



Sustainability Policy

Summary

This policy highlights the Company’s approach to sustainability as a component of UPP’s wider Environmental, Social and Governance (ESG) strategy. It outlines the structure for delivering core sustainability initiatives, which underpin the delivery of the Group’s strategic priorities and ESG vision.

- To develop and operate value for money student accommodation in a responsible way;
- To act in the long-term interests of our employees, shareholders, partners and their students;
- To respect the environment and positively contribute to the communities within which we work; and
- To provide thought leadership to the higher education sector.

Section A: Background and Objectives of the Policy

On the basis of its risk appetite and materiality assessment, UPP has set its Environmental Social and Governance (ESG) Vision as follows:

In order to achieve this Vision, UPP has developed a bespoke approach within which sustainability represents a key component.

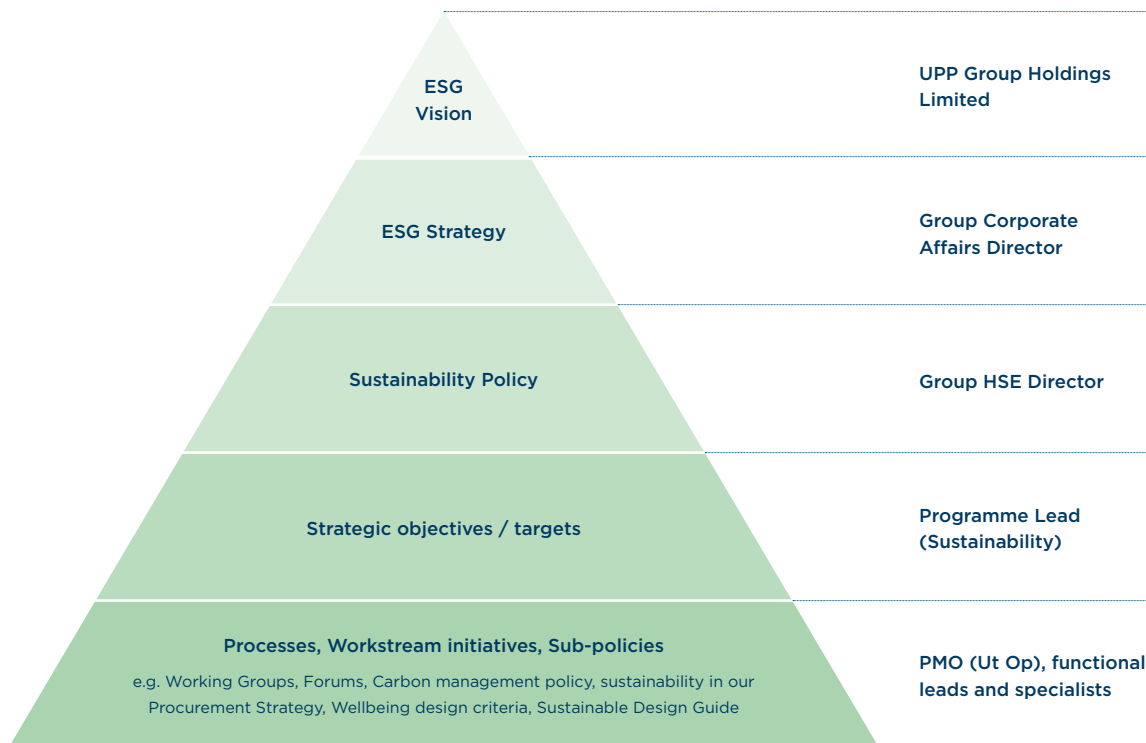
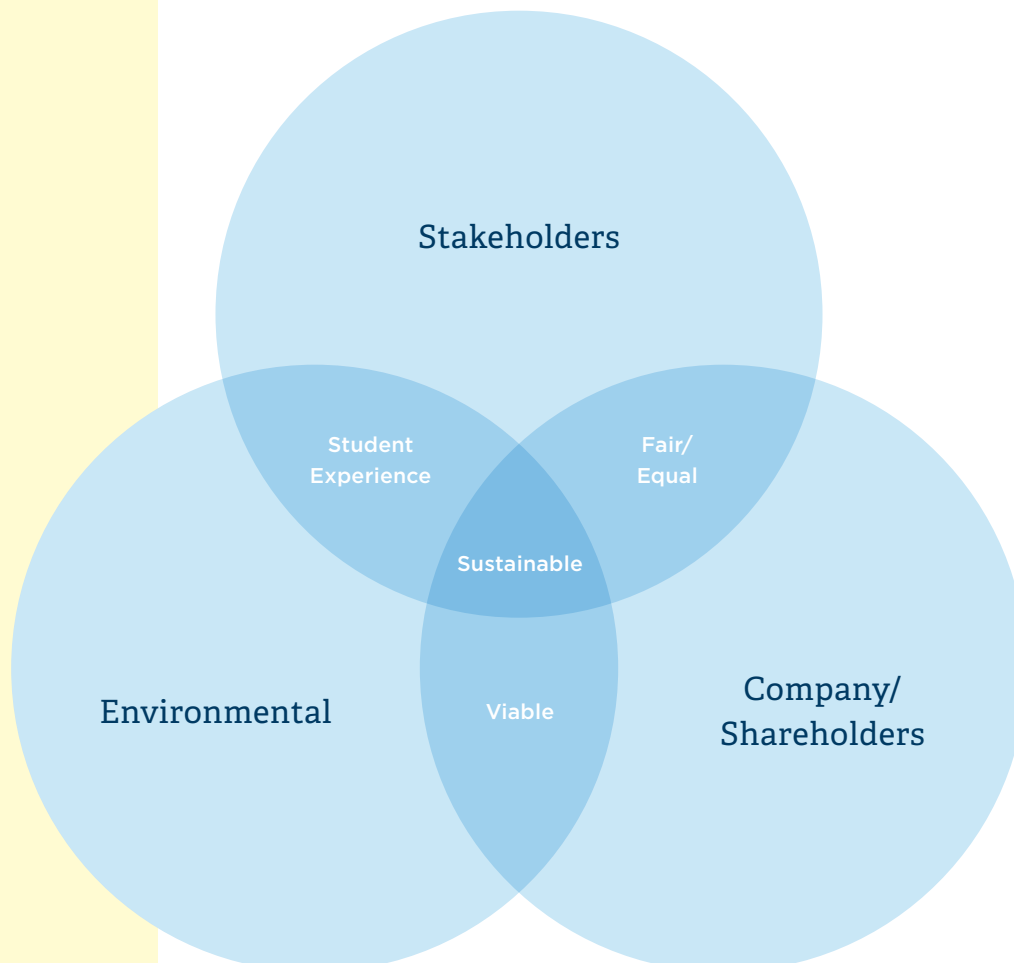


Figure 1. Governance Pyramid

UPP believes that sustainability is of primary importance to the ongoing success of the Business because:

- Sustainability sits at the core of the Company's values - Partnership, Responsibility, Innovation and Community
- Sustainability initiatives enhance the resilience of our assets and represent the responsible course of action both for the Company, our Shareholders - who have a long-term investment - and for wider society;
- Meeting the environmental and social needs of our student communities, whilst ensuring our rents are affordable, will enhance the student experience, whilst maintaining demand for our assets and full occupancy;
- Collaborating with our partner universities to share innovation and help them achieve their objectives will enhance customer satisfaction, providing sustainable growth opportunities; and
- Engaging with employees and our supply chain will help facilitate a positive contribution to the community and mitigate reputational risk.

Our Sustainability Eco-System



UPP's primary opportunity is to manage the impact of its student accommodation portfolio in terms of energy consumption, water usage and waste. The Company also wishes to effect positive change through the activities of its employees, its supply chain and, more uniquely, through positively influencing and supporting its residents and university partners.

The objectives of the policy are to:

- Make a positive contribution in the transition to an environmentally sustainable economy;
- Use UPP's commitment to sustainability to build and enhance positive relationships with UPP's university partners and residents; and
- Demonstrate a responsible approach to managing our impact on the environment by committing to improving our sustainability performance.

Section B: Policy Details

UPP believes that sustainability and efficacy are inextricably linked and of primary importance to the sustained success of the Business.

The key elements of UPP's sustainability policy are:

Leadership and Governance

Through appropriate leadership and governance, we will establish targets, ensure sustainability is at the core of our decision making and deliver initiatives that improve our sustainability performance.

Resource Management

UPP's primary opportunity is to manage the impact of its student accommodation portfolio in terms of energy consumption, water usage and waste. We will continuously improve our approach to measuring, targeting and controlling our use of these resources, reducing wastage and gaining efficiencies in order to reduce our carbon footprint. This will be achieved through:

- Applying viable initiatives to make direct improvements in our existing accommodation portfolio and in the development of new accommodation;
- Positively affecting the attitudes, behaviours and culture of students; and,
- Embedding sustainability considerations into our procurement strategies.

Partnership and Engagement

UPP strives to effect positive change through the activities of its workforce, its supply chain and, more uniquely, through positively influencing and supporting its residents and university partners.

We will work with the communities within which we operate (through engagement with employees, students and supply chain partners) to promote innovation and best practice schemes at a local level, in order to promote shared values and benefit the local community.

Through the UPP Foundation, our independent charity, we seek to promote thought leadership through collaboration between universities and their local communities, building mutually beneficial relationships for the public good and facilitating widening participation of students from disadvantaged backgrounds.

Section C: Compliance

Not applicable.

Roles and Responsibilities for Implementing the Sustainability Policy

Title	Responsibilities
Chief Executive Officer and Managing Directors	<ul style="list-style-type: none"> • Set a positive personal example and provide leadership in the promotion and management of sustainability • Agree sustainability objectives and targets within the ESG strategy • Ensure that adequate resources and funding are allocated to sustainability • Ensure that all leaders and managers have a clear understanding of their responsibilities for managing sustainability
Group Health, Safety and Environment Director	<ul style="list-style-type: none"> • Act as the nominated Board Champion for the ESG strategy • Propose sustainability objectives and targets • Ensure arrangements are in place to provide competent professional advice • Ensure legal requirements are monitored and that appropriate procedures, guidance and advice is provided on implementation • Ensure that effective systems are in place for monitoring performance
Leaders (incl. Managers and Supervisors)	<ul style="list-style-type: none"> • Lead by example to develop a strong, positive sustainability culture • Empower employees to speak up about sustainability issues • Provide adequate resources to sustainability • Ensure business cases for new initiatives are escalated appropriately • Set and monitor plans, goals and targets • Act as a focus for issues where significant priorities for action must be decided • Ensure that effective channels of communication are in place
Managers	<ul style="list-style-type: none"> • Ongoing implementation of the Sustainability and Sustainable Procurement Policy • Ensure activities are undertaken in accordance with the Governance Pyramid • Ensure employees are aware of the relevant forums and initiatives being undertaken and how they can get involved • Ensure all work areas, sites and offices are maintained in a tidy condition • Monitor and review incidents - ensuring suitable reviews are undertaken to establish and share lessons learnt and prevent future incidents
Employees	<ul style="list-style-type: none"> • Comply with information, instruction or training provided • Seek opportunities to implement initiatives identified in the sustainability toolkit, to escalate ideas to the Environmental Forum or IPDWG Sustainability sub-committee for technical/viability assessment of business cases • Share technical information and promote ideas to contribute to best practice (ISO 50,001) on the SharePoint site • Report positive behaviours and contribute good news stories to our ESG strategy/ GRESB benchmarking and seek to share lessons learned

Section D: Further information and queries

Please contact the hellohse@upp-ltd.com if you require any further information.

Information	
Version Number:	Version 1.0
Version Approved:	February 2020
Purpose of Revision:	
Policy Author:	Sustainability Lead
Policy Sponsor:	Group Health, Safety and Environment Director
Related Policies:	Environmental policy/14,001/Procurement policy
Proposed Date of Next Review:	December 2020