

EPRA sBPR REPORTING FOR UNITE GROUP PLC FOR REPORTING PERIOD 2019						
Category	EPRA Sustainability Performance Measures		EPRA sBPR DETAILED GUIDANCE	UNITS	2020 UNITE GROUP DISCLOSURE	
					DATA	FURTHER DETAILS
Environmental	Elec-Abs	Total electricity consumption	<p>CORE: Companies must report:</p> <ol style="list-style-type: none"> Total electricity consumption; The proportion of electricity consumption from purchased and self-generated renewable sources. <p>Elec-Abs should be calculated with reference to the following guidance (based on GRI Standard 302-1):</p> <p>Identify the amount of electricity purchased and consumed from external utility suppliers from non-re-newable sources;</p> <p>Identify the amount of electricity purchased and consumed from external utility suppliers from renewable sources;</p> <p>– Identify the amount of electricity consumption that has been self-generated by non-fuel sources:</p> <ul style="list-style-type: none"> – Solar photovoltaic – Wind turbines – Hydro turbines – Geothermal turbines <p>• The self-generated electricity that is exported/sold (i.e. not consumed by the reporting organisation) must not be included.</p> <p>• From this figure, calculate the proportion of electricity consumption from renewable sources as a percentage of total electricity consumption.</p>	annual kWh	106,148,132	<p>See pg 78-79 of 2019 Annual Report.</p> <p>100% of power directly purchased by Unite from our supplier is supplied via the grid from certified (REGO) renewable sources (wind and solar). At a small number of sites (5) we are required to purchase power under other arrangements meaning power for those sites is sourced from renewable origin but not backed by REGO certificates. 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.</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	<p>CORE: Companies must report like-for-like electricity consumption across the two most recent reporting years.</p> <p>Elec-LfL should be calculated in the following way:</p> <ul style="list-style-type: none"> • Calculate the total electricity consumed for the like-for-like set of assets (i.e. those that have been consistently in operation, and not under development, during the most recent two full reporting years) using the same methodology used to calculate Elec-Abs. These calculations should be reported as total consumption figures, not solely as a percentage change. • Companies should disclose the basis and assumptions underlying the like-for-like information. • High variation in vacancy rates: While companies can use significant changes in vacancy rates as an explanation (akin to 'special events') of unusual consumption trends, such cases should be explicitly stated and consumption should not be excluded from the totals due to variations in vacancy rates. 	annual kWh	2018: 100,282,945 2019: 103,296,533	<p>See pg 78-79 of 2019 Annual Report.</p> <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. This figure includes total consumption from sites that were in scope for both the reporting period and prior year, and pro rata consumption of reporting period's consumption for assets that were only in scope for a proportion of the prior year. For example if Site A was in scope for 12 months in both years its total consumption in the reporting year is included here. If Site B was in scope for some or all of the reporting period but none of the prior year it is excluded. If Site C was in scope for only 6 months of the prior year, then only 50% of its consumption in the reporting period is included here.</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>An increase in consumption is most likely attributable to a focus on increasing utilisation of properties by increasing summer letting, i.e. short</p>

DH&C-Abs	Total district heating & cooling consumption	<p>CORE: Companies must report:</p> <ol style="list-style-type: none"> Indirect energy consumption from district heating and cooling; The proportion of energy consumption from district heating and cooling generated on and/or off site from renewable sources. <p>DH&C-Abs should be calculated with reference to the following guidance (based on GRI Standard 302-1):</p> <ul style="list-style-type: none"> Identify the amount of district heating and cooling purchased and consumed from non-renewable sources generated on and off site; Identify the amount of heating and cooling purchased and consumed from renewable sources generated on and off site. Renewable energy sources can include: <ul style="list-style-type: none"> Solar photovoltaic Wind turbines Hydro turbines Geothermal turbines Biomass Calculate the proportion of district heating and cooling consumed from renewable sources as a percentage of total energy consumption from district heating and cooling. <p>• If DH&C-Abs is not procured at any of the properties in the portfolio, the sustainability performance measure should be reported as 'Not applicable'.</p>	annual kWh		<p>See pg 78-79 of 2019 Annual Report.</p> <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	<p>CORE: Companies must report like-for-like energy consumption from district heating and cooling across the two most recent reporting years.</p> <p>DH&C-LfL should be calculated in the following way:</p> <ul style="list-style-type: none"> Calculate the total district heating and cooling consumed for the like-for-like set of assets (i.e. those that have been consistently in operation, and not under development, during the most recent two full reporting years) using the same methodology used to calculate DH&C-Abs. These calculations should be reported as total consumption figures, not solely as a percentage change. Companies should disclose the basis and assumptions underlying the like-for-like information. High variation in vacancy rates: While companies can use significant changes in vacancy rates as an explanation (akin to 'special events') of unusual consumption trends, such cases should be explicitly stated and consumption should not be excluded from the totals due to variations in vacancy rates. 	annual kWh	<p>2018: 11,793,033 2019: 11,775,682</p>	<p>See pg 78-79 of 2019 Annual Report.</p> <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 total consumption from sites that were in scope for both the reporting period and prior year, and pro rata consumption of reporting period's consumption for assets that were only in scope for a proportion of the prior year. For example if Site A was in scope for 12 months in both years its total consumption in the reporting year is included here. If Site B was in scope for some or all of the reporting period but none of the prior year it is excluded. If Site C was in scope for only 6 months of the prior year, then only 50% of its consumption in the reporting period is included here.</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	<p>Fuels-Abs should be calculated with reference to the following guidance (based on GRI Standard 302-1):</p> <p>Identify the amount of fuel purchased or obtained and consumed within the organisation from non-renewable sources;</p> <ul style="list-style-type: none"> Identify the amount of fuels purchased or obtained and consumed within the organisation from renewable sources. Renewable energy sources can include biomass and biogas; Calculate the proportion of fuels purchased, obtained and consumed from renewable sources as a percentage of the amount of fuels purchased, obtained and consumed. If electricity and thermals are self-generated by combusting fuels on site, only disclose the fuels consumed in Fuels-Abs. Do not include the resulting electricity/thermals in Elec-Abs/DH&C-Abs to avoid double-counting. If fuels are not purchased, obtained and consumed at any of the properties in the portfolio, the sustainability performance measure should be reported as 'Not applicable'. 	annual kWh	39,616,444	<p>See pg 78-79 of 2019 Annual Report.</p> <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	<p>CORE: Organisations must report like-for-like fuel consumption across the two most recent reporting years. Fuels-LfL should be calculated in the following way:</p> <ul style="list-style-type: none"> Calculate the total fuels consumed for the like-for-like set of assets (i.e. those that have been consistently in operation, and not under development, during the most recent two full reporting years) using the same methodology used to calculate Fuels-Abs. These calculations should be reported as total consumption figures, not solely as a percentage change. Companies should disclose the basis and assumptions underlying the like-for-like information. High variation in vacancy rates: While companies can use significant changes in vacancy rates as an explanation (akin to 'special events') of unusual consumption trends, such cases should be explicitly stated and consumption should not be excluded from the totals due to variations in vacancy rates. 	annual kWh	2018: 35,672,906 2019: 38,338,127	<p>See pg 78-79 of 2019 Annual Report.</p> <p>This figure includes total consumption from sites that were in scope for both the reporting period and prior year, and pro rata consumption of reporting period's consumption for assets that were only in scope for a proportion of the prior year. For example if Site A was in scope for 12 months in both years its total consumption in the reporting year is included here. If Site B was in scope for some or all of the reporting period but none of the prior year it is excluded. If Site C was in scope for only 6 months of the prior year, then only 50% of its consumption in the reporting period is included here.</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>An increase in consumption is most likely attributable to a focus on increasing utilisation of properties by increasing summer letting, i.e. short term rentals to new customers over the summer period when buildings would traditionally be vacated by our core student customers.</p>
Energy-Int	Building energy intensity (/bed)	<p>CORE: Companies must report the total amount of direct and indirect energy used (including renewable and non-renewable sources) across their portfolio over a full reporting year, normalised by an appropriate denominator.</p> <p>Energy-Int should be calculated (based on GRI Standard 302-3) as the sum of energy consumption reported for Elec-Abs, DH&C-Abs & Fuels-Abs, normalised using an appropriate denominator.</p> <p>Common methodologies to calculate energy consumption intensity include:</p> <p>Energy intensity per person (kWh/person/year)</p> <ul style="list-style-type: none"> Identify the number and type of buildings, total annual energy consumption (in kWh) and corresponding number of persons; Calculate: $\frac{\sum (\text{sum of}) \text{ annual kWh energy consumption}}{\sum (\text{sum of}) \text{ persons}}$ <ul style="list-style-type: none"> Companies should decide the most appropriate measure of persons used in this performance measure, clearly stating the rationale and calculation methodology. 	annual kWh/bed	3,199.33	<p>See pg 78-79 of 2019 Annual Report.</p> <p>Sum total of Electricity + District Heat + Natural gas consumption per m2 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 (/m2)	<p>Energy intensity per floor area (kWh/m²/year)</p> <ul style="list-style-type: none"> Identify the number and type of buildings, total annual energy consumption (in kWh) and corresponding floor area (m²); Calculate: $\frac{\sum (\text{sum of}) \text{ annual kWh energy consumption}}{\sum (\text{sum of}) \text{ floor area (m}^2\text{)}}$ <ul style="list-style-type: none"> Companies should decide the most appropriate measure of floor area used for this performance measure, clearly stating the rationale and calculation methodology. <p>It is fairly common for a landlord to supply tenant areas with Heating, Ventilation and Air Conditioning (HVAC) services but not for the rest of the energy used (i.e. tenants buy their own energy for lighting and small power supplies). In the absence of a standard approach, companies should include a note to state how they have treated buildings where this scenario applies, and what floor area they chose to apply to calculate intensity in such buildings. Outlined below are suggested types of floor area to be used while calculating intensity indicators. These suggestions are based on current best practice:</p> <p>Energy intensity per revenue (kWh/revenue/year)</p> <ul style="list-style-type: none"> Identify the number and type of buildings, total annual energy consumption (in kWh) and corresponding revenue (in EUR/GBP); Calculate: $\frac{\sum (\text{sum of}) \text{ Annual kWh energy consumption}}{\sum (\text{sum of}) \text{ revenue (EUR/GBP)}}$ <p>In regard to all three types of normalisation (i.e. per person, floor area and revenue), reporting organisations should report the method used to ensure numerators and denominators in the intensity indicator correspond, thereby taking account of different landlord and tenant metering scenarios. In particular, where the reporter does not know energy consumption data within the whole building (i.e. it is missing or not known to the</p>	annual kWh/m ²	112.53	<p>See pg 78-79 of 2019 Annual Report.</p> <p>Sum total 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>

GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions (Scope 1)	<p>CORE: Companies must report their total amount of direct (Scope 1) greenhouse gas emissions. GHG-Dir-Abs should be calculated with reference to the following guidance (based on GRI Standard 305-1):</p> <ul style="list-style-type: none"> To calculate direct emissions, report kilograms of carbon dioxide equivalent (kgCO₂e) emitted from fuels burned on site (please use the amount of fuels burned on site as reported under Fuels-Abs). Use recognised conversion factors, such as those published by recognised international bodies/initiatives such as the Intergovernmental Panel on Climate Change 8 (IPCC) or International Energy Agency 9. If fuels are not purchased, obtained and consumed at any of the properties in the portfolio, the sustainability performance measure should be reported as 'Not applicable'. ADDITIONAL: Companies may be aware that GRI Standard 305-1 requests that companies report fugitive emissions (such as refrigerant gases) and emissions from transportation of materials, products and waste. Please refer to section 7.5 of this document for further guidance on EPRA's recommended approach to these additional emissions sources. 	annual metric tonnes CO ₂ e	7,397	<p>See pg 78-79 of 2019 Annual Report.</p> <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-Indri-Abs	Total indirect greenhouse gas (GHG) emissions (location based Scope 2)	<p>CORE: Companies must report the total amount of location-based indirect greenhouse gas emissions (kg/CO₂e) emitted by offsite generation. GHG-Indri-Abs should be calculated with reference to the following guidance (based on GRI Standard 305-2):</p> <ul style="list-style-type: none"> Identify indirect location-based emissions of greenhouse gases resulting from the offsite generation of purchased electricity, heat, or steam (please use the amounts of purchased electricity, heat and steam as reported in Elec-Abs and DH&C-Abs). Report kilograms of carbon dioxide equivalent (kgCO₂e) emitted by the offsite generation of electricity, heat or steam consumed. Use recognised conversion factors such as those published by recognised international bodies/initiatives such as the Intergovernmental Panel on Climate Change 13 (IPCC) or International Energy Agency 14. With regard to reporting of tenant and landlord emissions, the allocation of indirect GHG emissions between scope 1/2 and scope 3 is dependent on the metering and sub-metering arrangement in place between tenants and landlords. Reporters need to decide how to interpret Category 13 of the Technical Guidance for Calculating Scope 3 Emissions of the GHG protocol 15. "Navigating through sustainability reporting standards", available from bit.ly/JLlonBPR, provides more guidance on this. <p>ADDITIONAL: If applicable, companies may also report indirect market-based emissions of greenhouse gases resulting from the offsite generation of purchased electricity, heat, or steam (based on the amounts of purchased electricity, heat and steam as reported in Elec-Abs and DH&C-Abs). Market-based emissions reflect emissions from electricity that an organisation has purposefully chosen. It derives emission factors from the contractual agreement between the external energy supplier and the reporting organisation for the purchase of energy with certain attributes such as renewable sources.</p>	annual metric tonnes CO ₂ e	29,205	<p>See pg 78-79 of 2019 Annual Report.</p> <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-Indri-Abs	Total indirect greenhouse gas (GHG) emissions (market based Scope 2)	as above	annual metric tonnes CO ₂ e	3,128	<p>See pg 78-79 of 2019 Annual Report.</p> <p>Scope 2 location based emissions, calculated using grid electricity consumption data and district heating consumption data and relevant contractual emissions factor provided by the electricity supplier. Note that for the majority of our sites this is zero as all electricity is REGO backed, however there are 5 sites where due to contractual and supply reasons we were unable to purchase REGO backed power hence the rise from the prior year..</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)	<p>CORE: Companies must report the total amount of direct and indirect (location-based) GHG emissions generated from energy consumption over a full reporting year, normalised by an appropriate denominator.</p> <p>GHG-Int should be calculated (based on GRI Standard 305-4) as the sum of GHG emissions calculated for the EPRA Sustainability Performance Measures GHG-Dir-Abs and GHG-Indri-Abs, normalised using an appropriate denominator.</p> <p>Common methodologies to calculate GHG emissions intensity include:</p> <p>GHG intensity per person (kgCO₂ e/person/year)</p> <ul style="list-style-type: none"> Identify the number and type of buildings, total annual kgCO₂ e emissions and corresponding total number of persons. Calculate: <ul style="list-style-type: none"> \sum (sum of) annual kg CO₂ e emissions \sum (sum of) persons Companies should decide the most appropriate measure of persons used in this Sustainability Performance Measure, clearly stating the rationale and calculation methodology. <p>GHG intensity per floor area (kgCO₂ e/m² /year)</p> <ul style="list-style-type: none"> Identify the number and type of buildings, total annual kgCO₂ e emissions and corresponding total floor area (m²). Calculate: <ul style="list-style-type: none"> \sum (sum of) annual kgCO₂ e emissions \sum (sum of) floor area (m²) Companies should decide the most appropriate measure of floor area used in this Sustainability Performance Measure, clearly stating the rationale and calculation methodology. It is fairly common for a landlord to supply tenant areas with Heating Ventilation and Air Conditioning (HVAC) services but not the rest of energy (i.e. tenants buy 	annual metric tonnes CO ₂ e/m ²	26.14	<p>See pg 78-79 of 2019 Annual Report.</p> <p>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)</p>
GHG-Int	Greenhouse gas (GHG) emissions intensity (Scope 1 + MARKET based scope 2)	as above	annual metric tonnes CO ₂ e/m ²	7.52	<p>See pg 78-79 of 2019 Annual Report.</p> <p>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)</p>
GHG-Int	Greenhouse gas (GHG) emissions intensity (Scope 1 + LOCATION based scope 2)	as above	annual metric tonnes CO ₂ e/bed	0.74	<p>See pg 78-79 of 2019 Annual Report.</p> <p>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)</p>
GHG-Int	Greenhouse gas (GHG) emissions intensity (Scope 1 + MARKET based scope 2)	as above	annual metric tonnes CO ₂ e/bed	0.21	<p>See pg 78-79 of 2019 Annual Report.</p> <p>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)</p>
Water-Abs	Total water consumption	<p>CORE: Companies must report the total amount of water consumed within a portfolio over a full reporting year.</p> <p>Water-Abs should be calculated as follows (based on GRI Standard 303-1):</p> <ul style="list-style-type: none"> Identify the total volume of water withdrawn from any water source (linked to metered or measured utility data), either withdrawn directly by the company or purchased through intermediaries such as water utilities. This includes the abstraction of cooling water. It should cover all water purchased/sourced, and reporters may itemise water reallocated (preferably metered) to other parties who are the end users. To avoid double counting, secondary water usage (for example water withdrawn from a primary source and reused on site for a secondary use) should not be included in your calculations. Report the total volume of water withdrawn in cubic metres per year (m³ /year) from the following sources: <ul style="list-style-type: none"> Surface water, sourced from wetlands, rivers, lakes, and oceans Ground water Rainwater collected directly and stored by the reporting organisation Waste water from another organisation Municipal water supplies or other public or private utilities <p>ADDITIONAL: In addition to reporting total water consumption, companies may also choose to report total consumption by the following sources provided they have accurate data and/or water collection installations on site. For this additional indicator, companies can include the use of secondary water (such as waste water treated and reused on site):</p> <ul style="list-style-type: none"> Surface water sourced from wetlands, rivers, lakes and oceans Ground water 	annual m ³	1,954,648	<p>See pg 78-79 of 2019 Annual Report.</p> <p>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.</p>

Water-Lfl	Like-for-like total water consumption	<p>CORE: Companies must report like-for-like water consumption across the two most recent reporting years.</p> <p>Water-Lfl should be calculated in the following way:</p> <ul style="list-style-type: none"> Calculate the total water consumed for the like-for-like set of assets (i.e. those that have been consistently in operation, and not under development, during the most recent two full reporting years) using the same methodology used to calculate Water-Abs. These calculations should be reported as total consumption figures, not solely as a percentage change. Companies should disclose the basis and assumptions underlying the like-for-like information. High variation in vacancy rates: While companies can use significant changes in vacancy rates as an explanation (akin to 'special events') of unusual consumption trends, such cases should be explicitly stated and consumption should not be excluded from the totals due to variations in vacancy rates. <p>ADDITIONAL: Companies may also report the total water consumed by source for the like-for-like set of assets using the same methodology and sources used to calculate water consumption by source under Water-Abs. These calculations should be reported as total consumption figures, not solely as a percentage change.</p>	annual m ³	2018: 2,185,523 2019: 1,925,438	See pg 78-79 of 2019 Annual Report.
Water-Int	Building water intensity	<p>CORE: Companies must report the total amount of water consumption over a full reporting year, normalised by an appropriate denominator</p> <p>Water-Int should be calculated (based on GRI CRESD CRE2) as the sum of water consumption recorded under Water-Abs (Total water withdrawal by source), normalised using an appropriate denominator.</p> <p>Common methodologies to calculate water intensity include:</p> <p>Water intensity per person ((litres or m³)/appropriate person denominator)</p> <p>Water use in some cases can be driven by building users or visitors. For this reason, intensity analysis may be based on the numbers of occupiers/users of a property.</p> <ul style="list-style-type: none"> Identify the number and type of buildings, total annual litres or m³ water consumption and corresponding denominator. Calculate: <ul style="list-style-type: none"> \sum (sum of) annual litres or m³ water consumption \sum (sum of) appropriate person denominator Companies should decide the most appropriate measure of persons used in this performance measure, clearly stating the rationale and calculation methodology. <p>Water intensity by floor area (m³/m²/year)</p> <ul style="list-style-type: none"> Identify the number and type of buildings, total annual m³ water consumption and corresponding floor area (in m²). Calculate: <ul style="list-style-type: none"> \sum (sum of) annual m³ water consumption \sum (sum of) floor area (m²) Companies should decide the most appropriate measure of floor area used, clearly stating the rationale and calculation methodology <p>In regard to all three types of normalisation (i.e. per person, floor area and revenue),</p>	annual m ³ /m ²	1.4	<p>See pg 78-79 of 2019 Annual Report.</p> <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 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 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>
Water-Int	Building water intensity	as above	annual m ³ /bed	39.7	<p>See pg 78-79 of 2019 Annual Report.</p> <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 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 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	<p>CORE: Companies must report the:</p> <ol style="list-style-type: none"> Total amount (in tonnes) of waste produced and disposed of by disposal route over a full reporting year; The proportion of waste disposed of by disposal route according to type (non-hazardous and hazardous) in tonnes or as a percentage. <p>Waste-Abs should be calculated with reference to the following guidance (based on GRI Standard 306-2):</p> <ul style="list-style-type: none"> Identify the total amount of waste created, including: <ul style="list-style-type: none"> Hazardous waste (as defined by national legislation at the point of generation); and Non-hazardous waste (all other forms of solid or liquid waste excluding wastewater). Report the proportion of waste by type (non-hazardous and hazardous) disposed of by the following disposal routes: <ul style="list-style-type: none"> Reuse Recycling Composting Materials Recovery Facility (MRF) 20 21 Incineration with or without energy recovery Landfill (with or without energy recovery) Other If no weight data is available, estimate the weight using available information on waste density and volume collected, mass balances or similar information. Estimation assumptions and methodology should be clearly stated. If hazardous waste is not produced at any of the properties in the portfolio, this element of the sustainability performance measure should be reported as 'Not applicable'. 	annual metric tonnes by proportion and disposal route	<p>Total non-hazardous waste generated: 8,027 tonnes</p> <p>Non-hazardous waste to landfill: 356 tonnes</p> <p>Non-hazardous waste to waste to energy: 2,594 tonnes</p> <p>Non-hazardous waste to recycling: 1,519 tonnes</p> <p>Non-hazardous waste to other: 174 tonnes</p>	<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>Significant increase is due to increased availability of data, where data is now available and reported where previously it was not.</p>
Waste-Lfl	Like-for-like total weight of waste by disposal route	<p>CORE: Companies must report the total amount of like-for-like waste produced across the two most recent reporting years.</p> <p>Waste-Lfl should be calculated as follows (based on GRI Standard 306-2):</p> <ul style="list-style-type: none"> Calculate the total waste created for the like-for-like set of assets (i.e. those that have been consistently in operation, and not under development, during the most recent two full reporting years) using the same methodology used to calculate Waste-Abs. These calculations should be reported as total figures, not solely as a percentage change. Companies should disclose the basis and assumptions underlying the like-for-like information. High variation in vacancy rates: While companies can use significant changes in vacancy rates as an explanation (akin to 'special events') of unusual consumption trends, such cases should be explicitly stated and consumption should not be excluded from the totals due to variations in vacancy rates. 	annual metric tonnes by proportion and disposal route	<p>2018: overall waste 3,230</p> <p>2019: overall waste 4,005</p> <p>2018: diverted from landfill: 3,196</p> <p>2019: diverted from landfill: 3,972</p>	<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 total waste generated from sites that were in scope for both the reporting period and prior year, and pro rata generation of reporting period's waste for assets that were only in scope for a proportion of the prior year. For example if Site A was in scope for 12 months in both years its total waste in the reporting year is included here. If Site B was in scope for some or all of the reporting period but none of the prior year it is excluded. If Site C was in scope for only 6 months of the prior year, then only 50% of its waste in the reporting period is included here.</p>
Cert-Tot	Type and number of sustainably certified assets	<p>CORE: Companies should report the type and number of sustainability certification, rating or labelling schemes. Cert-Tot should be reported in at least one of the following ways:</p> <ul style="list-style-type: none"> By percentage of the portfolio's total value and level of certification attained; By percentage of the portfolio's total floor area or units (in the case of residential portfolios) and level of certification attained. <p>ADDITIONAL: Reporters may additionally disclose sustainability certification, rating or labelling as follows (based on GRI Indicator Protocol G4 CRE8):</p> <ul style="list-style-type: none"> Total number of assets that have achieved a certification, rating or labelling within a portfolio and level of certification attained; Percentage of assets that have achieved a certification, rating or labelling within a portfolio within a portfolio. 	Total number by certification/ rating/ labelling scheme	<p>23 assets certified under BREEAM New Construction scheme.</p> <p>100% of assets reported on have valid Energy Performance Certificates that are compliant with the Minimum Energy Efficiency Standards in England and Wales, and compliant with the Section 63 Regulations in Scotland.</p>	

SOCIAL

Diversity-Emp	Employee gender diversity	<p>CORE: Companies must report the percentage of male and female employees in the organisation's governance bodies and other significant employee categories. Diversity-Emp should be calculated with reference to the following guidance (based on GRI Standard 405-1):</p> <ul style="list-style-type: none"> • An employee refers to an individual who is in a direct employment relationship with the reporting organisation (excluding supervised workers and sub-contractors), according to national law or its application. • Governance body refers to the committee or board responsible for the strategic guidance of the organisation, the effective monitoring of management, and the accountability of management to the broader organisation and its stakeholders. For the purposes of this performance measure, the governance body would typically refer the Board of Directors of the company, and the scope includes Non-Executive Directors. • Other significant employee categories refer to senior management and non-management functions. Organisations can use their discretion in determining the definition applied to other significant employee categories. As a guide, senior management can be defined as managers (other than directors) who have responsibility for planning, directing or controlling the activities of the entity, or a strategically significant part of it. 	Percentage of employees	<p>Across whole organisation: 47.2% women, 52.8% men. Across Senior Management: 39.8% women, 60.2% male. Across Governance Body (Board) 33.3% women, 66.7% men.</p>	See pg 86 in 2019 Annual Report
Diversity-Pay	Gender pay ratio	<p>CORE: Companies must report the ratio of the basic salary and/or remuneration of male and female employees in the organisations governance bodies and other significant employee categories. Diversity-Pay should be calculated with reference to the following guidelines (based on GRI Standard 405-2):</p> <ul style="list-style-type: none"> • Basic salary refers to the fixed, minimum amount paid to an employee for performing his or her duties, excluding any additional remuneration, such as payments for overtime working, bonuses and/or share options. • Remuneration refers to the basic salary plus additional amounts paid to a worker. According to GRI guidance, these additional amounts can include those based on years of service, bonuses including cash and equity (such as stocks and shares), benefit payments, overtime, time owed and any additional allowances (such as transportation along with living and childcare allowances). • Governance bodies and other significant employee categories should mirror the categories identified under Diversity-Emp. • The ratio can be calculated by dividing the average pay and/or remuneration of male employees by the average pay and/or remuneration of female employees according to each employee category being assessed. • Reporting companies may use the narrative on performance to explain the pay ratio and any actions being taken to address any gaps. 	Ratio	Median gender pay gap is 9.8%, which is an improvement of 2.6% from our previous year's figure and significantly better than the UK average of 18.4%.	See our full Gender Pay Report here http://www.unite-group.co.uk/sites/default/files/2019-02/Gender-Pay-Gap-2019.pdf
Emp-Training	Employee training and development	<p>CORE: Companies must report the average hours of training that the organisation's employees have undertaken in the reporting period. Emp-Training should be calculated with reference to the following guidance (based on GRI Standard 404-1):</p> <ul style="list-style-type: none"> • 'Employee' refers to direct employees (excluding supervised workers and sub-contractors) who are based at the organisation's offices and assets under management. The denominator used to calculate the average should be the total number of employees at the end of the reporting period and can be expressed as either head count or Full-Time Equivalent (FTE). • In the context of this performance measure, 'training' refers to: <ul style="list-style-type: none"> – all types of vocational training and instruction; – paid educational leave provided by an organisation for its employees; – training or education pursued externally and paid for in whole or in part by an organisation; – training on specific topics. • Training does not include onsite coaching by supervisors. • Reporting companies may use the narrative on performance to explain the type and subjects covered in the training provided, and any explanation of trends if multiple years' data is provided. <p>ADDITIONAL: Companies may also disclose the average hours of training by gender and employee category, based on the employee data and categories identified in response to Diversity-Emp.</p>	Average hours	1.20	Total logged training of 2305.1 hours, which given our overall workforce of 1919 during the reporting period equates to an average per employee of 1.2 hours per employee

Emp-Dev	Employee performance appraisals	<p>CORE: Companies must report the percentage of total employees who received a regular performance and career development review during the reporting period. Emp-Dev should be calculated with reference to the following guidance (based on GRI Standard 404-3):</p> <ul style="list-style-type: none"> • ‘Employees’ refers to direct employees (excluding supervised workers and sub-contractors) who are based at the organisation’s offices and assets under management. The denominator used to calculate the percentage should be the total number of employees at the end of the reporting period. • Regular performance and career development reviews can be identified as a review: <ul style="list-style-type: none"> • based on criteria known to the employee and his or her superior and; • undertaken with the knowledge of the employee at least once a year. • The review can include an evaluation of the employee’s direct superior, peers or a wider range of employees and can also include the human resources department. <p>ADDITIONAL: Reporters may also disclose the percentage of employees who received a regular performance and career development review by gender and by employee category, based on the information collected in response to Diversity-Emp.</p>	Percentage of employees	100%	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	<p>CORE: Companies must report the:</p> <ol style="list-style-type: none"> 1. Total number and rate of new employee hires; 2. Total number and rate of employee turnover. <p>Emp-Turnover should be calculated with reference to the following guidance (based on GRI Standard 401-1):</p> <ul style="list-style-type: none"> • New hire and turnover rates should be calculated based on the total employee numbers at the end of the reporting period and expressed as a percentage or ratio. • ‘Turnover’ refers to employees who leave the organisation voluntarily or due to dismissal, retirement or death in service. • ‘Employee’ refers to direct employees (excluding supervised workers and sub-contractors) who are based at the organisation’s offices and assets under management. <p>ADDITIONAL: Reporters may also disclose the total number and rate of new employee hires and turnover by gender and by employee category, based on the information collected in response to Diversity-Emp.</p>	Total number and rate		
H&S-Emp	Employee health and safety	<p>CORE: Companies must report the Injury Rate (IR), Lost Day Rate (LDR) or Accident Severity Rate (ASR), Absentee Rate (AR), and work-related fatalities for all direct employees (where material). H&S-Emp should be calculated with reference to the following guidance (based on GRI Standard 403-2):</p> <ul style="list-style-type: none"> • ‘Injury Rate’ refers to the frequency of injuries, relative to the total time worked by all employees during the reporting period. It can be expressed as the number of injuries (the numerator) per multiple of hours worked (the denominator). An injury refers to any non-fatal or fatal injury arising out of, or in the course of, work. • ‘Lost Day Rate’ refers to the impact of occupational accidents and diseases as reflected in time off work by the affected employees. It can be expressed as the total lost days (the numerator) relative to the total number of hours worked (the denominator). A lost day typically refers to the time (‘days’) that cannot be worked as a consequence of an employee or employees being unable to perform their usual work because of an occupational disease or accident. • Accident Severity Rate’ can be selected as an alternative to the Lost Day Rate for companies that are required to report occupation accidents under this indicator. In this case, occupational diseases can be reported under the Absentee Rate. • ‘Absentee Rate’ is a measure of actual absentee days lost. It can be expressed as a proportion of total days lost (the numerator) relative to the total number of days scheduled to be worked by employees for the same period (the denominator). Absentee refers to an employee absent from work because of incapacity of any kind such as illness, not just as the result of work-related injury or disease 21. Companies reporting absentee rate are encouraged to provide a breakdown of absentee rate by cause. • ‘Work-related fatality’ refers to the death of an employee occurring in the current reporting period, arising from an occupational disease or injury sustained or contracted while performing work controlled by the organisation or in workplaces the organisation controls. 	Injury rate, absentee rate and number of work related fatalities	No work related fatalities occurred during the reporting period.	

H&S-Asset	Asset health and safety assessments	<p>CORE: Companies must report the percentage of assets for which health and safety impacts are assessed or reviewed for compliance or improvement. H&S-Asset should be calculated with reference to the following guidance (based on GRI Standard 416-2):</p> <ul style="list-style-type: none"> • ‘Assessments’ can refer to mandatory and voluntary assessments and reviews, as well as internal and external audits/re-assessments. For example, mandatory assessments might be those carried out as part of OHSAS 18001 certification. Voluntary assessments can include annual health and safety reviews, audits and compliance checks conducted as part of the reporting company’s health and safety management policy. Companies should disclose the type of assessment included in the calculation as part of their narrative on performance. • ‘Health and safety impacts’ relate to the impact on end users, such as building occupiers or visitors. Examples of impacts can include indoor air quality standards; fire safety; mechanical systems; accessibility standards (including during normal operation, and in the case of emergency); indoor water quality; and hazardous substances and contaminants, including asbestos. • Organisations should restrict the scope of their reporting to assets that fall under their responsibility and over which they have management control. Assets that fall under the responsibility of the occupiers are excluded from this performance measure. 	Percentage of assets	96% of employees completed some form of health and safety assessment such as workstation checks, display screen equipment assessments or online H&S or Fire Safety training.	
H&S-Comp	Asset health and safety compliance	<p>CORE: Companies must report any incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of assets assessed during the reporting period. H&S-Comp should be calculated with reference to the following guidance (based on GRI Standard 403-2):</p> <ul style="list-style-type: none"> • To report against this performance measure, organisations should restrict the scope to assets and assessments identified under H&S-Assets. • If the organisation has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this is sufficient. 	Number of incidents	Zero	No instances of non compliance during the reporting period.
Costing	Community engagement, impact assessments and development programs	<p>CORE: Companies must report the percentage of assets that have implemented local community engagement, impact assessments and/or development programmes. Costing should be calculated with reference to the following guidance (based on GRI Standard 413-1):</p> <ul style="list-style-type: none"> • There are many elements that can be incorporated into local community engagement, impact assessments, and development programmes. For the purposes of this performance measure, organisations can use their discretion to determine what constitutes a ‘community programme’. Companies may identify programmes according to two broad categories: <ul style="list-style-type: none"> – Social and environmental impact assessments: This can include the impact of an asset on the local economy and inhabitants, community and environment. It may include ongoing monitoring and local community and development programmes based on the local communities’ needs; – Stakeholder engagement programmes: This can include broad-based local community consultation committees and formal local community outreach processes. • A description of the type of programme used by the organisation, including whether it is a corporate policy that applies across all activities or an individual asset-level programme, should be added to the narrative on performance. 	Percentage of assets		

Governance

<p>Gov-Board</p>	<p>Composition of the highest governance body</p>	<p>CORE: Companies must report the composition of the highest governance body by:</p> <ol style="list-style-type: none"> 1. Number of executive board members; 2. Number of independent/non-executive board members; 3. Average tenure on the governance body; 4. Number of independent/non-executive board members with competencies relating to environmental and social topics. <p>Gov-Board should be calculated with reference to the following guidance (based on GRI Standard 102-22):</p> <ul style="list-style-type: none"> • ‘Highest governance body’ refers to the committee or board responsible for the strategic guidance of the organisation, the effective monitoring of management and the accountability of management to the broader organisation and its stakeholders. For the purposes of this performance measure, the highest governance body is that identified under Diversity-Emp. • The Number of independent/non-executive board members with competencies relating to environmental and social topics can be disclosed by the provision of qualitative information such as biographies detailing the competencies and experience of each member, • Organisations that are required to report this information under national corporate governance codes can provide a clear reference to where the relevant information is located (either in their annual report or other corporate communications). 	<p>Total number</p>	<p>Details are set out on pg 100-102 of our 2019 Annual Report</p>	<p>Number of Executive Board Members: 2 Number of Non-Executive Board Members: 6 Average tenure on the board: 4.9 years Number of Non-Executive Board Members with competencies relating to environmental and social topics: All board members have undergone training on key legal and regulatory changes including a focus on GDPR and Corporate Governance developments during 2018, as set out on pg 61 of our Annual Report.</p>
<p>Gov-Select</p>	<p>Process for nominating and selecting the highest governance body</p>	<p>CORE: Companies must describe the nomination and selection process for the highest governance body and its members, and the criteria used to guide the nomination and selection process.</p> <p>Gov-Select should be prepared with reference to the following guidance (based on GRI Standard 102-24):</p> <ul style="list-style-type: none"> • Report the nomination and selection processes for the highest governance body and its committees; • Report the criteria used for nominating and selecting highest governance body members, including whether and how: <ul style="list-style-type: none"> – Stakeholders (including shareholders) are involved; – Diversity is considered; – Independence is considered; – Expertise and experience relating to economic, environmental and social topics are considered. • Organisations that are required to report this information under national corporate governance codes can provide a clear reference to where the relevant information is located (either in their annual report or other corporate communications). 	<p>Narrative on process</p>	<p>Details are set out on pg 107-109 in the Nomination Committee report. The Nomination Committee are responsible for the composition and selection of the Board.</p>	<p>Statement from Chair of the Nomination Committee: The Committee’s focus this year has been on succession planning following the planned stepping down of Andrew Jones and Sir Tim Wilson as Nonexecutives after six and nine years’ tenure respectively. I would like to thank Andrew and Tim for their contributions to the Board over their years with us. The Committee’s succession planning led to the successful appointment of Dame Shirley Pearce (in November 2019) and Professor Sir Steve Smith (who joins the Board in April 2020). Dame Shirley Pearce and Professor Sir Steve Smith have in-depth experience in the HE sector and bring a wider sector perspective to our business. Thomas Jackson also joined the Board, following Completion of the Liberty Living acquisition, having been nominated as a Director of the Company by our largest shareholder Canadian Pension Plan Investment Board (CPPIB) pursuant to a Relationship Agreement signed as part of the Liberty Living acquisition. The Committee also continued its focus on executive succession planning and our talent development. This is conducted through mapping the business’ strategic objectives and growth through the Liberty Living acquisition against our wider leadership and high-performing, high-potential individuals to ensure appropriate bench strength and resilience. As part of this executive and wider succession planning, the Committee also continued its focus on our diversity and inclusion initiatives, conscious a diverse leadership team reflecting our wider stakeholders is critical for the Group’s long-term sustainable success. Succession planning for the Chairman, led by Elizabeth McMeikan our Senior Independent Director, has been a specific focus during 2019 and this will continue in 2020. The section on Chair tenure and succession planning on page 100 explains why I have continued in post beyond nine years and the timing and recruitment process for my successor.</p>
<p>Gov-Col</p>	<p>Process for managing conflicts of interest</p>	<p>CORE: Companies must describe their processes to ensure that conflicts of interest are avoided and managed in the highest governance body.</p> <p>Gov-Col should be prepared with reference to the following guidance (based on GRI Standard 102-25):</p> <ul style="list-style-type: none"> • ‘Conflicts of interest’ refers to situations where an individual is confronted with choosing between the requirements of his or her function and his or her own private interests. • Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum: <ul style="list-style-type: none"> – Cross-board membership; – Cross-shareholding with suppliers and other stakeholders; – Existence of controlling shareholder; – Related party disclosure. • When compiling the information, the reporting organisation should align the definition of ‘controlling shareholder’ to the definition used for the purpose of the organisation’s consolidated financial statements or equivalent documents. • Organisations that are required to report this information under national corporate governance codes can provide a clear reference to where the relevant information is located (either in their annual report or other corporate communications). 	<p>Narrative on process</p>	<p>Details are set out on pg 149 of our annual report.</p>	<p>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.</p>