



EPRA Sustainability Best Practice Recommendations

Compliance tables and narrative on performance

Overarching recommendations & narrative on performance

Introduction

We report on our energy and GHG emissions in accordance with the 3rd edition of the EPRA Sustainability Best Practice Recommendations (sBPR). Our reporting response has been split into two sections:

1. Overarching recommendations
2. Sustainability performance measures

Overarching recommendations

Organisational boundaries

We report our environmental performance data using the operational control approach, meaning we have financial and management control over all the properties for which we report data for.

Coverage

We report on all properties within the organisational boundary defined above for which we are responsible for utilities consumption, and for which we can collect data. Details on coverage for each performance measure are provided in the performance tables below.

Estimation of landlord-obtained utility consumption

Consumption data is based on meter readings and invoices. Estimations are applied for months where these may be missing. Details on the proportion of data estimated for each performance measure are provided in the performance tables below.

Boundaries – reporting on landlord and tenant consumption

All electricity data represents landlord obtained utilities that supply landlord shared services. Fuel data represents landlord obtained fuels that supply landlord shared services as well as some tenant areas through whole building heating and cooling systems. There are no sub-meters in place so U+I is unable to separate consumption by tenants from landlord shared services.

Analysis - Normalisation

Energy and GHG emissions intensity have been calculated using landlord obtain energy where data is available for twelve months (including allowable estimation for missing months) as the numerator and the sum of the landlord shared services area and the gross lettable area as the denominator for both offices and retail. U+I is aware of the mismatch between the numerator and the denominator when calculating intensity as the numerator does not include tenant obtained electricity, whilst the denominator includes floor area leased to tenants.

Analysis – Segmental analysis (by property type, geography)

The performance data covers our investment portfolio and has been segmented according to our significant asset types: office and retail.

Third Party Assurance

We do not have third party assurance.

Disclosure on own offices

The data covers our investment portfolio only and does not include utilities consumption and associated GHG emissions from our own occupied offices.

Narrative on performance

Please see the sustainability section of our Annual Report 2019 (pages 74-81) for a narrative on our environmental performance in 2018/19. The report is available to download on our website at: <https://www.uandiplc.com/who-we-are/sustainability/>

Location of EPRA sustainability performance measures

EPRA sustainability performance measures can be found in the tables below with the following exceptions:

- DH&C-Abs and DH&C-LfL is not reported as no assets use district heating or cooling and therefore this utility type is considered not applicable.
- Water-Abs and Water-LfL is not reported as we do not consider landlord-obtained water consumption to be material, but we have not carried out a formal materiality review to determine this.
- Waste-Abs and Waste-LfL is not reported as data for 2018/19 is not available.
- Cert-Tot is not reported. This year we have disclosed our average EPC rating across our investment portfolio on page 79 of our Annual Report 2019.
- Diversity-Pay, H&S-Emp, H&S-Asset and H&S-Comp is not reported as we do not currently collect this information in line with EPRA requirements.
- Emp-Training: As part of the ongoing talent strategy, training sessions began in March 2019 with an average of 3.81 hours of training per person recorded to date. These training hours include everyone in the business through to Leadership and Executive level. Narrative on the training and our strategy for development can be found on page 80 of our Annual Report 2019.
- Comty-Eng is not reported as we do not currently collect this information in line with EPRA requirements. Narrative on our community engagement activities can be found on pages 75 and 76 of our Annual Report 2019.

Sustainability Best Practice Performance Measures

EPRA Environment Performance Measures

Absolute and like-for-like performance measures

Impact area	EPRA Sustainability Performance Measures				Absolute measures (Abs)(as the portfolio stood each year)						Like-for-like								
	Units of measurement	EPRA code	Indicator		Total		Office		Retail		Office			Retail			Total		
					2017/18	2018/19	2017/18	2018/19	2017/18	2018/19	2017/18	2018/19	% change	2017/18	2018/19	% change	2017/18	2018/19	% change
Energy	MWh	Elec-Abs, Elec-LFL	Electricity	Total landlord obtained for landlord shared services	2,620	2,065	1,915	1,678	704	387	1,915	1,525	-20%	704	387	-45%	2,619	1,912	-27%
				% from renewable sources															
		Fuels-Abs, Fuels-LFL	Fuels	Total landlord obtained for whole building heating and cooling	1,666	2,587	1,538	2,481	128	107	1,538	2,299	49%	128	107	-16%	1,666	2,406	44%
				% from renewable sources					0	0									
	No of applicable properties			Energy and associated GHG disclosure coverage	14 of 14	9 of 9	7 of 7	4 of 4	7 of 7	5 of 5	7 of 7	4 of 4		7 of 7	5 of 5		14 of 14	9 of 9	
	%			Proportion of energy and associated GHG estimated	16%	7%	8%	6%	21%	7%	8%	7%		21%	7%		16%	7%	
Greenhouse gas emissions	tonnes CO ₂ e	GHG-Dir-Abs	Direct	Scope 1	307	496	283	476	24	20									
				Scope 2 (location-based)	922	585	674	475	248	109									
		GHG-Indir-Abs	Indirect	Scope 2 (market-based)															

Intensity performance measures

Impact area	EPRA Sustainability Performance Measures		Intensity performance measures					
	Units of measurement	EPRA code	Office		Retail		Total	
			2017/18	2018/19	2017/18	2018/19	2017/18	2018/19
Energy	kWh/m ²	Energy-int	128.88	161.16	15.98	15.16	54.33	79.74
Applicable properties	Number	Energy and associated GHG disclosure coverage	7 of 7	4 of 4	7 of 7	5 of 5	14 of 14	9 of 9
	Percentage	Proportion of energy and associated GHG estimated	8%	6%	21%	7%	16%	7%
Greenhouse gas emissions	kgCO ₂ e/m ²	GHG-int	35.72	36.87	5.21	3.97	15.57	18.52

Data qualifying notes

There are no green tariffs or power purchase agreements in place to procure electricity or fuels from renewable sources. Consequently, Scope 2 GHG emissions are reported using location-based emissions factors only.

Emissions factors used to calculate GHG emissions are provided by DEFRA.

EPRA Social and Governance Performance Measures

This year we have reported on the Social and Governance Performance Measures that are most relevant to our business and which we gather information on in line with EPRA sBPR requirements.

Please see the sustainability section detailed in the table below of our Annual Report 2019 (pages 74-81) for a narrative on our performance in 2018/19. The report is available to download on our website at:

<https://www.uandiplc.com/who-we-are/sustainability/>

Social and Governance Performance Measures

Indicator	EPRA code	Unit of Measure	Coverage	FY2019
Employee Gender Diversity	Diversity-Emp	% male/female (Board)	Corporate Operations	67% male / 33% female
		% male/female (Senior management excluding board)		83% male / 17% female
		% male/female (remaining employees)		33% male / 67% female
Employee Performance Appraisals*	Emp-Dev	% of total employees who receive regular performance reviews	Corporate Operations	100%
Employee Turnover	Emp-Turnover	Total headcount (as of March 2019)	Corporate Operations	96
		Total number of leavers (2018/2019)		17
		Total number of joiners (2018/2019)		25
		Turnover (2018/2019)		17.71%
Composition of the highest governance body	Gov-Board	Description	Corporate Operations	Pages 98-101 of our Annual Report 2019
Nominating and selecting the highest governance body	Gov-Select	Description	Corporate Operations	Pages 116-118 of our Annual Report 2019
Process for managing conflicts of interest	Gov-Col	Description	Corporate Operations	Page 150 of our Annual Report 2019

*Emp-Dev: All employees have performance reviews twice a year which take place in March/April and September/October.