



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 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, GHG emissions and Water intensities have been calculated using landlord obtained utilities data covering 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)

Unless otherwise stated, 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 and Accounts 2020 (pages 84-93) for a narrative on our performance in 2019/20. The report is available to download on our website at:

<https://www.uandiplc.com/investors/results-and-presentations/>

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.
- Waste-Abs and Waste-LfL is not reported as data for 2019/20 is not available.
- 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 82, 84 and 127 of our Annual Report and Accounts 2020.

Sustainability Best Practice Performance Measures

EPRA Environment Performance Measures (Absolute and like-for-like)

Impact area	EPRA Sustainability Performance Measures				Absolute measures			Like-for-like									
	Units of measurement	EPRA code	Indicator		Office	Retail	Total	Office			Retail			Total			
					2019/20	2019/20	2019/20	2018/19	2019/20	% change	2018/19	2019/20	% change	2018/19	2019/20	% change	
Energy	MWh	Elec-Abs, Elec-LFL	Electricity	Total landlord obtained for landlord shared services	2,669	191	2,861	1,525	1,994	31%	387	114	-71%	1,912	2,108	10%	
				% from renewable sources	n/a	n/a	n/a	n/a	n/a	-	n/a	n/a	-	n/a	n/a	-	
	Fuels-Abs, Fuels-LFL	Fuels	Total landlord obtained for whole building heating and cooling		1,596	n/a	1,596	2,299	1,596	-31%	107	n/a	n/a	2,406	1,596	-34%	
				% from renewable sources	n/a	n/a	n/a	n/a	n/a	-	n/a	n/a	-	n/a	n/a	-	
	No of applicable properties				Energy and associated GHG disclosure coverage (electricity)	6 of 6	9 of 9	15 of 15	4 of 4	4 of 4	-	5 of 5	5 of 5	-	9 of 9	9 of 9	-
	No of applicable properties				Energy and associated GHG disclosure coverage (gas)	4 of 4	0 of 2	4 of 6	4 of 4	4 of 4		2 of 2	0 of 2		4 of 4	4 of 6	-
%				Proportion of energy and associated GHG estimated	16%	22%	13%	7%	17%	-	7%	0%	-	7%	12%	-	
Greenhouse gas emissions	tonnes CO ₂ e	GHG-Dir-Abs	Direct	Scope 1	294	n/a	294										
		GHG-Indir-Abs	Indirect	Scope 2 (location-based)	682	49	731										
Water		Water-Abs	Mains water	Total landlord obtained water	15,692 m ³	7,355 m ³	23,047 m ³										
		No of applicable properties				Water disclosure coverage	3 of 4	2 of 4	5 of 8								
		%				Proportion of water data estimated	45%	3%	48%								

Intensity performance measures

Impact area	EPRA Sustainability Performance Measures		Intensity performance measures					
	Units of measurement	EPRA code	Office		Retail		Total	
			2018/19	2019/20	2018/19	2019/20	2018/19	2019/20
Energy	kWh/m ²	Energy-int	161.16	315	15.16	14.57	79.74	132.27
Greenhouse gas emissions	kgCO ₂ e/m ²	GHG-int	36.87	31.58	3.97	3.73	18.52	23.27
Water	m ³ /m ²	Water-Int	n/a	1.46	n/a	0.47	n/a	0.87

Data qualifying notes

Data on the proportion of energy from renewable sources was not available (n/a) at the time of publication. Consequently, Scope 2 GHG emissions are reported using location-based emissions factors only. Emissions factors used to calculate GHG emissions are provided by DEFRA.

Fuels consumption for 2019/20 in our Retail portfolio was not available (n/a) at the time publication. Water consumption for 2018/19 was not available (n/a) so we are unable to report like-for-like consumption data.

Green Building Certifications

Impact area	EPRA Sustainability Performance Measures			Number	
Green Building Certifications	Certifications by type and level	Cert-Tot	Development portfolio	BREEAM Excellent	5
				LEED Gold	2
				BREEAM Very Good	1

EPRA Social and Governance Performance Measures

Indicator	Code	Unit of Measure	Coverage	2018/2019
Employee Gender Diversity	Diversity-Emp	% male/female (Board)	Corporate Operations	67% male/33%female
		% male/female (Senior management excluding board)		91% male/9% 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 2020)	Corporate Operations	93
		Total number of leavers		22
		Total number of joiners		16
		Turnover %		24%
Health & Safety	H&S-Emp ¹	Injury rate	Corporate Operations	0
		Lost day rate		0
	H&S-Asset	% of assets	Investment and development portfolios, and corporate operations	100%
Composition of the highest governance body	Gov-Board	Description	Corporate Operations	Pages 112-115 and 133 of our Annual Report and Accounts 2020
Nominating and selecting the highest governance body	Gov-Select	Description	Corporate Operations	Pages 133 and 138-140 of our Annual Report and Accounts 2020
Process for managing conflicts of interest	Gov-Col	Description	Corporate Operations	Page 134 of our Annual Report and Accounts 2020

¹ Relates to U+I offices in London, Manchester and Dublin. There were no recorded accidents or fatalities.