

# UNCOMMON

SUSTAINABILITY REPORT

2023





# CONTENTS

03	A message from our CEO
04	B Corp certified
05	Strategy statement
06	Target performance at a glance
07	Improving our climate impact
09	Carbon footprint 2022
11	Working in more sustainable buildings
14	Collaborating with ethical suppliers
17	Promoting diversity, opportunities and the wellbeing of our people
20	Driving positive impact for our members
23	Overall roadmap







A YEAR HAS PASSED SINCE WE LAUNCHED OUR SUSTAINABILITY STRATEGY FOCUSED ON MAKING A DIFFERENCE. IT'S BEEN A BUSY 12 MONTHS. AND I'M EXCITED TO SHARE WHAT WE'VE ACHIEVED.

Uncommon creates exceptional spaces for work. That has not changed. Every day we take action, working towards a better future. When we started on our collective mission to make a difference, we knew what we wanted to create. We strive to make environmental, social and governance considerations at the centre of everything Uncommon does. And for that to be true, accountability is paramount. So, we set industry-leading targets that we've worked hard to meet. But target setting was just the start.

I am delighted to share the ongoing actions that we've been taking. The results prove that when we all come together, we are a force to be reckoned with. We're proud of what we've achieved. However, we need to be realistic; great ambitions require serious work. We can always give our members more. And we certainly won't solve climate change today, tomorrow or even next year. Everything is a work-in-progress.

We will keep teaming up with like-minded partners. We will keep finding people and organisations who inspire us. And we will keep working to do better, for our community and for our planet.

A special thanks must go to the team members, partners and wider community who make everything possible. Together, we can achieve great things.

CHRIS DAVIES | CEO



**Certified**



®

**Corporation**

## WE'RE NOW A B CORP CERTIFIED BUSINESS

The B Corp movement was set up to transform the economic system. The ambition of the movement is big. Reduce inequality and poverty around the world. Create a more sustainable environment. And build stronger communities.

Becoming B Corp means we're pushing to meet the highest social and environmental standards in everything we do. Leading by example and encouraging others to make vital changes to how they operate. Collective effort for collective good.

The message is simple and inspiring - we all care about what we do and how we do it. We're doing our best to get things right. Becoming a B Corp will give our team reassurance that we're going further for them. From physical, mental and financial support to career progression and work-life balance.

Now, more than ever, our members want reassurance that Uncommon has a mission they can believe in. And B Corp status is the perfect way to explain how committed we are and give clear evidence of how hard we're working.

Our B Corp certification means we'll never stop improving to make things better for our people, communities and the planet.

# STRATEGY STATEMENT

We love creating exceptional workspaces that inspire and energise our members and team. However, we recognise that we have a responsibility to address the urgent challenges facing our world today. Which is why we focus every day on addressing climate change, inequality, and mental wellbeing.

Sustainability and ethical business have always been our core values. And we're proud of the progress we've made since launching our strategy in mid-2022. We've achieved the PAS 2060 carbon neutrality standard, reduced our operational emissions, and reduced waste and plastic use across our sites. We've also developed a supplier code of conduct and engaged our suppliers on key issues of climate and diversity. In addition, we've introduced programs to support our employees' personal and professional wellbeing, including mental health resources and flexible work arrangements.

But, there's still more work to be done. We're committed to putting environmental and social progress at the centre of everything we do. We have a responsibility as a business. To be proactive. To identify and spearhead solutions. To contribute positively to the challenges facing our world.

We're taking that commitment seriously – transparency and accountability are key to driving positive change. By giving this update, we want to show our members, team, and partners that we're committed to building a more sustainable, equitable, and healthy future for all.

# UNCOMMON MANIFESTO

## VISION

The Uncommon vision is simple. To create truly sustainable places for our members, team and partners to thrive in.

## MISSION

We make exceptional spaces for work. Workspaces full of positive energy, where you and your ambition are really well looked after.

Sustainable. Ethical. Equitable. We will keep improving our buildings. Keep teaming up with partners who inspire us. Keep doing more for the people who work here. While doing the same for those working from here. This is collective effort for collective good.

## GOVERNANCE

At Uncommon, sustainability is everyone's responsibility regardless of their position. Transparency. Accountability. Diligence. We expect our team to collect, analyse, and feedback on environmental and social data for our reporting.

Effective governance is critical to our mission. We are committed to establishing an operational framework that exercises apt oversight of responsibilities at all levels and manages all business functions in a way that promotes the highest level of business ethics.

---

UNCOMMON

# TARGET PERFORMANCE AT A GLANCE

COMMITMENT	FOCUS	DESCRIPTION	YEAR	ACTION TAKEN
 IMPROVING OUR CLIMATE IMPACT	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	2023	<ul style="list-style-type: none"> <li>— Reduced scope 1 &amp; 2 emissions by 25.36%</li> <li>— 100% of electricity is procured from renewable sources</li> </ul>
	Reduce our emissions	Reduce our absolute emissions in line with science, aiming for an 80% reduction by 2025	2025	<ul style="list-style-type: none"> <li>— Net zero strategy in process</li> </ul>
	Achieve net zero	Be a net zero business across scope 1, 2 and select scope 3 categories by 2027	2027	<ul style="list-style-type: none"> <li>— Achieved PAS 2060 carbon neutrality 2016-2021</li> </ul>
 WORKING IN MORE SUSTAINABLE BUILDINGS	Improve building efficiency	All our buildings will achieve an EPC rating of B or above by 2027	2027	<ul style="list-style-type: none"> <li>— BREEAM In-Use underway. Improvements to be made</li> <li>— On track for target by 2027</li> </ul>
	Provide members with low-carbon options	Offer our members carbon neutral desks across all our buildings by 2027	2027	<ul style="list-style-type: none"> <li>— On track for target by 2027</li> </ul>
	Source & use better materials	Develop criteria for sourcing more sustainable and circular products across our business by 2023	2023	<ul style="list-style-type: none"> <li>— Circular Economy strategy in progress &amp; to be launched Q3 2023</li> </ul>
 COLLABORATING WITH ETHICAL SUPPLIERS	Set new supplier standards	Develop a supplier code of conduct by the end of 2022	2022	<ul style="list-style-type: none"> <li>— Suppliers Code of Conduct complete</li> <li>— Workshops with suppliers scheduled</li> </ul>
	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	2023	<ul style="list-style-type: none"> <li>— Supplier assessment in progress and on track for target</li> </ul>
	Ensure compliance with our standards	Ensure all our suppliers comply with our code of conduct by 2025	2025	<ul style="list-style-type: none"> <li>— Engagement with suppliers has commenced</li> </ul>
 PROMOTING DIVERSITY, OPPORTUNITIES AND THE WELLBEING OF OUR PEOPLE	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	2023	<ul style="list-style-type: none"> <li>— All employees completed DE&amp;I training</li> <li>— Benchmarking in progress leading to target setting on track</li> </ul>
	Provide opportunities for our employees	70% of our workforce will complete relevant, personalised and career-enhancing training provided by Uncommon by 2023	2023	<ul style="list-style-type: none"> <li>— Career-enhancing training provided to 78%</li> <li>— Coaching training for all line managers, role specific training and mentorship</li> </ul>
	Support the health & 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	2023	<ul style="list-style-type: none"> <li>— Launched flexible benefits package</li> <li>— Company-wide mental health survey completed</li> <li>— Followed by tailored wellbeing sessions for staff</li> </ul>
 SUPPORT OUR MEMBERS TO CREATE A POSITIVE IMPACT	Engage our members on climate	We will actively engage all of our members on climate action by 2023	2023	<ul style="list-style-type: none"> <li>— Climate workshop for all members was hosted in May 2022</li> <li>— Site-specific ESG presentations for more personal discussions on how we can support them on their own ESG journeys</li> </ul>
	Support our members to embed sustainability within their practices	We will provide our members with the knowledge and tools to help them reduce their impact and embed sustainability within their practices by 2023	2023	<ul style="list-style-type: none"> <li>— Member engagement and communications underway</li> </ul>
	Set new member standards	We will develop a member guide, setting standards across our workspaces for sustainability by 2023	2023	<ul style="list-style-type: none"> <li>— Member sustainability guide is underway and on track for launch Q4 2023</li> </ul>





# IMPROVING OUR CLIMATE IMPACT







## Overview

Our ESG Strategy sets out 3 ambitious targets to improve Uncommon's climate impact.

We're proud of the results so far for all three. Uncommon is officially carbon neutral. We've continued to reduce emissions across our organisation.

And the development of Uncommon's net zero strategy is well underway.

### PROGRESS



## Be carbon negative

Uncommon has achieved carbon neutrality in its business operations. And, we've been verified to PAS 2060. (In case you're not familiar, PAS 2060 is the highest recognised standard that provides guidelines for achieving and demonstrating carbon neutrality.) Achieving PAS 2060 carbon neutrality is a big deal for us. It is the only certification that requires a vetted carbon reduction pathway, supported by evidence of actions taken, alongside the highest quality carbon removals. We're proud of this achievement but we know that there's always more work to be done. We committed to being carbon negative for 2023 and that's a goal we intend to achieve. With the frameworks for PAS 2060 already in place, we're well positioned to make a verified claim in the next reporting period.



## Reduce our emissions

Reducing our emissions was a focal point of our strategy. One of our most ambitious targets was an 80% reduction to our emissions by 2025. From our 2019 baseline year to 2022 we achieved a 26% reduction (scope 1 and 2). There is a way to go to hit our 80% target. We know it will take time for the impact of our initiatives to be seen. We will continue to invest, to increase the efficiency of our assets and to reduce emissions within our supply chain.



## Achieve net zero

Alongside our partner, Inhabit, we've made big steps towards setting a robust net zero target. We've undertaken a number of initiatives in the last 10 months, including engaging our supply chain on climate. In 2022 we expanded the scope of our carbon footprint. This now includes the emissions tied to our purchased goods and services, giving us a greater understanding of where the bulk of our emissions lie. This in turn identifies further opportunities for reduction across our business activities. We'll continue to work with Inhabit to develop our net zero strategy, and we look forward to sharing our targets – aligned to Science Based Targets initiative (SBTi) criteria – with our community.



## What's next?

- Achieve carbon negativity for historic emissions by the end of 2023, by removing more carbon than our operations produce
- Improve upon our year-on-year emissions reduction
- Launch our net zero strategy with SBTi-approved targets



# OUR CARBON FOOTPRINT

We know how important it is to measure and report on our carbon impact. It's been a key focus of our environmental strategy from the start, and through our carbon reductions, shows our leadership and commitment on climate action.

Our annual greenhouse gas (GHG) emission<sup>1</sup> (Scope 1, 2 and 3<sup>2</sup>) calculations go back to 2016 and we've tracked our emissions ever since<sup>3</sup>. In 2022, our carbon footprint was 236.06 tCO<sub>2</sub>e<sup>4</sup>.

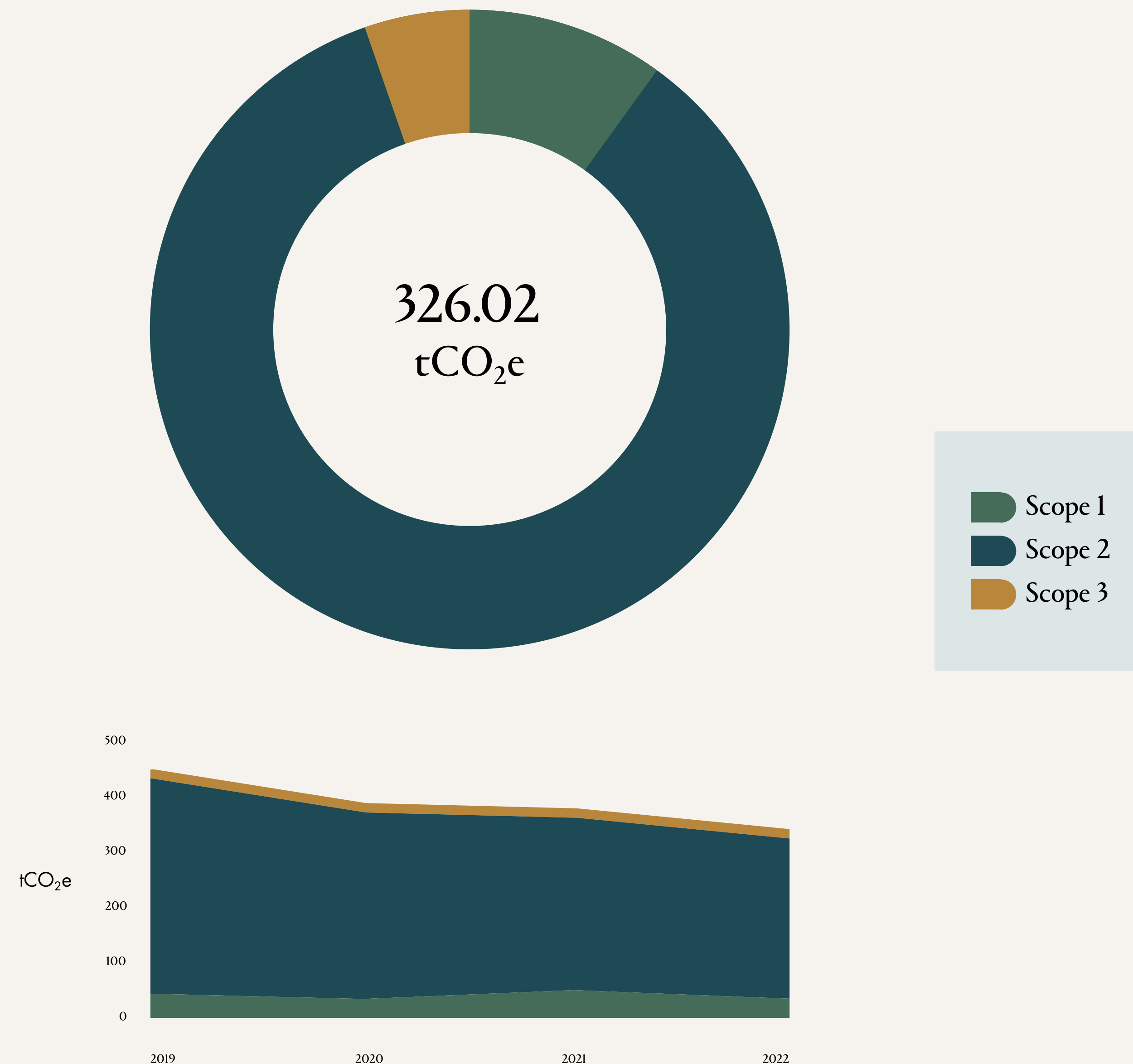
We continue to drive down emission impacts across the business. The carbon reduction actions we're taking mirror our science-based targets. Ensuring we're on our way to reach our carbon commitments.

<sup>1</sup> As defined by the GHG Protocol

<sup>2</sup> Scope 3 emissions to include significant impacts within our supply chain over which we can exercise control

<sup>3</sup> In accordance with ISO 14064-1 quantification and reporting of greenhouse gas emissions and removals

<sup>4</sup> Location-based emissions. Market-based emissions were equal to 49.5 tCO<sub>2</sub>e





“

2022 WAS A TRANSFORMATIVE YEAR FOR EVERYONE AT UNCOMMON. WE RELEASED OUR ESG STRATEGY, COMMITTING TO HIGHLY AMBITIOUS, MARKET-LEADING CLIMATE ACTION AND SOCIAL TARGETS.

With many initiatives to improve our buildings' efficiency we gained carbon neutrality status in December 2022. This is just a stepping stone to achieving a 'net zero' status by 2027. Our commitment to our ESG strategy has enabled us to apply for, and recently, gain B Corp status.

The framework has impacted our day-to-day operations and has given us a clear path to what we need to focus on next. We want to lead by example for our clients, suppliers and the commercial real estate sector with our purpose-driven initiatives. Our mission is to take all of our stakeholders on this journey – after all, our strength is in numbers. Collectively we can achieve so much more.

Being able to lead on the ESG strategy has been such a privilege for me. Seeing our team delivering on commitments every day is an inspiration. This is an incredibly proud moment. Whilst we achieved so much in one year, we know the journey to tackling climate crises and environmental change is a continuous one, and we will never stop looking for ways to improve. The entire Uncommon team is committed to driving positive impact and being a force for good, now and into the future.”

MAGDA AL-NUGAIDI | FINANCE DIRECTOR AND ESG PROGRAM LEADER





# WORKING IN MORE SUSTAINABLE BUILDINGS







## PROGRESS



### Improve building efficiency

Ensuring all our buildings achieve an energy performance certificate<sup>1</sup> of B or above, is one of our 2027 goals. In 2022, we undertook energy performance reviews of all our buildings, an important baseline to guide our energy efficiency improvements. Later in the year, we commissioned building decarbonisation surveys, outlining key energy improvements to help reduce carbon emissions associated with our buildings. These steps are key. They help us to evaluate our baseline and understand what needs to be done before 2027, from investment in low-carbon space heating, to upgrading wall and roof insulation.



### Provide members with low-carbon options

We believe our members should have access to the best available office spaces with zero added carbon. That's why we're committed to offering carbon neutral desk spaces by 2027. So far, we've broadened the scope of our emissions reporting, including all emissions from our suppliers. This is critical in quantifying the carbon impact from working spaces. In addition, we've outlined an offsetting strategy for the carbon neutral desk project. The aim, upon certification, is to ensure we have contingency funds to procure quality carbon offsets aligned to Uncommon's values and mission.



### Source and use better materials

Building management is integral to addressing the climate emergency. By employing the principles of the circular economy we can transform the way we construct, equip, use, and maintain Uncommon's workspaces. In early 2023, we started analysing the impacts associated with resource use, waste generation and building resilience, implemented via our BREEAM In-Use<sup>2</sup> buildings certification. In addition, we've started work on the Uncommon circular economy strategy, which will draw inspiration from the Ellen MacArthur Foundation, the UK Green Building Council, and Greater London Authority guidance. We will launch our strategy in 2023. As part of our no waste-to-landfill policy we're exploring how to make our workspaces single-use plastic free.



### What's next?

- Improve building efficiency in our buildings that currently achieve a C rating
- Undertake a baseline measurement of our current desk spaces
- Publish the Uncommon circular economy strategy at the end of 2023

## Overview

Our desire to create exceptional spaces means that buildings are at the core of what we do. They are a part of our mission and embody what we stand for.

We're not a typical workspace. And our buildings reflect that. That's why we set ambitious environmental, social and governance targets, to improve the impact that our buildings and materials have.

We've invested to increase the sustainability and efficiency of our buildings. We've also implemented processes to offer all our members carbon neutral desks by 2027 whilst sourcing more circular and sustainable products across our business.

<sup>1</sup> An energy performance certificate (EPC) rates how energy efficient your building is using grades from A to G  
<sup>2</sup> BREEAM In-Use is the Building Research Establishment's sustainability assessment method and certification scheme for existing buildings



“

AS HEAD OF FACILITIES, IT IS MY DAY-TO-DAY ACTIVITY TO MAKE SURE OUR BUILDINGS RUN EFFICIENTLY AND PROVIDE AN EXCEPTIONAL QUALITY OF SPACE FOR OUR TEAM AND CLIENTS FROM A WELLBEING STANDPOINT.

2022 was a year of change for the business and how we operate our buildings. We implemented multiple initiatives to reduce the consumption of electricity and water. We took a holistic view of everything we do and how we can reduce emissions and improve the experience of all users even further. This included the installation of sensor taps and water reducers, recycling water, switching to efficient lighting and, above all, educating our clients and team.

It's fantastic to see that the entire team is behind this. Every role at Uncommon has environmental and social responsibilities and targets.

The next big step is our BREEAM accreditation, which we are obtaining for all of our buildings. Look out for the results in June 2023!”

MICHAEL LOGAN | HEAD OF FACILITIES





# COLLABORATING WITH ETHICAL SUPPLIERS







## PROGRESS



### Set new supplier standards

The development of our supplier code of conduct in 2022 was significant. It will enable our suppliers to embed sustainable, ethical practices into their businesses while communicating Uncommon's values throughout the supply chain. We see suppliers as an extension of our business. And we are committed to upholding human and labour rights, ethical standards, legal compliance, sustainability, and diversity and inclusion. In everything we do.

Our code of conduct now communicates these values to all current and future suppliers. It ensures alignment on topics important not only to us, but to our members and community. Collective effort for collective good.



### Actively engage our suppliers

Toward the end of 2022 and into 2023 we undertook a supplier assessment with our climate partners Inhabit. First we identified our core suppliers, namely those with whom we have an important, ongoing relationship. This was followed by an engagement process. We discussed climate and diversity with each supplier, and their responses have enabled us to gain valuable insights into the performance of our value chain in these key areas.



### Ensure compliance with our standards

Our supplier code of conduct paired with the learnings from our supplier engagement has given us a robust platform to measure our suppliers' performance against our standards. We are on track for compliance with these standards by 2025. We will continue to support our suppliers where possible, enabling them to align with the values and standards laid out in the code of conduct. We cannot change the world alone, and have every intention of bringing our suppliers on our sustainability journey with us.



### What's next?

- Workshops with high-performing suppliers to gain knowledge of their sustainability journey (summer 2023)
- Workshops with lesser-performing suppliers to explore avenues for support from Uncommon
- Develop a compliance guide to embed standards in current and future supplier relationships
- Commence review of individual supplier performance against code of conduct

## Overview

Our impact extends far beyond our own operations. We understand this. And we're committed to including our suppliers as a guiding focus in our strategy.

So, we created a new set of standards. They ensure we only work with businesses whose vision for a sustainable, ethical future matches our own. At the same time we have developed ways to support our suppliers in achieving these goals.

We listened. We learnt. And we shared, providing the opportunity to collaborate on best practices and mutual learning.





I AM SO PROUD TO BE WORKING FOR A COMPANY THAT HAS A REALLY IMPACTFUL CODE OF CONDUCT, AND IS HELPING SUPPLIERS WITH THEIR ESG STRATEGY.

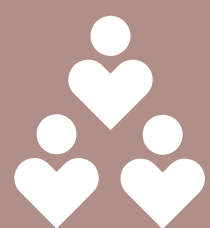
At Uncommon, we do our best to take everyone on the ESG journey. I have been part of the supply chain work stream which is an extensive piece of work, but equally rewarding! From my perspective it's absolutely vital that our suppliers understand and value our goals and vision, and therefore join us in our efforts to drive positive impact. It's been very well received.

Our supplier code of conduct was rolled out in 2022, and it is a written statement of how we run the business and what is important to us, but equally what we expect from our supply chain in terms of human rights and environmental challenges. We are working towards having our suppliers fully compliant with the code of conduct by the end of this year and we're here to support them.

We're now focusing on the implementation of the Sedex Supply Chain platform, which will help us in gathering more detailed information on our suppliers' best practices, and how this feeds into our roadmap."

JANE CHAPMAN | ACCOUNTS PAYABLE SUPERVISOR

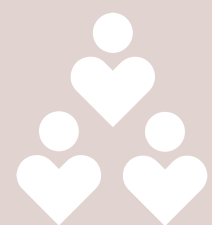




# PROMOTING DIVERSITY, OPPORTUNITIES AND THE WELLBEING OF OUR PEOPLE







# Overview

The greatest asset we have is our people. Our team enables us to be ‘Uncommon’ and provides immeasurable value to our members and community. This is why we’re building a culture of inclusivity, diversity, equality, openness and support.

We proactively advocate for our people by committing to diversity targets, while providing the opportunities for employees to grow professionally and personally. Underpinning all this, we are developing programmes to ensure our employees’ personal and physical wellbeing. After all, a diverse business is one that is equipped with greater innovation and creativity. It is filled with the brightest talent. And it is inherently connected to the communities in which it operates. We strive to meet all these standards.

## PROGRESS



### Increase diversity in our business

We committed to setting diversity targets in 2023. We’re on track to achieve this. But it must be done correctly, and that takes time. All employees have now completed diversity, equity and inclusion training with a roadmap approved by the senior management team. As part of this, Uncommon has collected diversity data on over 70% of our employees. This data will be used to benchmark key diversity metrics, and to identify and understand our deficiencies. The collation of this data is underway and will ensure the diversity targets we set are reasonable, actionable and valuable.



### Provide opportunities for our employees

We committed to ensuring 70% of Uncommon staff completed relevant, personalised and career-enhancing training by 2023. 78% of staff achieved this aim. In providing our employees opportunities to grow personally and/or professionally we exceeded our target. Each employee has had a career mapping session and we focus on supporting them with their progression and goals. In every way we can. We also provide our staff with an individual budget for training. This is not limited to the roles they currently occupy. We hope it can help further their own career aspirations.



### Support the health and wellbeing of our people

Wellbeing is a priority. So we launched a flexible benefits package to give our employees access to personalised wellbeing support. This package includes health scanning, training sessions, ‘unplugged’ breaks and financial coaching. It promotes and prioritises employee wellbeing. In addition, we’ve carried out a company-wide mental health survey to better understand the needs of our staff. This helps us to identify the areas where support from Uncommon will have the greatest impact. Based on results, we carried out a programme of wellbeing sessions specifically tailored to the needs of our staff.



### What’s next?

- Publish full diversity, equity and inclusion (DEI) report
- Form a DEI Committee to represent the true voice of Uncommon
- Develop a strategy to address any DEI imbalances
- Recruitment and promotion to receive a transparency policy with diversity statistics
- Form an internal engagement committee to ensure Uncommon continues to provide a positive work environment





“

THE TEAM REALLY GETS BEHIND THE INITIATIVES AND PLANS WE LAUNCH AND ACTIVELY PARTICIPATES IN MAKING THEM PART OF OUR EVERYDAY LIFE.

We have a really open, forward-thinking team so DEI and wellbeing (whether mental, physical or financial) was already something they were thinking about and had knowledge on. As a business we just needed to formalise our values and offering and make sure our team has been trained accordingly. In 2022 we introduced a formal ESG training plan as well as an individual development path for each team member.

We are never short on suggestions or volunteers. Our wellbeing initiatives in particular have been very popular – probably as it plays such a large part in our environments, but also because we’re a caring bunch!

Our next big milestone is the roll-out of a DEI policy and targets associated with it, which will impact various aspects of the business, from recruitment practices to collaboration with diverse suppliers.”

DANIEL PARSONS | HEAD OF PEOPLE & CULTURE





# DRIVING POSITIVE IMPACT FOR OUR MEMBERS







## Overview

We strive to create supportive environments that allow our members to live well, work well, and do well. This encompasses so much more than the physical spaces we use. Sustainability is important for our members and their companies alike. We understand. So we embedded our members' sustainability values into our ESG strategy.

We want to use the resources and knowledge gained through our own sustainability journey to support our members, wherever possible. After launching our strategy we workshopped all our members on what it means. And what it will provide for them. We've diversified the ways we communicate on our sustainability progress. Community is in our DNA. And our community initiatives are founded on this principle. For our members. For their companies. For their networks.

### PROGRESS



## Engage our members on climate

We hosted a workshop with our members in May 2022. We discussed our ESG goals and answered their questions. To make our learnings more accessible we hosted discussions with members. We delivered presentations on our strategy and explored how we could support our members' own sustainability journeys. We established client ESG groups in each location and continue to hold annual workshops open to all members.



## Engage with local communities and charities

We aim to support our local communities through initiatives such as our sponsorship of the Hampton & Richmond Borough FC. The initiative provides local women and youth with opportunities for personal and career development. We also provide space, team volunteering days and support in fundraisers for charities such as [Spread a Smile](#), [The Kusp](#) and [Trekstock](#). We are proud to contribute to the important and impactful work that they do.



## Support our members to embed sustainability within their practices

We are committed to supporting our members' individual journeys. Whether through sharing our best practice, our own journey to B-Corp, or how we embedded our ESG frameworks, we offer bespoke support to each of our clients. To aid our journey to net zero, we will also be making ESG requirements part of our client contract



## Set new member standards

By the end of 2023 we aim to develop a member guide setting sustainability standards across our workspace. In collaboration with our members we will develop the standard to cover areas including climate and wages. The groundwork has been laid. The workshops carried out. And we have some fantastic insights from our members on what aspects of sustainability they would like to prioritise.



## What's next?

- Develop a members' dashboard to track and review impact
- Support B-Corp or other framework/accreditation
- Involve members in fundraisers for Spread a Smile
- Review client contract terms (to include ESG best practice & key requirements)





## TEAM INVOLVEMENT



OUR MAIN FOCUS MOVING FORWARD IS TO STRENGTHEN ENGAGEMENT BY ENCOURAGING & SUPPORTING ALL OUR MEMBERS TO MAKE SUSTAINABLE CHOICES.

In my role as General Manager of one of our locations, client engagement is one of my priorities. In 2022 we started to run ESG focus groups for our clients. This has been received extremely well. Our clients are very environmentally (and socially) conscious – they have been getting involved with local and charitable drives and a selection of our members formed an ESG Committee where we have discussed how we can work together to achieve our common goal and reach net zero.

Our journey to become a B-Corp has sparked interest in the framework and we are now supporting several of our clients with their B-Corp applications. We hope to take more clients on this journey.”

HAYLEY McGARRELL | GENERAL MANAGER



I AM SO PROUD OF OUR PARTNERSHIP WITH SPREAD A SMILE – A CHARITY SUPPORTING SERIOUSLY ILL AND HOSPITALISED CHILDREN.

I have witnessed the huge difference they make to the children, so it is a pleasure to support them with fundraising initiatives. Our team volunteers regularly and everyone is touched by the work that is done. In the last year we built our relationship with Spread a Smile and they have become our partner. We have been hosting events for the charity in our locations and having Spread a Smile based permanently in one of our buildings makes them part of the Uncommon family. The bond we have is powerful.

The next step is to further involve our clients in fundraisers. By working together we can create an even greater positive impact!”

LUCIANO FREDERICO | ASSISTANT GENERAL MANAGER





# OUR ROADMAP FOR 2023 & BEYOND

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



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



A man with short brown hair, wearing a dark blue long-sleeved shirt, is seen from behind, sitting at a wooden desk. He is looking at a laptop screen. The desk is cluttered with various items including a mug, a small potted plant, and some papers. Large windows in the background offer a view of a city street with buildings and trees. In the foreground, several large indoor plants with green leaves are visible, some slightly out of focus. The overall atmosphere is bright and modern.

# UNCOMMON

---

CONTACT US:

[esg@uncommon.co.uk](mailto:esg@uncommon.co.uk)

[+44 \(0\)203 948 3895](tel:+442039483895)



[uncommon.co.uk](https://uncommon.co.uk)

GET OUR APP:

[iOS](#)

[Android](#)

