Sustainability Strategy

2025

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About Us

A Data-Led Partner Across the Full Lifecycle of UK Living

Ringley Group is an established market leader in operational property and the professional services that support asset owners. Una Living is the Group's living sectors delivery platform, encompassing a diversified portfolio across student housing, co-living, multi-family blocks, single-family rental homes, and later-living accommodation.

As a vertically integrated, data-led business, we use our proprietary techstack to mine and benchmark performance, making us uniquely positioned as both advisor and operator. This dual role means no one is closer to the data that drives performance across the entire development lifecycle. Our expertise informs every critical stage:

- Design & Build Strategy
- Operational & Capital Expenditure (OpEx & CapEx)
- Amenity & Mobilisation Strategy
- Lease-Up & Stabilisation
- Long-Term Operation & Exit

15,000
Advisory BTR Units

2,400
Properties

8,600
Tenancies

£8m
Rent Roll

Our scale is demonstrated across a UK-wide portfolio of over 13,000 homes, with an advisory pipeline that has supported over 15,000 units. Our expertise as an operator is showcased through Una Living's management of one of the UK's largest built portfolios of private rental homes. Our current and past clients include market-leading firms such as Berkeley Group, Curlew, Europa Capital, Gresham House, Grosvenor, Long Harbour, Moda, and PATRIZIA.

By acting as a 'one-stop shop' partner, we offer investors a seamless, institutional-grade solution that de-risks key processes, accelerates lease-up, and drives operational efficiencies.

To Ringley, ESG is not an add-on. It is fully integrated into our whole lifecycle approach, from the very outset, ensuring we create enhanced, sustainable, and long-term value for our partners.

Foreword

Wading through the minefield that is ESG is no easy feat. For the UK living sector, improving the environmental performance of our existing building stock while future-proofing new developments is a challenge of monumental proportions. With nearly 80% of the buildings that will exist in 2050 already standing, the task is clear: we must innovate, retrofit, and lead.

Improving the environmental performance of existing buildings, and future-proofing those which are yet to arrive in our towns and cities is a challenge of monumental proportions. Similarly, how we design, implement and assess the social value they afford – a concept that is yet to move from theoretical to fully defined, with a gaping knowledge gap around what it really means and how it is measured - is another. That is despite over a decade of learning since the Government's Social Value Act of 2010. However, it has become apparent that Governance, while often at the back of the queue, is slowly creeping up the agenda as industry grows increasingly cognisant of the fact that no one facet of our favourite acronym can be viewed in silo.

There is a growing recognition that ESG is as much a value-add tool as it is an obligation. An intimate understanding of what makes a successful and crucially, deliverable strategy, offers everyone in the built environment - from investors through to developers, operators, and consultants - a significant competitive edge. The question is how we get there – a challenge made all the more complex for investors with international exposure, given the varying degrees of sophistication and political willpower that exist by geography, not to mention the absence of unified global framework that can act as an overall steer.

Our 3-year ESG Strategy outlines our commitments across two core pillars:

- ESG HQ Level: Our Operations & Technology
- ESG Asset Level: Our Developments & Communities

We recognise we do not have all the answers, and that meeting the challenges of boosting real estate's ESG credentials will require an industry-wide effort. This is our commitment to playing a leading role in that effort. This commitment is embodied in our ambitious goal to achieve B Corp certification by 2026, joining a global community of businesses that meet the highest standards of social and environmental performance, public transparency, and legal accountability.

Mary-Anne Bowring
Group Managing Director

Sustainability Visions and Values

Our ESG Strategy is built into the core foundations of how we operate and is key to how we deliver asset value.

ESG: Our Vision

In today's market, the goal is to de-risk assets, plan to build sustainable portfolios that adopt technologies and build strategies to mitigate climate change and adopt a 'greening' agenda, in line with and outperforming regulatory requirements where viable to do so.

This not only mitigates the risk of stranding assets, but protects investor yields and can attract 'green' money into the mix.

Our Mission

To lead the market, to hold ourselves accountable for the homes we create and to find creative solutions to decarbonise homes as well as consider whole lifecycle carbon impact.

We will set ourselves targets, monitor our performance and continuously improve.

We will foster a sense of stewardship, engage with the communities we create and involve key stakeholders in all aspects.

Our Governance Statement

Board-Level Accountability & Oversight

We ensure the right Corporate Governance is in place through our Executive and Senior Leadership Teams. The Strategic Board holds overall accountability for ESG performance. Oversight is provided by the Governance and Risk Management Committee, which reviews ESG performance quarterly. A designated ESG Officer ensures the day-to-day implementation of our ESG policies and reporting requirements. This structure underpins our commitment to transparency with our clients and alignment with internationally recognised reporting frameworks.

Integration Across the Lifecycle

ESG is not a siloed function; it is embedded throughout our business activities, including:

- Investment and site selection criteria.
- Development planning and procurement.
- Operations, property management, and stakeholder engagement.

Cultivating Environments Where People Thrive

Our commitment to ESG extends beyond the physical asset to the people who live and work within our communities. We believe that creating lasting value starts with ensuring the fundamental well-being of every individual.

This begins with a rigorous, proactive approach to Health & Safety, ensuring our properties are safe and secure environments for all. But physical safety is only part of the equation. We are equally committed to fostering a culture of inclusivity and mutual respect, where diversity is celebrated and every voice has value. We actively ensure that dignity and respect are paramount in all interactions, building the foundation for genuine communities to flourish. This holistic approach is fundamental to our mission of creating not just sustainable buildings, but lasting, positive social value.

Reporting, Compliance & Green Finance

Investor-Grade Reporting

To ensure accountability and meet the needs of our stakeholders, we are committed to:

- Producing an Annual ESG Report aligned with leading global frameworks such as GRESB, SASB, and TCFD.
- Tracking progress against our ESG KPIs and green finance targets.
- Providing transparent reporting to lenders and investors on ESG-linked loan conditions.

Alignment with Global Standards & Green Investment

Our Environmental Management System (EMS) is aligned with ISO 14001, ensuring a continuous cycle of improvement. This rigorous approach, combined with our strategic priorities, ensures our projects qualify for green and sustainability-linked funding.

To achieve this, our projects must demonstrate:

- EPC A or equivalent energy efficiency.
- Minimum 20% operational carbon reduction vs baseline.
- Minimum 10% biodiversity net gain.
- BREEAM "Very Good" or higher (or equivalent).
- A documented ESG action plan with continuous performance reporting.

This strategy unlocks access to preferential green loan terms, sustainability-linked debt, and ESG-focused capital providers, mitigating financing costs and aligning with investor expectations.

High Level Roadmap (2026-2028)

UNA

2026: CERTIFICATION

Achieve BCorp certification

Deliver 20% carbon reduction vs baseline

75% hybrid/EV fleet

Embed diversity & wellbeing targets

Tenant engagement scaled portfolio-wide

2027: CONSOLIDATION

Deepen renewable energy capacity onsite

Expand local supplier spend & biodiversity net gain

Strengthen employee equity/benefits

Publish first full ESG/Impact Report

2028: LEADERSHIP

100% EV/hybrid fleet, 100% renewable energy supply

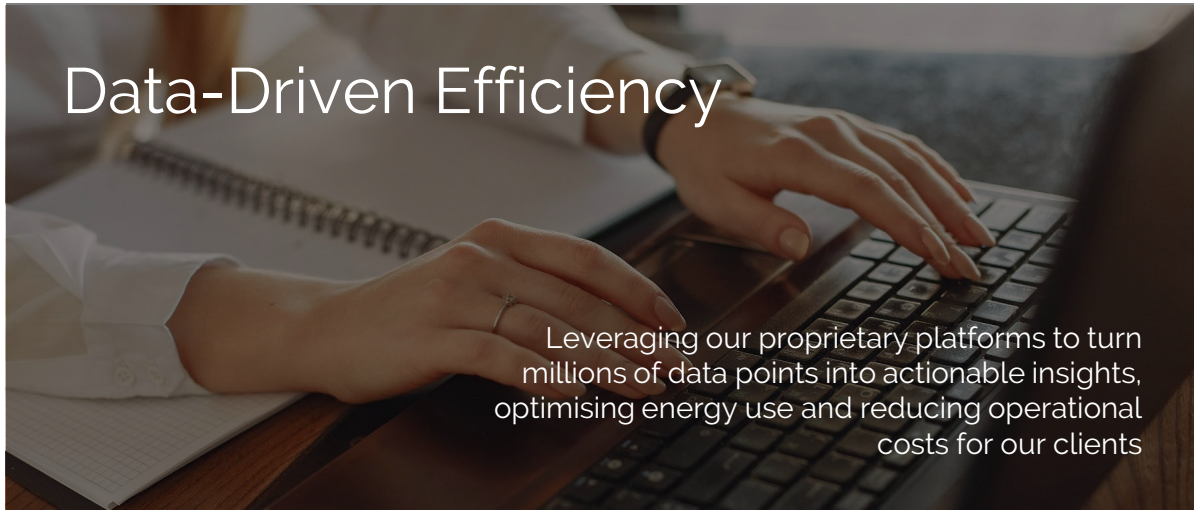
All HQ & units EPC ≥C

Churn ≤50%, affordability 40%

Maintain BCorp recertification readiness

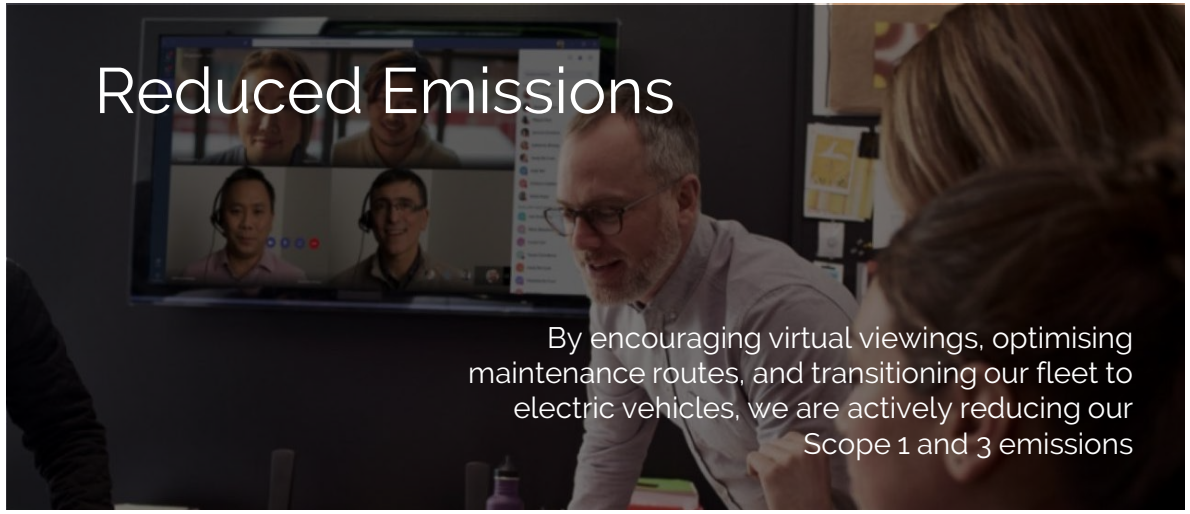
Position organisation as ESG leader in sector

Delivery Highlights



Data-Driven Efficiency

Leveraging our proprietary platforms to turn millions of data points into actionable insights, optimising energy use and reducing operational costs for our clients

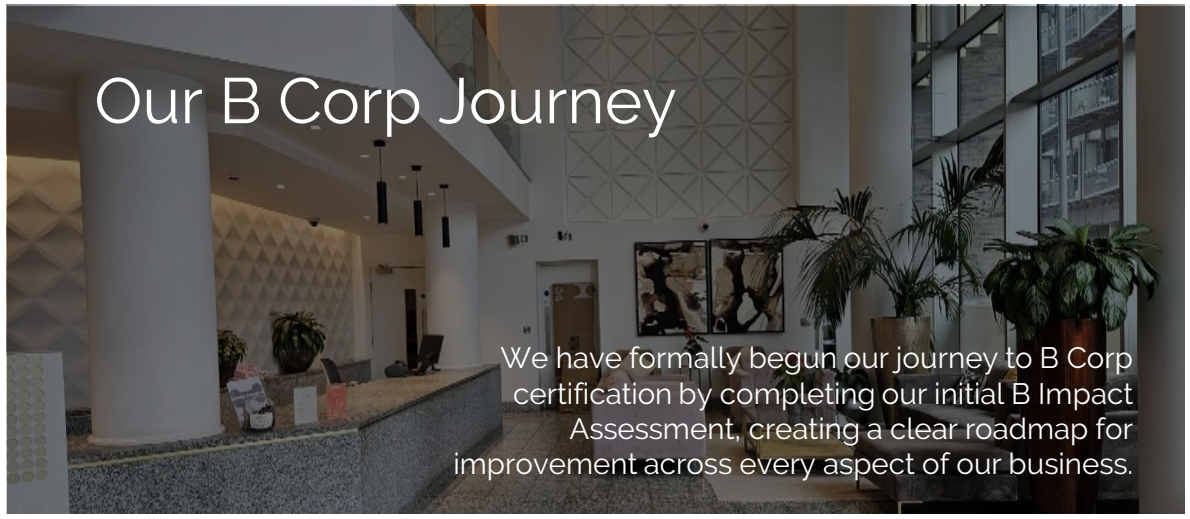


Reduced Emissions

By encouraging virtual viewings, optimising maintenance routes, and transitioning our fleet to electric vehicles, we are actively reducing our Scope 1 and 3 emissions

Sustainable Communities

Fostering vibrant, inclusive communities through targeted social value initiatives, resident engagement events, and partnerships with local enterprises



Our B Corp Journey

We have formally begun our journey to B Corp certification by completing our initial B Impact Assessment, creating a clear roadmap for improvement across every aspect of our business.

Our Approach to Delivering on Our Targets

Our operations are centred around our residents and homes, the core of our business. We believe that by focusing on sustainable practices and high-quality living environments, we can make a lasting impact. Through our portfolio, we positively impact residents' lives by creating communities that are resilient, efficient, and supportive.

We actively promote sustainable living, empowering our employees with the tools and knowledge to help residents embrace this mission. At the same time, we remain dedicated to minimizing our carbon footprint by streamlining operations and leveraging our advanced proprietary technology to bridge the performance gap between design and operation.

Resilient Assets & Communities

We focus on the long-term resilience of our physical assets and the social fabric of our communities. This means future-proofing buildings against climate risk, developing data-led retrofit pathways to improve energy efficiency, and reducing operational carbon. Socially, we foster inclusive environments, create opportunities for connection, and partner with local organisations to ensure our developments contribute positively to the wider neighbourhood, creating tangible social value.

Efficient Operations & Technology

Technology is at the heart of our strategy. We use our proprietary platforms to capture granular data, allowing us to optimise building systems, reduce waste, and minimise energy consumption. This data-led approach extends to our procurement, where we champion a sustainable supply chain by prioritising local suppliers, circular economy principles, and products with high energy-efficiency ratings to reduce the embodied and operational carbon of our assets.

Accountable Governance & Influence

Strong governance provides the foundation for our entire ESG strategy. We are committed to investor-grade transparency through reporting aligned with TCFD and GRESB, and our pursuit of B Corp certification holds us accountable to the highest standards. We believe in using our unique position as both advisor and operator to influence the wider industry, educating clients, investors, and stakeholders to drive collective action and champion higher standards.

SUSTAINABLE DEVELOPMENT GOALS

United Nations - Sustainable Development Goals (SDGs)
All players in the Built Environment ought to be able to focus on at least 9 of the 17 sustainable development goals from the United Nations 2030 agenda as set out below. Our strategy is aligned with goals 3, 4, 5, 7, 8, 11, 12, 13, and 15, which guide our actions and help us measure our impact.

Our Strategic Pillars & Commitments

ESG HQ Level: Our Operations & Technology

UNA

Using our unique operational capabilities and proprietary technology as a core driver of ESG performance.

Optimise Efficiency Through Technology

Deploy our proprietary platforms and sensor tech to capture granular data, optimise building performance.

Reduce operational emissions across the portfolio, bridging the gap between designed and as-built performance

Decarbonise Our Corporate Operations

Actively measure and reduce our carbon footprint:

Scope 1: direct emissions from sources owned or controlled by a company

Scope 2: indirect emissions from the generation of purchased energy

Scope 3: all other indirect emissions that occur in a company's value chain

Champion a Sustainable Supply Chain

Embed ESG criteria into procurement processes, use our ESG decision matrix to score key purchasing decisions, and favour local/sustainable suppliers.

Purchase white goods with good energy and water efficiency ratings.

Embrace the Circular Economy

Minimise operational waste by promoting reuse and recycling across our corporate offices.

Prefer suppliers who hold ISO14001 accreditation.

Responsibly manage waste

ESG Asset Level: Our Developments & Communities

Enhancing the physical asset and the social fabric within and around it.

Enhance Asset Resilience & Energy Efficiency

Focus on improving fabric efficiency and deploying low-carbon technologies to minimise energy demand and future-proof investments.

Develop targeted retrofit pathways for our assets,

Foster Thriving & Inclusive Communities

Foster stewardship and create inclusive communities. Deliver tech connectivity, service-on-demand and use tech to influence socially and environmentally responsible behaviours and well-being programmes. To connect our communities with the wider local neighbourhood

Empower Sustainable Resident Behaviour

Use our resident apps and smart building technology to provide our residents with clear data on the carbon they produce from their home and use this to promote behaviour change and to champion an environmentally conscious lifestyle.

Promote Biodiversity and Green Spaces

Increase and protect green infrastructure across our portfolio, implementing wildflower areas, protecting species, and enhancing the local ecosystem where possible

Target & Measures 2026-2028

Targets and Measures 2026-2028

ESG HQ Level:
Our Operations & Technology

Carbon & Energy

	Parameter	Objective	Baseline	Target 2026	Target 2027	Target 2028	Status
1	Carbon footprint reduction	Outperform national average (3.2tCO2e)	0.24 tCO_2/person	Maintain	Maintain	Maintain	On target
2	Carbon offset programme	Offset to Net Zero	1,050 trees	50% trees planted	75% trees planted	100% trees planted	Off target
3	Reduce Scope 1 emissions* * direct emissions from sources owned or controlled by a company	-10% CO2	9,515.96 $kgCO_2$	3% decrease	7% decrease	10% decrease	On target
4	Office EPC Ratings	100% EPC Grade ≥ C for all offices under our control	2 offices (out of 4) under our control. 3 (75%) offices are grade C or above	100%	100%	100%	On target
5	Energy: Use of renewable electricity	100% renewable in offices under our control	3 offices on renewable contracts (100%)	100%	100%	100%	On target
	Energy: Produce some of our own (solar)	100% owned roofs to contain solar	100%	100%	100%	100%	On target
	Energy: No gas, only electric appliances	100% Electric in offices under our control	4 offices, 3 able to procure energy (75%)	100%	100%	100%	On target
	Energy: Sensor-controlled lighting	100% coverage in offices under our control	2 offices partially covered (50%)	50%	90%	100%	Off target
	Energy: LED lighting installation in offices	100% LED's in offices under our control	2 offices partially efficient (100%)	100%	100%	100%	On target

Targets and Measures 2026-2028

ESG HQ Level:
Our Operations & Technology

Diversity, People, & Culture

	Parameter	Objective	Baseline	Target 2026	Target 2027	Target 2028	Status
6	Female board directors	≥40%	42%	40%	40%	40%	On target
7	Female fee earner/manager	≥40%	46%	40%	40%	40%	On target
8	Racial diversity	≥15% non-White European	33%	15%	15%	15%	On target
9	ESG Training for Board & Staff (%)	100% completion	95%	100%	100%	100%	On target
10	Staff turnover	≤20%	5%	5%	5%	5%	On target
11	Jobs at minimum wage	≤5%	0%	0%	0%	0%	On target
12	Jobs at living wage	≤20%	0%	0%	0%	0%	On target
13	Sick days per staff	≤3 per person	1.02	1	1	1	On target
14	Employee engagement (IIP)	≥70%	72%	70%	70%	70%	On target
15	Staff healthcare / benefits	≥90%	Not quantified	80%	90%	90%	Refining data
16	Profit share / equity	≥20%	Not quantified	5%	10%	20%	Refining data
17	Financial & in-kind donations	£5,000/year	£5,126.70	£5,000	£10,000	£15,000	On target
18	Female board directors	≥40%	42%	40%	40%	40%	On target
19	Female fee earner/manager	≥40%	46%	40%	40%	40%	On target
20	Racial diversity	≥15% non-White European	33%	15%	15%	15%	On target

Targets and Measures 2026-2028

ESG HQ Level:
Our Operations & Technology

Operations & Supply Chain

	Parameter	Objective	Baseline	Target 2026	Target 2027	Target 2028	Status
21	White goods efficiency	100% appliance on EPC C or above	33%	75%	100%	100%	At risk
22	Energy Star certified IT	100% certified	100% certified	100%	100%	100%	On target
23	Monitors – switch to LED	100% LED	100%	100%	100%	100%	On target
24	Contractor ESG Compliance Audits	100% compliance	To be formalised	85% compliance	90% compliance	100% compliance	Refining data
25	Suppliers using green energy	100%	Not quantified	80%	90%	100%	At risk
26	Green commute (public transport)	60% staff commute green	80% staff	60%	60%	60%	On target
27	EV/hybrid fleet	100%	50% EV/hybrid cars	75%	80%	100%	At risk
28	Paper recycling	100% paper recycled	100% recycled	100%	100%	100%	On target
29	Reduce paper used	100% paperless	216kg paper used	50% reduction	75% reduction	100% reduction	Off target

Targets and Measures 2026-2028

ESG HQ Level:
Our Operations & Technology

Workforce Development

	Parameter	Objective	Baseline	Target 2026	Target 2027	Target 2028	Status
30	Training hours per staff	15 hours/staff	19 hours	15 hours	15 hours	15 hours	On target
31	Professional placements	2,000 hours	8,712 hours	2,000 hours	2,000 hours	2,000 hours	On target
32	Apprenticeships	Number and % of workforce	2 Apprentices	3 Apprentices	5 Apprentices	8 Apprentices	On target
33	Recruit local staff	60% staff local	79% staff	60%	60%	60%	On target

Governance & Safety

	Parameter	Objective	Baseline	Target 2026	Target 2027	Target 2028	Status
34	ESG reporting timeliness	100% on schedule	To be formalised	95% on schedule	100% on schedule	100% on schedule	Refining data
35	Employment Tribunal losses	0	0	0	0	0	On target
36	Safe working conditions ISO45001	Audit PASS	PASS	PASS	PASS	PASS	On target
37	ESG Incident Reports	0 material incidents	0	0	0	0	On target

Targets and Measures 2026-2028

ESG Asset Level:
Our Developments & Communities

Carbon & Energy

	Parameter		Objective	Baseline	Target 2026	Target 2027	Target 2028	Status
1	Carbon footprint reduction		Outperform national average (2.7 tCO_2 / person)	1.2 tCO_2 / person	Maintain	Maintain	Maintain	On target
2	Carbon offset programme		Offset to Net Zero	72,000 trees	50% trees planted	75% trees planted	100% trees planted	Off target
3	Unit EPC		100% C or above	95% C or above	100%	100%	100%	At risk
4	All-electric homes		100% Electric developments	100%	100%	100%	100%	On target
5	Energy:	Use of renewable electricity in communal areas	100% renewable	85% sites using renewable energy sources	100%	100%	100%	At risk
		LED lighting installed	100% LED's	100% LED	100%	100%	100%	On target
		Sensor-controlled lighting	100% to communal areas	80% sensor-controlled	80%	90%	100%	On target
6	On-site green energy		Green energy used on 100% sites	1 site	50%	75%	100%	On target

Targets and Measures 2026-2028

ESG Asset Level:
Our Developments & Communities

Resident Experience & Community

	Parameter		Objective	Baseline	Target 2026	Target 2027	Target 2028	Status
7	Customer satisfaction (NPS)		≥70	84%	80%	85%	90%	On target
8	Rent affordability		Rent : Income <40%	48%	45%	43%	40%	At risk
9	Tenant churn		≤ 50% annual turnover	58%	60%	55%	50%	On target
10	Supported housing		5% of portfolio on housing benefit	0 properties in portfolio	2%	3%	5%	At risk
11	Resident Engagement	Resident app downloads	85% App download	51%	50%	65%	85%	At risk
		Resident events organised	Average 2 events organised per site per year	1.6	2	2	2	On target
		Resident events participation	50% tenants joining resident events	48%	50%	55%	60%	On target
12	Sustainability education programme		12 hours	Not quantified	10 hours	11 hours	12 hours	At risk
13	Stakeholder ESG reporting		≥80% stakeholders receiving ESG reporting/education	Not formalised	50%	75%	100%	Off target

Targets and Measures 2026-2028

ESG Asset Level:
Our Developments & Communities

Biodiversity & Place

	Parameter	Objective	Baseline	Target 2026	Target 2027	Target 2028	Status
14	Wildflower areas at sites	100% sites with planting to have wildflower areas	60% sites with planting	20% increase	30% increase	50% increase	Refining data
15	Biodiversity Net Gain	Achieve minimum 10% biodiversity net gain (using DEFRA Metric)	60% sites with planting	20% increase	30% increase	50% increase	Refining data

Infrastructure & Mobility

	Parameter	Objective	Baseline	Target 2026	Target 2027	Target 2028	Status
16	Provide EV charging infrastructure	Charging points on 70% of sites managed	70% sites with EV charging	70%	70%	70%	On target
17	Secure bicycle storage	Bike storage on 100% managed sites	100% sites with bike storage	100%	100%	100%	On target

Targets and Measures 2026-2028

ESG Asset Level:
Our Developments & Communities

Governance, Safety & Contribution

	Parameter	Objective	Baseline	Target 2026	Target 2027	Target 2028	Status
18	Safeguard residents (ISO45001)	0 safeguarding incidents	0	0	0	0	On target
19	Suppliers using green energy	50%	Not quantified	35%	45%	50%	Refining data
20	Local/independent suppliers	≥20%	Not quantified	15%	20%	20%	Refining data
21	Furniture lifecycle matrix	80% score on ESG matrix	75%	75%	80%	95%	On target

Governance & Certifications

Occupational Health & Safety Management
45001:2024

Environmental Management
14001:2025

Information Security
27001:2025

Quality Management
9001:2025

Contribution to UN Sustainable Development Goals (SDG)

3 Good Health & Well-being
- Defibrillators On-Site
- Yoga / Wellness Classes
- Clean Air Strategy

4 Quality Education
- Education Events
- Work Experience Opportunities

5 Gender Equality
- Diversity in hiring
- Equitable access to facilities

7 Affordable & Clean Energy
- All-Electric Building
- Solar Panels
- Renewable Energy
- Efficient Appliances

8 Decent Work & Economic Growth
- Employment Pathways
- Cycle-to-Work Scheme

11 Sustainable Cities & Communities
- Cycle Storage
- Community App
- Pet-Friendly Tenancies

12 Responsible Consumption & Production
- Recycling Facilities
- Paperless Transactions
- Dual Flush WC

13 Climate Action
- All-Electric Building
- Renewable Energy Purchased
- Green Roof

15 Life on Land
- Green Roof
- Wildflower Areas
- Bee Line - Pollinator Trail

UNA

Nº 1 for living

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UNA STUDENT

UNA COLIVING

UNA COMMUNITY

UNA HOMES

UNA LATER LIVING

Our parent company The Ringley Group has the following accreditations: ISO9001, ISO14001, ISO27001, ISO45001, and is a GOLD standard Investor in People and is regulated by the FCA and the RICS