Total weeks per year = 52.</p>
H&S-Asset	Asset health and safety assessments	100%	Percentage of assets	<p>All assets are subject to internal H&amp;S assessments under our H&amp;S management system aligned with ISO45001, and are also externally assessed by the British Safety Council. Unite Students hold a five-star rating by the British Safety Council and were awarded their prestigious Sword of Honour for high levels of H&amp;S management and safety.</p>
H&S-Comp	Asset health and safety compliance	No instances of non-compliance against regulations or voluntary codes concerning H&S impacts during the reporting period.		
Comty-Eng	Community engagement, impact assessments and development programmes	No data available at this time.		

EPRA Sustainability Performance Measures - Governance				
EPRA sBPR Code	EPRA sBPR Performance Measure	Data	Units	Commentary
Gov-Board	Composition of the highest governance body	<p>Number of Executive board members: 2</p> <p>Number of non-executive board members: 7 + chairman</p> <p>Number of non-executive board members who are independent: 7</p> <p>Average tenure of the governing body: 5years</p> <p>Number of independent/non-executive board members with competencies relating to environmental and social topics: 6 of the board members sit on our Sustainability Committee</p>		See details in our 2020 Annual Report's Corporate Governance Code Statements, from pg 88 to 89. Composition of the Board is set out on pg 96 and 97 of our 2020 Annual Report.

<p>Gov-Select</p>	<p>Nominating and selecting the highest governance body</p>	<p>Board appointments, succession plans and diversity are set out in The 2020 Nomination Committee's report is included in our 2020 Annual Report on Pages 106 to 108.</p>	<p>Narrative on process</p>	<p>Succession planning for the Chairman through a dedicated sub-committee of the Nomination Committee, led by Elizabeth McMeikan our Senior Independent Director, has been a key focus during 2020. This led to the successful appointment of Richard Huntingford as Non-Executive Director and Chairman Designate on 1 December 2020. Richard will take over as Chair when I step down on The Committee has also continued its focus on executive succession planning and our talent development. This year this has especially focused on building a resilient and agile leadership team as we manage the competing priorities of Covid-19 and future growth. As part of this executive and wider succession planning, the Committee also continued its focus on our diversity, and inclusivity, conscious a diverse leadership team needs to reflect our wider stakeholders and is key to the Group's long-term sustainable success. 31 March 2021.</p> <p>The Committee consists entirely of Non-Executive Directors. At the invitation of the Committee, any other Director or other person may be invited to attend meetings of the Committee if considered desirable in assisting the Committee in fulfilling its role.</p> <p>The role of the Committee is to:</p> <ol style="list-style-type: none"> <li>1. Ensure that appropriate procedures are adopted and followed in the nomination, selection, training, evaluation, and re-election of Directors and for succession planning, with due regard in all cases to the benefits of diversity on the Board, including gender</li> <li>2. Regularly review the structure, size, composition, skills, and experience of the Board and to make recommendations with regard to any adjustments considered necessary</li> <li>3. When it is agreed that an appointment to the Board should be made, lead a selection process that is formal, rigorous, and transparent</li> <li>4. Be responsible for identifying, reviewing, and recommending candidates for appointment to the Board.</li> </ol> <p>The Nomination Committee met three times during the year with 100% attendance at these meetings.</p>
-------------------	---	--	-----------------------------	--

Gov-Coif	Process for managing conflicts of interest	Details are set out on Page 150 of our 2020 Annual Report:	Narrative on process	The Company has procedures in place for managing conflicts of interest. A Director must notify the Chairman (and the Chairman notifies the Chief Executive) if he/she becomes aware that he/she, or any of his/her connected parties, may have an interest in an existing or proposed transaction with the Company or the Group. Directors have a continuing duty to update any changes to these conflicts.
----------	--	--	----------------------	---