

UNCOMMON

Our ESG strategy



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A message from our CEO

Uncommon creates flexible workspaces with a difference.

Since we started, we have always endeavoured to be Uncommon by creating exceptional environments. We want our members and team to feel good about where and how they work, and we want to ensure they are in an inspiring environment in which people can thrive. This is our mission.

We also recognise the critical importance and urgency of the numerous challenges facing the world today. We are in a climate emergency. We live in an unequal society. We are facing a mental health epidemic.

At Uncommon, we believe that our role as a business should be to contribute, in whatever way we can, to finding and supporting solutions to challenges.

Sustainability and fundamentally 'doing the right thing' have always been part of our business. However, we want to do more. We want environmental, social and governance (ESG) considerations to be at the centre of everything Uncommon does.

We are proud to be creating a sustainable organisation. We want to do the right thing for the environment, our team, customers, suppliers, local communities and other stakeholders. We also want to ensure we set up the right governance processes to support this. It is in this context that we have developed our ESG strategy.

In this report, we set out our truly ambitious market-leading targets – across environmental and social themes – and our approach to how we will deliver these targets over the coming years.

We acknowledge that setting targets is just the start and significant effort is required to deliver on these ambitions.

We have started to measure our emissions, we have achieved no waste to landfill and we use renewable energy across our offices.

A lot is happening over the coming months.

We are going through the B-Corp and Investors In People certification process, and we have already started work on achieving our goals, notably on measuring our emissions and developing a reduction strategy.

Our team members are the ambassadors of ESG at Uncommon and the driving force behind it. We are excited to be starting this journey and invite you to be a part of it over the coming years.

CHRIS DAVIES

VISION

At Uncommon, our vision is to create truly sustainable environments for our members, team and partners to thrive in.

GOVERNANCE




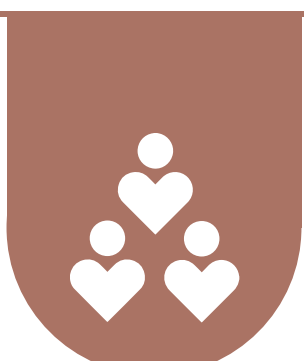

We build the relevant teams, skills and competencies internally, develop key processes and continue to drive C-suite engagement to ensure the delivery of our ESG strategy.

MISSION

We create flexible, sustainable workspaces with a difference, driving positive impact for the climate and our key stakeholders.

Everything we do helps our members live well, work well and do well, through supportive environments designed around them.

We are proud of our people-centric culture, and we aim to be London's most loved workspace, providing an exceptional experience every day for both our members and our team.

| COMMITMENT | FOCUS | TARGET |
|---|--|---|
|  <div>Improve our climate impact</div> | Reduce our emissions | Reduce our absolute emissions in line with science, aiming for an 80% reduction by 2025 |
| | Achieve net zero | Be a net zero business across scope 1, 2 and select scope 3 categories by 2027 |
| | Be carbon negative | We will be a carbon negative business, removing more emissions than we have released through our operations from when we were founded to today, and for all future years, by 2023 |
|  <div>Work in more sustainable buildings</div> | Improve building efficiency | All our buildings will achieve an EPC rating of B or above by 2027 |
| | Provide members with low-carbon options | Offer our members carbon neutral desks across all our buildings by 2027 |
| | Source and use better materials | Develop criteria for sourcing more sustainable and circular products across our business by 2023 |
|  <div>Collaborate with ethical suppliers</div> | Set new supplier standards | Develop a supplier code of conduct by the end of 2022 |
| | Actively engage our suppliers | Engage all our suppliers on key topics – notably climate, wages and diversity – in line with our code of conduct by 2023 |
| | Ensure compliance with our standards | Ensure all our suppliers comply with our code of conduct by 2025 |
|  <div>Promote diversity, opportunities and the wellbeing of our people</div> | Increase diversity in our business | We will measure, set targets for and report on diversity across our business – considering gender, race, religion, LGBTQI+ and disability – by 2023 |
| | Provide opportunities for our employees | 70% of our workforce will complete relevant, personalised and career-enhancing training provided by Uncommon by 2023 |
| | Support the health and wellbeing of our people | We will provide all of our employees with access to individualised and personally relevant programmes to support mental, physical and financial wellbeing by 2023 |
|  <div>Support our members to create a positive impact</div> | Engage our members on climate | We will actively engage all of our members on climate action by 2023 |
| | Support our members to embed sustainability | We will provide our members with the knowledge and tools to help them reduce their impact and embed sustainability within their practices by 2023 |
| | Set new member standards | We will develop a member guide, setting standards across our workspaces for sustainability by 2023 |



Improve our climate impact

Overview

We are facing a global climate emergency. Global greenhouse gas (GHG) emissions continue to rise. Global temperatures are increasing and extreme weather events are more common. Since 1980, each consecutive decade has been warmer than the previous one, and, over that timeframe, the rate of warming has doubled. The hottest seven years on record have all been since 2015.¹ This rate of change is unprecedented over thousands of years of data.² To prevent catastrophic impacts, we need to reduce global emissions to limit warming to 1.5 degrees celsius, in line with the Paris Agreement. We must also aim to reach global net zero – the point where global emissions are declining – by 2050. It is clear that the time to act is now.

Our approach

Climate action is a key part of our strategy. In collaboration with our partners, we have developed a four-step approach to guide our climate strategy:

1. Measure our emissions:

The first step is to measure emissions across our business, which we have done in line with the Greenhouse Gas Protocol (GHG Protocol) – the world's leading emissions framework (see information on our emissions on page 7)

2. Set ambitious targets:

By setting targets that are demanding yet reasonable, this next step will drive positive action across our business, including our own operations and our supply chain, focused on reduction, net zero and carbon negative targets. We will obtain third-party certification where possible

3. Prioritise emissions reduction:

Our actions will focus on reducing emissions as a key priority in line with our targets

4. Use offsets credibly:

We will compensate for our remaining emissions – those that cannot be removed or will take time to reduce – using high-quality, certified offsets

This report outlines each of our climate targets, in line with this approach. We have set ambitious targets that will require a significant level of effort to achieve and will take time to implement. We are excited to have started this journey.



¹ World Meteorological Organisation via United Nations - 2021 joins top 7 warmest years on record: WMO

² IPCC Sixth Assessment Report - Headline Statements

Improve our climate impact – Our targets



Reduce our emissions

Reduce our absolute emissions in line with science, aiming for an 80% reduction by 2025

In line with the Paris Agreement, our key focus is to reduce emissions, guided by the latest climate science. Our operational emissions – which include scope 1, 2 and select scope 3 categories (business travel, employee commuting and waste) – represent the core areas where we can directly influence and reduce our impact. The majority of this impact is from our buildings, and we will prioritise energy efficiency and renewable energy generation to achieve this goal.

To ensure that this goal is credible, we will apply for certification from the Science-Based Targets Initiative (SBTi).



Achieve net zero

Be a net zero business across scope 1, 2 and select scope 3 categories by 2027

To successfully reduce the impact of climate change, as well as reducing emissions, we will also need to remove emissions from the atmosphere. At the same time, we realise that a large portion of our emissions are within our supply chain. In light of these considerations, we have set our net zero goal to ensure that we account for the wider impacts of our supply chain³ and that, where possible, we will use carbon removal technologies to help draw down carbon emissions from the atmosphere. Our base year – the representative year that our targets will be set against – is 2019.

There is no current certification available for net zero targets for small and medium-sized enterprises (SMEs). The SBTi have released the Net Zero Standard⁴ for bigger businesses and we will be watching closely for an SME version.



Be carbon negative

We will be a carbon negative business, removing more emissions than we have released through our operations from when we were founded to today, and for all future years, by 2023

While we are focused on reducing our emissions in the future, we also recognise that since Uncommon was founded in 2016, we have already made an impact. With a view to mitigating this impact we will work to remove all the operational emissions that we have released historically. To do this, we will be exploring a range of high-quality carbon offsets that we can use for this year and all subsequent years moving forward.

We are currently exploring certifications for carbon negative targets. By the time we achieve this goal, we hope that there is a relevant certification in place with which we can align.

³ Net zero goal will include GHG Protocol scope 3 categories 1, 2, 4, 5, 6, 7, based on the framework considering relevance, completeness and data accessibility. Further details will follow as we obtain data to measure these categories in detail

⁴ SBTi Net Zero Standard

Overview

Last year, we measured our carbon footprint for the first time. Working with our partner, Inhabit, we measured our footprint in line with the GHG Protocol and SBTi guidelines. This required substantial effort, with key challenges including identifying and collecting the right data, defining the base year and setting our targets.

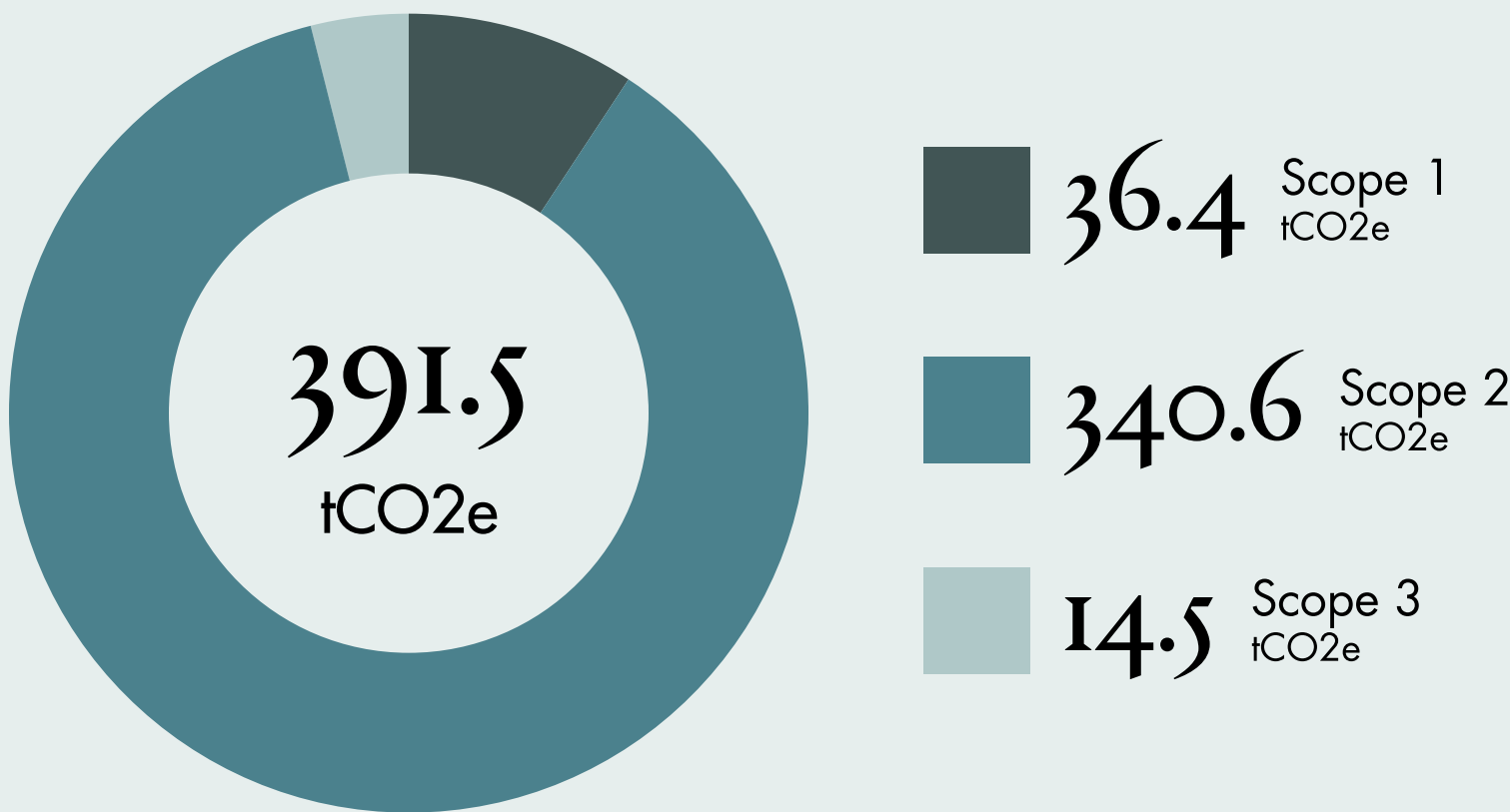
The total carbon footprint for 2019 – our base year – is 391.5 tCO₂e. This includes all our scope 1 and 2 emissions from all our buildings, as well as select scope 3 emissions for which we have the data available, notably business travel, employee commuting, waste and water.

What's next?

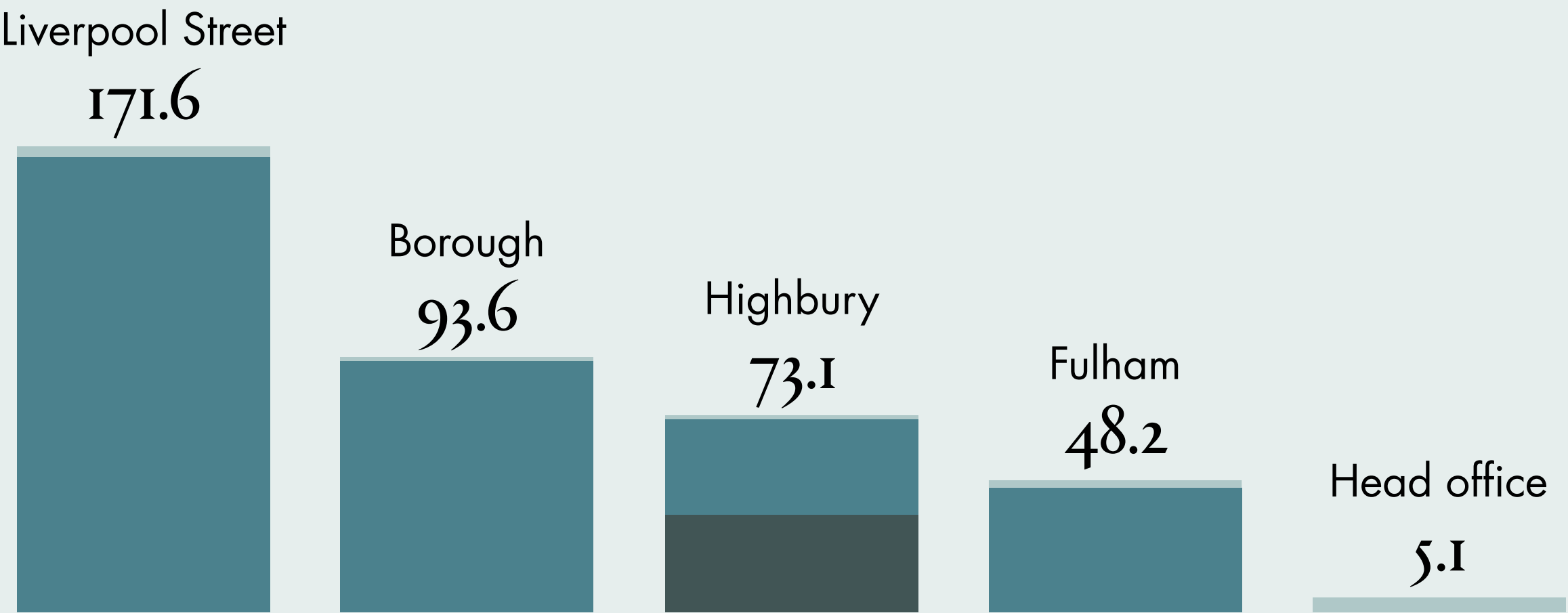
We want to expand what we measure. This will include embodied carbon (the emissions associated with materials and construction processes throughout the whole lifecycle of a building), as well as a broader range of scope 3 emissions within our value chain. We will align with the GHG Protocol, specifically the 15 categories of scope 3 emissions, measuring and reporting all emissions that are significant and relevant. For example, for our net zero target we will measure the emissions from our purchased goods and services, which includes everything from facilities management to cleaning products and furniture.

We will work with Inhabit, using their software to measure, track and reduce our emissions over time.⁵ We will use Inhabit's service to, for example, consider ways to produce renewable energy for our buildings, improve our energy efficiency and explore low-carbon heating solutions. We will also develop our carbon compensation strategy, focused on high-quality offsets, to achieve our carbon negative goal.

Breakdown by scope



Location breakdown



⁵ Inhabit

What is a carbon offset?

A carbon offset is a reduction in greenhouse gas emissions in one place that is used to compensate for emissions that occur elsewhere.⁶

There are two types of carbon offset (see figure 1). Avoided emissions are offsets that prevent the release of greenhouse gases – for example, reducing emissions from deforestation and forest degradation (REDD+) in which you pay to prevent forest being cut down.⁷ Carbon removals are offsets that actively remove greenhouse gases from the atmosphere either naturally (through trees and soil) or technologically, for example using Direct Air Capture technology.

Our perspective and approach

We believe that carbon offsetting should form part of a credible, robust climate strategy. The reality is that we cannot reduce all of our emissions today and, as low-carbon technologies increase in capacity and scale, we can use credible offsets to compensate for these ongoing emissions, while investing in solutions that preserve nature and biodiversity.

Carbon offsetting will play an important role in helping Uncommon to reach our targets. We will use a mix of avoided emissions and removals offsets to achieve our goals. We will follow our partner Inhabit’s advice to ensure the credibility of our offsets (see figure 2) and we will share the projects that we have invested in transparently in future reports.

Figure 1

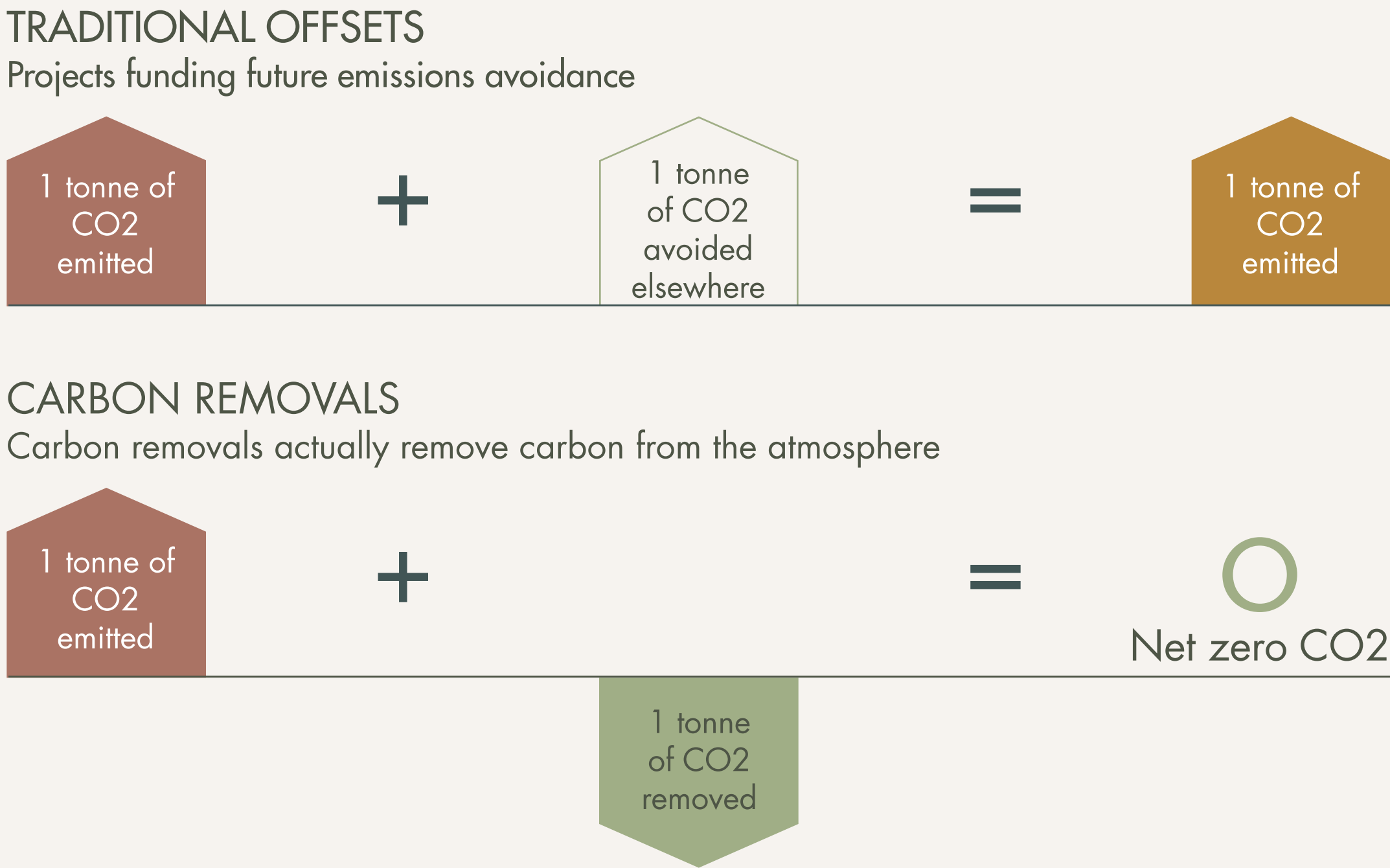


Figure 2

Approach to carbon compensation

- ☒ **CERTIFIED**
Offset credits are independently verified by established certification bodies
- ☒ **CO-BENEFITS**
Project delivers co-benefits beyond carbon offsetting
- ☒ **PERMANENT**
Project clearly defines monitoring approach to remove risk of future issues
- ☒ **ADDITIONAL**
Project reduces emissions beyond the baseline, with investment from offsets key to development
- ☒ **VERIFIABLE**
Offset credit is transparently traded and retired within 12 months

⁶ Carbon Offset Guide
⁷ What on earth is REDD+?



Work in more sustainable buildings

Overview

Globally the world has more than 230 billion sq m of building space – with another 65 billion forecast for the coming decade.⁸ Buildings have a significant impact on our environment. Steel, iron and cement production contributes an estimated 10% of global emissions in total.⁹ In the United Kingdom, buildings account for 17% of annual GHG emissions, much of which is driven by the burning of fossil fuels for heating, hindered by poor energy efficiency.¹⁰ The construction industry is also one of the biggest contributors of waste, creating an estimated 62% of the UK's total waste footprint in 2018.¹¹ It is clear that buildings will play a critical role in a more sustainable future.

Our approach

Uncommon is not a typical workspace. We own and operate all of our five buildings, which cover a total of 218,000 sq ft. As owners of our space, we have more control over what we can do. From biophilia, to sound, to lighting, to ergonomics, our buildings help our members live well, work well and do well, in supportive environments designed around them.

We believe that with this control, there also comes a responsibility to ensure that our buildings are a central pillar of our ESG strategy. Buildings are complex and there are many considerations. To help build our knowledge, we have engaged third-party experts to support us on our journey and to conduct a detailed assessment of the embodied carbon within our buildings.

We have set an ambitious range of targets encompassing the impact our buildings and materials have, notably on climate and energy efficiency. Achieving these targets will require significant investment from us, but it is something that, from our perspective, will be worth it. Our buildings are a part of our mission, and they embody what we stand for.



⁸ The Drawdown Review

⁹ Our World in Data

¹⁰ Climate Change Committee - The Sixth Carbon Budget Buildings

¹¹ Department for Environment, Food and Rural Affairs - via the BBC - The big problem of building waste and how to tackle it



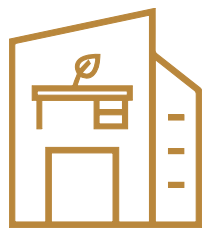
Improve building energy efficiency

All our buildings will achieve an EPC rating of B or above by 2027

To accelerate the progress towards more efficient buildings, the UK government has stipulated that buildings will require a minimum Energy Performance Certificate (EPC) rating of B or above by 2030. Our ambition is to achieve this target ahead of schedule, giving us five years to reach it effectively.¹²

Achieving this target will require a lot of effort and investment, with considerations encompassing our insulation, heating systems, energy sources and glazing. A key part of this transition will be the shift towards low-carbon heating and cooling, for example through air source heat pumps.

Our EPC ratings are reviewed periodically, and we will continue to monitor our progress and transparently share the steps we are taking to achieve this goal.



Provide members with low-carbon options

Offer our members carbon-neutral desks across all our buildings by 2027

Heat and power, along with the materials needed to kit out our buildings with desks, chairs, tables, screens and accessories, all contribute toward Uncommon's carbon footprint. We provide our members with the best working environment, and we believe that part of that is to give assurance that our spaces are sustainable. Offering all of our members carbon-neutral desks is an industry first. To begin this process, we need to measure all the associated emissions and then, with a focus on emissions reduction, we will explore opportunities that reduce the impact of everything that providing a desk for our members entails. We will offset any remaining emissions.

Given this target is an industry first, there is no specific certification available. However, we will continue to monitor possible options and, by 2027, intend to launch carbon-neutral desks for all members with third-party certification.



Source and use better materials

Develop criteria for sourcing more sustainable and circular products across our business by 2023

Buildings create a lot of waste, be it through their construction, demolition or refurbishment. Owning our own buildings means Uncommon is responsible for the retrofitting and refurbishment of our spaces; the materials and products we buy are therefore a key part of our business. We want to ensure that we source more sustainable materials and support the shift to a circular economy in which we reduce waste at every stage of a product's life cycle. We will, in partnership with key suppliers, review our materials and develop these criteria to help further reduce the impact of our buildings.

There is no certification for this goal, however we intend to publish our sourcing criteria, allowing others to adopt it as part of their business.

¹² Our EPC ratings as of March 2022 are: Borough B48, Liverpool Street B48, Highbury C60, Fulham North C69 and Fulham South C68



Collaborate with ethical suppliers

Overview

Supply chains are key for every business and the impact of any company extends far beyond its own operations – in our case, beyond the walls of our buildings. It is estimated that more than 80% of a company's GHG emissions and 90% of its resource and materials use occurs in its supply chain.¹³ At the same time, supply chains employ a larger number of people, each of whom is entitled to fair compensation and benefits.

Our approach




We are aware that we cannot change the world on our own. Including our suppliers in our goal expands our reach and potential for scale and impact. Today we work with more than 250 suppliers across a range of sectors, including construction, electronics, tech, design, PR and marketing, professional services, facilities management, food and beverage, and furniture. For many, sustainability is already a key topic. Through including suppliers as a guiding focus of our strategy, we can support them in driving these changes within their own business, sharing knowledge and best practices to enable and accelerate sustainable transformation.

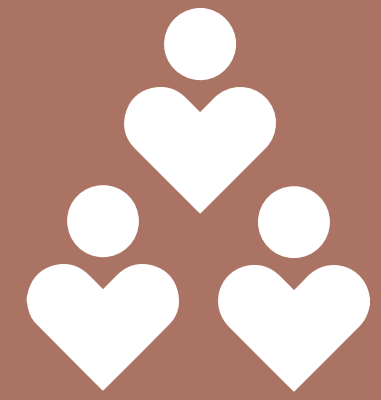
Moving forwards, we want to work with suppliers who align with our vision for a more sustainable future, however, we understand that implementing ESG is not easy. In light of this we will allow suppliers time to adapt and support them along the way. If in the future our standards are not met, we will embed sustainability as a key facet of our decision-making, ensuring that we only work with suppliers that align with our values.

We have set a range of targets specific to our suppliers, and aim to support work together to build a more sustainable future. These targets will be supported by a clear governance structure and approach for sharing information. We are excited to start collaborating with our suppliers on sustainability and to expand our reach.



¹³ McKinsey – Supply Chains: A missing link for sustainability

| <div></div> <div>Set new supplier standards</div> | <div></div> <div>Actively engage our suppliers on sustainability</div> | <div></div> <div>Ensure compliance with our standards</div> |
|---|---|--|
| <div>Develop a supplier code of conduct by 2022</div> | <div>Engage all our suppliers on key topics – notably climate, wages and diversity – in line with our code of conduct by 2023</div> | <div>Ensure all our suppliers comply with our code of conduct by 2025</div> |
| <div><p>To enable our suppliers to embed sustainability into their businesses, the first step will be to clearly define what “good” looks like. Over the course of this year (in fact, work has already begun), we will engage our key suppliers, work with third-party experts and review leading examples from other sectors to develop a code of conduct. Our code of conduct will aim to include a full range of relevant criteria, while accounting for some sector-specific factors based on the focus area of our supplier.</p><p>We plan to share our code of conduct publicly, in the hope that others will follow us in engaging their suppliers on these topics.</p></div> | <div><p>We want to ensure that our suppliers are part of the solution and engaged with our ESG strategy. We will develop an approach that includes a range of communication channels, such as newsletters and workshops, in which we and our third-party experts will refer to our code of conduct, share insights and align on any questions. This will also be a valuable opportunity for us to learn from our suppliers about the ways in which they are already implementing ESG.</p></div> | <div><p>Having developed our code of conduct, we will ensure our suppliers are aligned with its terms. We will work with our suppliers and third-party experts to come up with the best approach to do this, aiming for a process that is standardised and straightforward for our suppliers. This code of conduct is designed to support our suppliers on their sustainability journey and we acknowledge that, naturally, it will take time to understand and implement the necessary changes.</p></div> |



Promote diversity, opportunities and the wellbeing of our people

Overview

A business's people are its greatest asset. People are the life and soul of any company and the role that a business plays in providing equal opportunities and holistic support has never been greater. Yet, significant challenges remain.

In 2021, the gender pay gap in the UK was 7.9%,¹⁴ while female founders have received just 1.3% of all VC funding in Europe since 2017.¹⁵ As of February 2021, only 3.4% of the chair, CFO and CEO positions at FTSE-100 companies were held by ethnic minorities – the same level as in 2014. At the same time, the Covid-19 crisis has had wide-ranging and damaging effects on people's mental health. According to a recent study, Covid-19 has been linked to a rise in the number of people suffering from mental health issues in the UK, with 1.6 million people waiting for treatment and another 8 million unable to even get on the waiting list.¹⁶ Businesses have a critical role to play in addressing these challenges, with a pressing need to focus on equality, culture and support.

Our approach

At Uncommon, we have always put our people first. We have aspired to build a culture that is welcoming, caring, equal, open, inclusive and supportive. We try to stay in touch with what our employees want. To gauge how our employees are feeling, we conduct quarterly surveys in which people can share their opinions on what is working and where improvements are needed. We also provide a number of benefits for employees, including private medical health insurance, enhanced annual leave, access to exercise classes in our buildings and access to training and skills development opportunities, while we promote family friendly policies and a healthy work-life balance. We are now focusing on developing individual wellbeing and learning paths for each of our team members.

We are proud of what we do, but there is clearly still a long way to go. These targets are a key stepping stone for Uncommon. We hope that in setting these targets, it will allow us to identify new areas of improvement and to develop new approaches to addressing these challenges.



¹⁴ Office of National Statistics

¹⁵ Sifted

¹⁶ The Guardian - Millions in England face 'second pandemic' of mental health issues



Increase diversity in our business

We will measure, set targets for and report on diversity across our business – considering gender, race, religion, LGBTQI+ and disability – by 2023

Diversity and inclusion is an area where we are always learning. While it is an area we prioritise, it is not something we have yet measured or set targets against. This initial goal is the first step in our diversity and inclusion strategy, with the focus on understanding where we are today so we can set the relevant goals to bring us to where we need to be.

We will report and share our findings, results and our response publicly so that our key stakeholders can see how we are doing, measure our progress and hold us accountable.



Provide opportunities for our employees

70% of our workforce will complete relevant, personalised and career-enhancing training provided by Uncommon by 2023

We are already proud of the opportunities we provide for our people to grow. Presently, a budget is assigned to every role and individual, with each employee able to use the budget for training that is most relevant to them. For example, we have a number of team members currently going through ESG training. Others are taking on skill-based training relevant to their role – for example, customer service courses for the operational team, and accounting training for our finance team.

While this training is already on offer, we want to ensure our people take up the opportunity and that the training is meaningful and beneficial in driving personal or career development. This goal will allow us to effectively measure and monitor our progress, while further learning from our employees about the types of training that are most relevant. This goal may evolve over time, and of course we hope to achieve as high a percentage of people completing the training as possible.



Support the health and wellbeing of our people

We will provide all of our employees with access to individualised and personally relevant programmes to support mental, physical and financial wellbeing by 2023

Uncommon provides a supportive and inclusive working environment. We offer our employees financial wellbeing sessions with a financial advisor, as well as providing access to physical fitness and yoga. We partner with mental wellbeing organisations to promote awareness across our business and provide training for mental first aiders in our team. However, there is a need to go further, specifically to ensure that we recognise the individual needs of each employee and that the relevant support is accessible for them.

This goal will allow us to review what we are already doing, identify the gaps and then build an offering that truly caters to what our employees need. Mental health is a key focus and we will explore further partnerships with experts in this area.



Drive positive impact for our members

Overview

The future of work is here. Accelerated by the disruption triggered by the Covid-19 pandemic, employers and employees have become accustomed to a new era of working centred around flexibility. As a result, it is projected that the number of coworking spaces worldwide will double, from 19,000 in 2020 to 41,000 by 2024.¹⁷

This growth is driven by demand from individuals and businesses alike. As companies seek to decentralise office space, reduce long-term lease costs and support employees' flexible working demands, the importance of coworking will continue to rise.

Our approach

At Uncommon, we have always focused on our members. We strive to ensure that our members live well, work well and do well, through supportive environments created around them. We have designed our buildings so that the space – everything from the air, sound, light and scent to the greenery – is optimal for our members to work and thrive in. Today we are proud to have more than 2,000 members from over 150 businesses of different sizes and across many sectors.

As with our suppliers, sustainability is an important topic for our members and for the companies they work for. In line with our mission to provide members with the desired workspace to support their growth, we would also like them to become a key part of our ESG strategy. Furthermore, through engaging our members on ESG, we want to be able to support them to set ambitious sustainability targets of their own, providing them with the guidance and tools to do so.

These targets ensure that our members are a core part of our sustainability journey and we hope that, over time, it will become another value-add that sets Uncommon apart.



Drive positive impact for our members – Our targets



Engage our members on climate

We will actively engage all of our members on climate action by 2023

Climate change is an area in which Uncommon is learning a lot and, as we aim to meet our goals over the coming years, we want to ensure that we use what we learn to benefit others. Considering the importance of climate change for our members, we will ensure that they are engaged in the work we are doing, with Uncommon providing the opportunity for discussion and learning on the climate emergency.

As part of this target, we will provide members with an overview of our climate strategy, with clear visibility of our goals around our buildings. At the same time, we will deliver at least one workshop session each year for our members, discussing our work as well as bringing in climate experts to share their knowledge. We are looking forward to including our members in our ESG strategy and hope that, in some way, we can help to inspire wider impacts through doing so.



Support our members to embed sustainability

We will provide our members with the knowledge and tools to help them reduce their impact and embed sustainability within their practices by 2023

As we make this journey we want to use our experience to help our members take the same steps. Whether it be supporting members to set sustainability targets, helping an organisation start to measure, reduce and offset carbon emissions, or developing a code of conduct for suppliers, we will share what we know. This will include providing guidance on how to implement sustainability, including recommendations on key tools, and also connections to experts who have supported us in developing this strategy.

We hope in this way we can go one step further, providing more value to our Uncommon members by supporting them in new ways.



Set new member standards

We will develop a member guide, setting standards across our workspaces for sustainability by 2023

To support our members on sustainability, we will share an overview of what “good” looks like. Over time we would love for all our members to meet a set of sustainability standards that align with our goals. We plan to provide a guide for our members outlining a set of suggestions and standards for sustainability. These guidelines, which will be developed in collaboration with our members (many of whom will no doubt be well-placed to give valuable insight), will cover a broad range of sustainability criteria – from climate to wages.

Our members are everything at Uncommon and we hope that, through these standards, we can build a shared goal for sustainability that we can all embody.

Our roadmap for 2022 and beyond



Improve our climate impact



Work in more sustainable buildings



Collaborate with ethical suppliers



Promote diversity, opportunities and the wellbeing of our people



Drive positive impact for our members

2022



Develop a supplier code of conduct



Investors In People accreditation



B-Corp application

2023



Become a carbon negative business



Develop criteria for sourcing more sustainable and circular products



Engage all our suppliers on key topics



Measure, set targets for and report on diversity



70% of our workforce will complete training



Provide all of our employees with access to programmes that support wellbeing



Engage all of our members on climate action



Provide our members with the knowledge and tools to help reduce impact and embed sustainability



Develop a member guide, setting standards across our workspaces for sustainability

2025



Reduce our absolute emissions, aiming for an 80% reduction



Ensure all our suppliers comply with our code of conduct

2027



Be a net zero business across scope 1, 2 and select scope 3 categories



All our buildings achieve an EPC rating of B or above



Offer our members carbon-neutral desks across all our buildings

MAGDA JEDRYCHOWSKA
FINANCE DIRECTOR AND ESG PROGRAM LEADER

“At Uncommon we are taking an opportunity to create a truly sustainable environment for our clients and our team. ESG is becoming the ultimate force that will drive our business forward. It is our hallmark and we’re proud of the initiatives and progress we have made so far. We are now ready to take it to the next level. Our team members are our ESG ambassadors and the engine behind this. We see the interest and engagement from various stakeholders and we are thrilled to be able to collaborate with them. Our targets are ambitious but we feel that we need to lead from the front in the flexible office industry. For me, being able to drive the entire ESG agenda for Uncommon, from becoming a net zero business to bringing a strong focus on incorporating inclusion and diversity, has been a fulfilling process. I am passionate about climate impact as well as the social aspects, and the difference we can make as a business to our team, our clients, our suppliers and investors.”



MICHAEL LOGAN
HEAD OF FACILITIES

“Uncommon is a forward-thinking company where we care about the future. As Head of Facilities my key area of focus is our reduction plans for waste and utilities. We’re working on various initiatives to steer away from gas fuels and make a better use of alternative green energy, better water solutions and reduce the waste as much as possible. Personally, the ESG initiative is important to me because being “green” should be the way of our life, we need to protect the planet for future generations.”

JANE CHAPMAN
ACCOUNTS PAYABLE SUPERVISOR

“Working with our suppliers daily I wanted to add value to the ESG project and ensure our suppliers have clear guidelines on how to align to the Uncommon ESG strategy. The supplier code of conduct we’re working on will do exactly that. We want to take our suppliers on this journey with us and drive the positive change. Our ESG strategy will also have an impact on our clients. We want to inspire and help them to do their part. For me, looking after the environment is key and being part of a business that is doing that is vital. “



LAURA SHIELDS
SALES DIRECTOR

“I wanted to be involved in the generation of more sustainable ways of operating and becoming more responsible as a business. I feel this is such an important part of our ethos and ensures our clients and employees are on the journey with us. Sustainability is becoming one of the deciding factors when choosing office spaces, so it is vital that we provide our clients with a solution that is reflective of their needs but equally, by having a clear framework to suggest what we are aiming for, they can understand their impact on this journey and why they too should be a part of it. Although I am involved in several areas of the ESG project, I am most passionate about the social aspect. What we can do with our community, both internally and externally, to make a difference. This can be from an educational piece, enhancing the wellbeing element of our offering and working with our communities to be able to give back.”

TOM HUMPHREY
FINANCIAL CONTROLLER

“ESG is a very current topic and extremely important to Uncommon’s journey – especially being in the real estate industry which has a huge impact on the environment. Being part of the ESG project at Uncommon has helped me to start making a difference as an individual as well. The current environmental challenges should be considered by all of us, both at work and in our personal lives. It’s really important that we all work together to ensure that we minimise the impact, one small step at a time. The environment means a lot to me, I think we all need to be aware of the impact we have on it and consider what we can do to help reduce our environmental footprint.”



KIERAN MATHESON
FOOD & BEVERAGE MANAGER

“My experience and knowledge of the business is valued in helping Uncommon reach our long term ESG goals. I also desire to help tackle the environmental issues the planet faces day to day, helping Uncommon achieve their green goals will allow me to do this. The team and Uncommon’s clients want to work in a space that addresses and resolves issues highlighted in ESG in a structured and sustainable way, that delivers on promises that have been made, and shares how an individual can make a difference.

The biggest difference I can make and contribute to the Uncommon targets is in the sustainable and ethical sourcing of supplies. Understanding the supply chain, ethical and environmental impact of a product used in my department is key to my role and is an area I want to continue to improve my knowledge of.”



KLAUDIA CISZEK
MEMBER EXPERIENCE MANAGER

“I decided to join the Uncommon ESG journey because it gave me an insight to the direction in which the company is going. Working across all of our buildings I know I can bring a valuable contribution and promote a uniform approach when rolling out ESG initiatives.

The ESG project is a joint effort to improve our business as a whole - we’re working on climate related initiatives, social initiatives as well as the relevant frameworks so we can consistently deliver on this in the future.

I am most interested in the waste reduction strategy. We only have a limited number of natural resources on this planet and a limited capacity to process waste, so it’s important to do our part each day toward a better future.”



OLLIE REDDICK
SENIOR SALES MANAGER

“I’ve always had a passion for the ESG subject and have driven initiatives within my roles at Uncommon. As a company we have the advantage of not just impacting our own teams but the thousands of team members of our clients and visitors to our spaces. For me the main focus in the overall environmental impact of our business, how we educate our clients to be in line with our ESG approach and the social element on what we can do for our local communities.”



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