

UNCOMMON

Impact Report

2024

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A message from the CEO

2023 was a landmark year for Uncommon - filled with transformation and growth. The landscape in which businesses and individuals operate is undergoing significant shifts. But our commitment remains steadfast. Working together on purpose.

For the fifth year in a row, we maintained our carbon-neutral status. This past year we went a step further, achieving a carbon-negative status. We supported a number of our members on their path to becoming B Corps. We were featured in The Times' Best Places to Work 2023. And we continued to strengthen our foundations to ensure our expansion aligns with our values.

In line with our B Corp commitment, we've continued to embed sustainability in everything we do. But over the past year, we introduced a new framework to deliver our ambitions today, tomorrow and into the future. We now have four Committees responsible for the strategic planning and governance of four key areas of our business: our environmental impact, our members, the

Uncommon team and sustainable growth. All are guided by an ethos of collaboration, accountability and transparency.

With this framework, we're weaving resilience into the fabric of our business, setting the stage for value-driven growth. We've proven that together, we can multiply momentum. We're excited about opening our largest site yet in Holborn. The endeavour epitomises our commitment to delivering growth whilst remaining a force for good. Looking ahead, we will continue to build partnerships with those who share our core values. Our collective impact is so much greater than our individual actions.

Finally, the biggest thank you goes to the Uncommon team and to our partners. Your contributions truly are the engines of change.

Chris Davies
CEO



Last Year's Highlights

New

Governance framework

Top 100

The Sunday Times - 100 Best Places to Work

69%

Reduction of Scope 1 and 2 emissions

70%+

Team engagement with career-enhancing training

7%

Members joining B Corp

69 days

Of charity engagement used by our Team

Net Zero

Net Zero plan in place

BREEAM

4 buildings BREEAM certified

Gold

Investors in People - Gold Accreditation

B Corp

Certified in May 2023

Carbon Negative

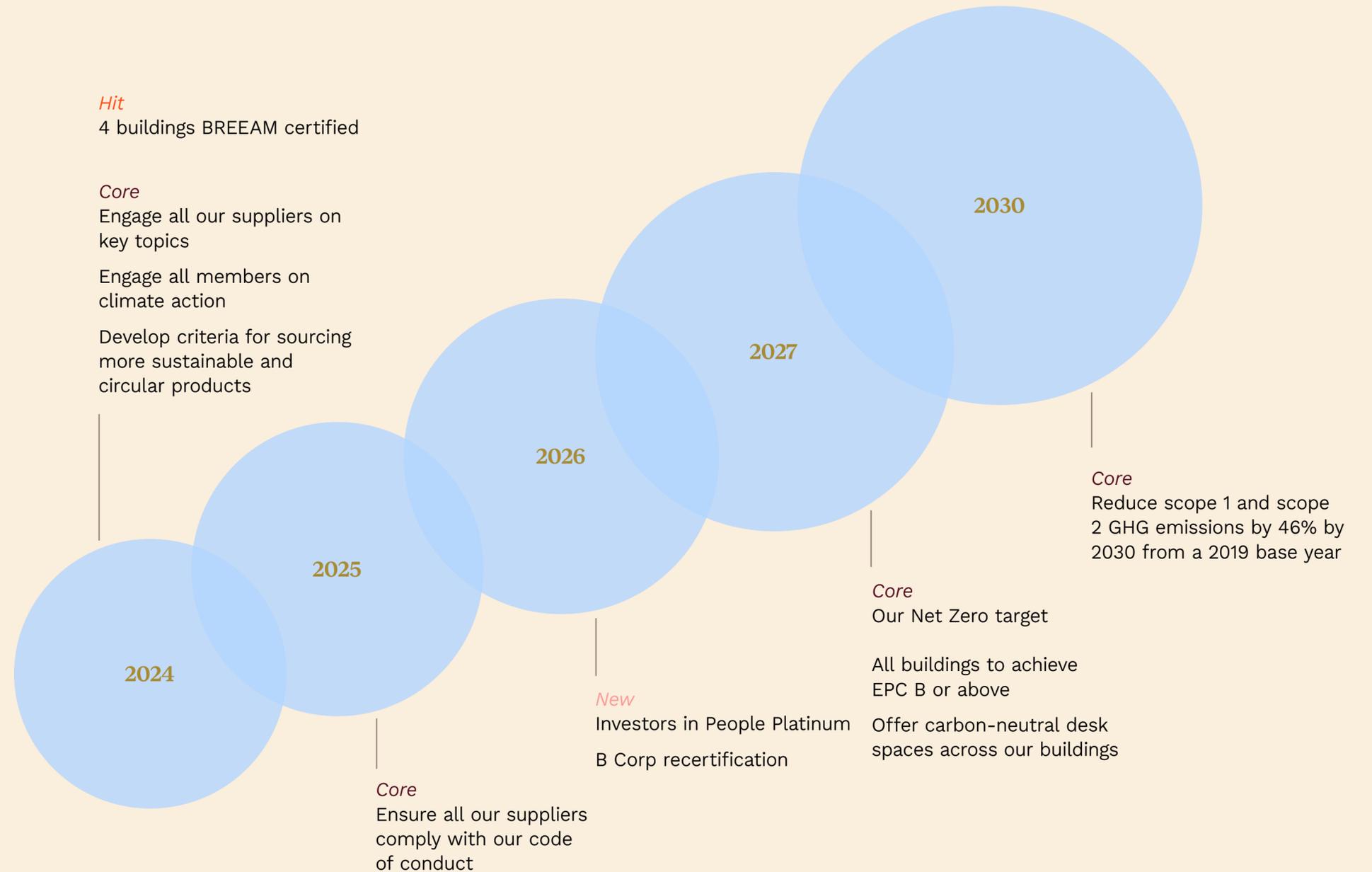
Achieved

Recap 2022 to 2023



2024 & beyond

We have a purpose of positivity



Exceptional spaces for work

In 2023, we continued to deliver on our environmental and social strategies, measured against impact-driven benchmarks. We developed a new internal governance framework, formed four issue-specific Committees and sustainability was reinforced within every role at Uncommon. Across every team member, our commitment is unwavering – to operate with purpose above all else.

A framework for delivering impact

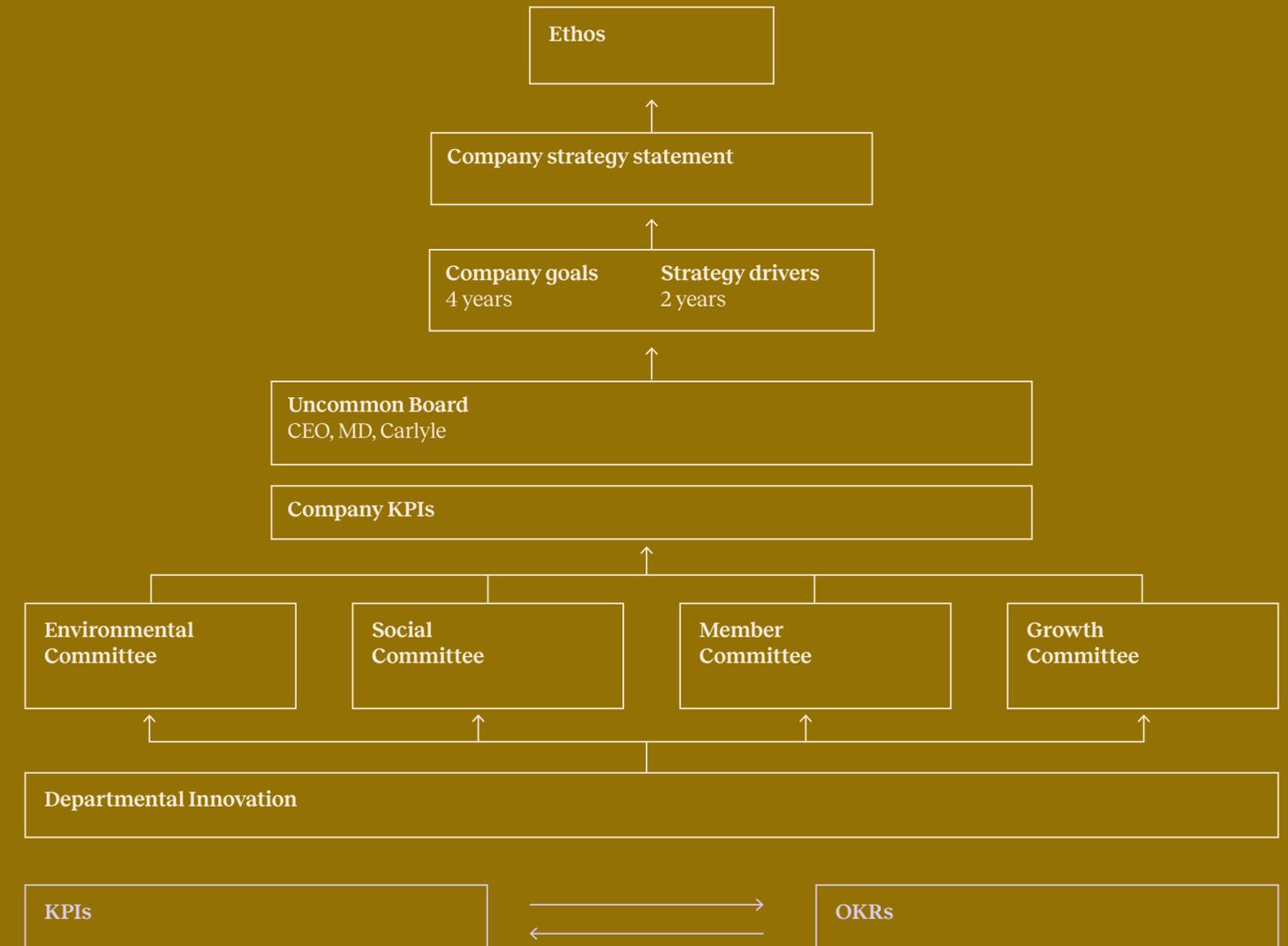
In early 2024, the Board established the business’s strategic direction, with short and long-term goals tied to KPIs, guided by our updated framework. This framework encompasses our Board, Committees, Champions¹, Collectives², and the wider community.

¹Uncommon Champions – Single members of the management team with expertise and motivation to ensure the achievement of a singular sustainable goals. Generally, a champion will be responsible for smaller, less complex goals.

²Uncommon Collectives – A group of Uncommon staff members with the collective knowledge, experience and ambition to ensure the achievement of a single sustainable goal. Collectives will be tasked with completing larger, more complex actions.

For us, transparency isn’t a buzzword. It’s a foundational principle. We’ll communicate frequently with our stakeholders, openly sharing our successes. And our areas for improvement.

We want all our actions to align with doing good. Forecasting potential challenges is part of our ethos. Staying ahead of the curve is integral to this ambition. We welcome feedback to shape our strategy. We are dedicated to remaining adaptable in addressing emerging sustainability issues. This exemplifies good governance at Uncommon.



Environment Committee
The Environmental Committee seeks to ensure the business is operating conscientiously both internally and within its wider sphere of influence from an environmental impact perspective.

Social Committee
We want Uncommon to become the most desirable place to work in London.

We’ll ensure our culture is clearly defined and deeply embedded in everything we do.

We’ll continue building a team that is diverse, fully engaged, well equipped for exceptional performance, and has opportunities for continuous growth.

Member Committee
Our mission is to consistently provide an exceptional experience for our members by understanding their diverse needs, actively engaging with them, and implementing initiatives that enhance satisfaction, loyalty, and a sense of belonging.

Growth Committee
The Growth Committee exists to ensure the financial well-being of the business and drive sustainable expansion of Uncommon.

We’ll support our team by active collaboration and represent their voice to the Board.



The Board

Represented by our chief executive officer Chris, our managing director Magda, and representatives from our investors Carlyle Group, the Board ensures our commitment to purpose runs through everything we do. As we optimise our environmental and social performance, our Board holds itself accountable. We don't see obligations, we see opportunities for growth.

Leading by example, our Board sets the standard.

Uncommon Committees

The four Committees assembled by the Board will oversee, advance and report on our sustainability agenda. These committees embody collaborative decision-making and teamwork.

The Committees have crafted committee-level goals to be executed by Uncommon Champions and Collectives. In concert with the Uncommon team, our Committees will keep us on track to achieve our goals. These include net-zero commitments, diversity, equity, and inclusion considerations, evolving and improving our membership offering, and performance and sustainable growth targets.

From the Board to our Committees to our Champions and Collectives, we're aligned. Own the task. Deliver positive impact.



Environment

Achievements

- We certified 4 of our buildings against the BREEAM In-Use Standard. We know so much more about our buildings now. We're proud to have achieved BREEAM In-Use 'Very Good' for Liverpool Street, Borough and Fulham, and 'Good' for Highbury.
- We're one step closer to having 100% of our buildings Energy Performance Certificate (EPC) rated B or above. Liverpool Street & Borough locations already met our minimum standard, now our Fulham asset transitioned from EPC rating C to B which is down to some critical improvements we have made in the last 12 months.
- We've reduced energy demand across all buildings by 29% in 2023 from 2022. Our team has worked hard to drive change through efficiency improvements and collaborating with our members to consume less energy.
- We are now a carbon-negative

business. Since 2019, we've been carbon-neutral operations. This year things changed. We've broadened the carbon neutrality reporting boundary to include emissions from our suppliers.

- We offset 1,815.05 tonnes of carbon – 110% of our carbon footprint – using only high-quality offsets.
- We've solidified our net-zero plan, adhering to the SBTi's standard to decrease emissions in line with a 1.5-degree warming scenario.
- Our scope 1 and 2 emissions have been reduced by 69% since 2019, surpassing our Science Based Target Initiative (SBTi) short-term target. This means we're on track to achieve our goal of an 80% reduction by 2025.
- Supplier emissions are a huge part of our route to net-zero. So we are making sure to engage with our supply chain on carbon and climate impacts. We have engaged 85 suppliers (45% of

supplier spend) on climate issues in 2023, targeting those companies that have greater carbon impacts.

Works in progress

- Now that we have solidified our net-zero plan – following the SBTi Net Zero Standard – we will seek approval for our long-term net-zero targets with SBTi.
- Emissions from purchased goods and services increased by 10% in 2023 compared to 2022. This was anticipated. As our business expands, we are prepared for modest increases in emissions.
- We have taken measures to comprehend the criteria for circular and low-impact products used in our buildings, though we have yet

to implement our plan. We aim to finalise our internal circular economy strategy by 2024.

- We will work hard to improve our Highbury building, making it as energy-efficient as possible. We're aiming to improve its EPC rating from C to B by the end of 2024, which will mean that all of our buildings will have EPC rating B or above.

In the pipeline: 2024

- We're committed to phasing out fossil fuel use in our assets. Our plan involves converting our remaining gas-consuming building to all-electric by 2024, meaning all our buildings will be entirely powered by low-impact renewable energy.
- We are starting to scope out the initiatives to move our Liverpool Street, Borough and Fulham locations from EPC rating B to A. By the end of this year we will have a clear action plan in place on how we are going to get there.
- We'll continue offsetting our carbon emissions to maintain our carbon negativity. Using the highest-quality credits means this work contributes positively to the environment and society.
- Developing our criteria for sourcing low-impact and circular products is a priority. This means implementing a comprehensive strategy covering all aspects of our buildings and operations, from refurbishment and demolition to office resource management.
- We'll continue engaging our suppliers on environmental issues, maintaining our database of leaders in each field, and working with suppliers to help them improve their credentials. Helping our suppliers decarbonise will help us decarbonise. Their wins are our wins
- We will continue to make upgrades to the sustainability of our buildings inline with BREEAM In-Use recommendations. Incremental changes year-on-year to improve our rating upon the next certification round in 3-years.



“The Environmental Committee’s goal is to ensure Uncommon is operating conscientiously, both internally and within its wider sphere of influence, from an environmental impact perspective.

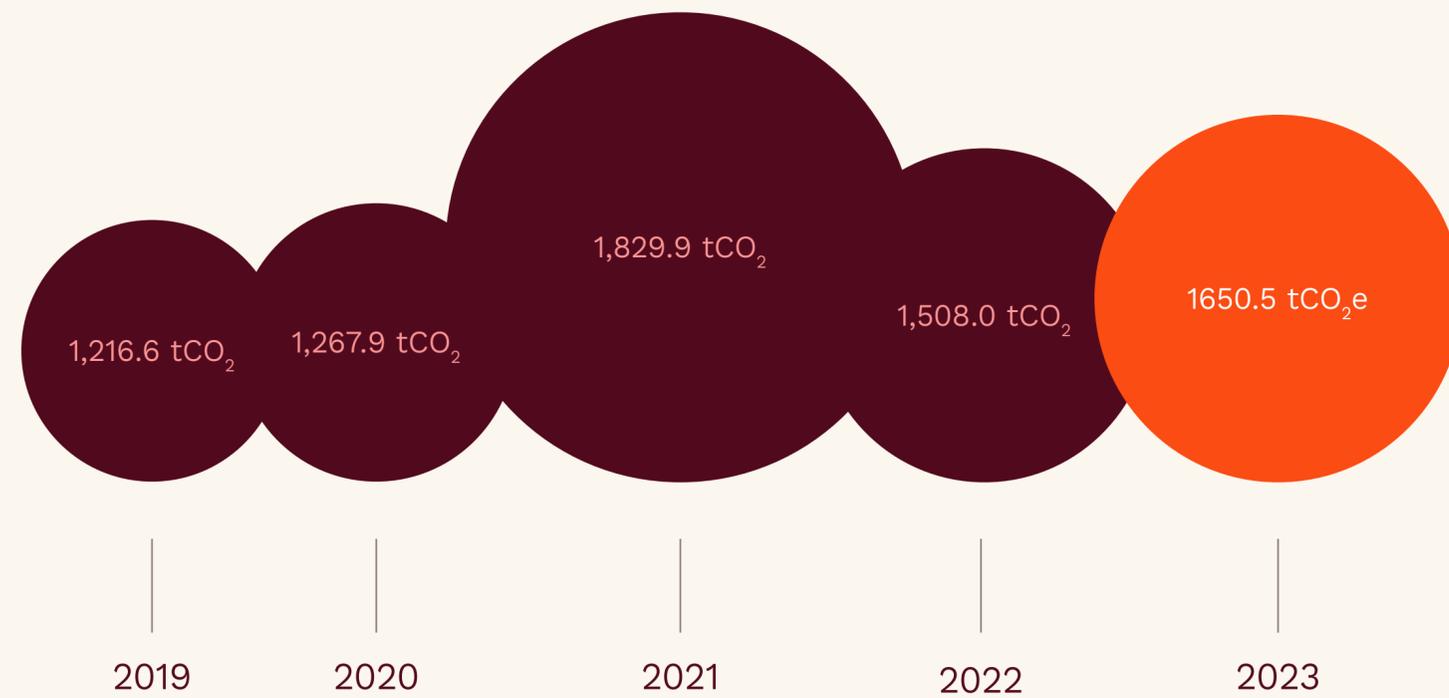
The committee is responsible for tracking, monitoring and implementing initiatives including those related to decarbonisation, supply chain sustainability and improving the environmental performance of Uncommon’s real estate. Although I work across a broad range of sustainability topics, the environment is particularly close to my heart. In my role, it’s rewarding to support Uncommon’s work towards these important environmental objectives for the business, and beyond.”

Dorry Price
Chair of the Environmental Committee



Carbon Performance

2019 to 2023



Annual Emissions (tCO₂e)



Zero emissions have been reported in Scope 2 (market-based), due to the procurement of 100% renewable energy (backed by REGO certification)

- 43.6 Scope 1 Direct emissions
- 0 Scope 2 Indirect emissions
- 1,606.9 Scope 3 Indirect emissions

Scope 3 Breakdown	GHG Emissions (tCO ₂ e)
Purchased Goods & Services	1,556.4
Fuel & Energy Related Activities	25.5
Waste	4.4
Employee Commute	10.5

Scope 3 emissions generated from purchased goods and services have increased from 2022. We can't directly control these emissions, so change will take time. The rise in these emissions reflects additional purchasing that took place to get ready for Holborn.

Members

Achievements

- We're proactively spreading environmental and wellbeing awareness. *Twenty-eight member organisations have participated in our in-person sessions, from B Corp workshops to enhance members' understanding of business impact models to roundtable environmental discussions.*
- Our member teams regularly deliver actionable insights and updates to our members, including communications about our sustainability agenda.
- House rules were developed to establish a benchmark standard for all our buildings. These are simple rules designed for everyone to follow, unifying our commitment.

- We launched our Sustainable Living Guide - a monthly newsletter with day to day eco-living tips and links to further educational resources. It was sent to 100% of our members across all locations and reached an opening rate of 40%

Works in progress

- In 2023, we engaged 13% of member businesses in person. Businesses at Uncommon are productive and busy. We understand this. So we're looking to adapt how we connect with our audience to drive engagement. Evolving strategies for increased impact.
- 7% of our members businesses became B Corp. It's a start, but we're confident we can support more to join this movement.



In the pipeline: 2024

- We will continue with our in-person member engagement programme. Offering more support for those looking at the B Corp accreditation process, office wellbeing sessions, introductions to green investment, visits to Social Farms & Gardens⁷ and at-home sustainability learning.
- In 2024, we aim for 100% of new companies to receive sustainability onboarding sessions and for 36% to attend our regular in-person Green Collective⁸ workshops.
- We will work with B Lab UK to promote the benefits of becoming a B Corp business. This will include B Corp-themed events and bespoke certification support for all our members.
- Our member team will continue our impact outreach to inspire change and enable action.

³ *Social Farms & Gardens* – a charity supporting communities to farm, garden and grow together

⁴ *Green Collective* – our quarterly sustainability and wellbeing sessions

28
companies attended sustainability based workshops in 2023

Workshops included:
B Corp Sessions
Winter Wellness
ESG Round Tables



“We know that our members play a vital role in our mission to drive the positive impact. And so one of our key goals as a Member Committee is to ensure they have access to expertise and tools that will support them strengthening their own sustainability strategies.

Last year we successfully launched our Green Collective sessions and in 2024 we’re looking to push those further, offering more talks and workshops from external experts, better support with ESG accreditation processes with easy data access and ensuring 100% of our members go through a holistic sustainability onboarding, so they get to benefit from everything that Uncommon offers them from the very day one. And that’s the part I am so passionate about - ensuring exceptional experience for all members and driving initiatives that make a meaningful difference”

Elena Monserrate
Chair of the Member Committee



Social

Achievements

- We have created a people-centric place of work. We achieved a Gold accreditation from Investors in People⁹. And we were featured in The Times' Best Places to Work 2023¹⁰ – evaluated on benefits, bonuses, wellbeing, inclusivity and more.
- We've measured and reported on Uncommon's key diversity, equity, and inclusion metrics, encompassing gender, ethnicity, sexual orientation, disability, caregiving responsibilities, age, and religion.
- In 2023, we empowered our staff to advance their careers, allocating personal training budgets. 74% of our team participated in career-enhancing training – surpassing our target to deliver these opportunities.
- Our revamped benefits programme allocated larger budgets to support our team's mental health, physical wellbeing,

and financial stability. We are particularly proud of our new nursery benefit scheme, supporting parents returning to work with the cost of childcare.

- The Uncommon team dedicated 69 days to collective charitable action

Works in progress

- Leveraging our 2023 diversity, equity, and inclusion data, we have pinpointed areas for improvement, including diversifying the age and ethnicity of our team and further reduction of our GPG. We will continue to track the relevant data within our internal annual DEI report.
- Our team training rate is good, but we can improve. We're committed to giving every team member the opportunity to learn.

Our key 2023 DEI internal report stats:



⁹ *Investors in People* – a standard for people management that measures how businesses support their staff

¹⁰ *The Times' Best Places to Work 2023*

In the pipeline: 2024

- We'll continue targeting more diverse applicants to come and work at Uncommon, utilising specialist digital platforms such as Rest Less¹¹.
- We are committed to upholding our team training rate of 70% or higher for 2024. To enhance training effectiveness, we will survey our team to ensure the initiative is targeted and relevant.
- In 2024, we will further enhance our benefits program, focusing on wellbeing. The overwhelmingly positive feedback shows that our team values flexibility and choice.
- We will continue to work with our incredible charitable partners Spread a Smile¹², Trekstock¹³ and Kusp¹⁴. We will not only donate much-needed funds but our time too.

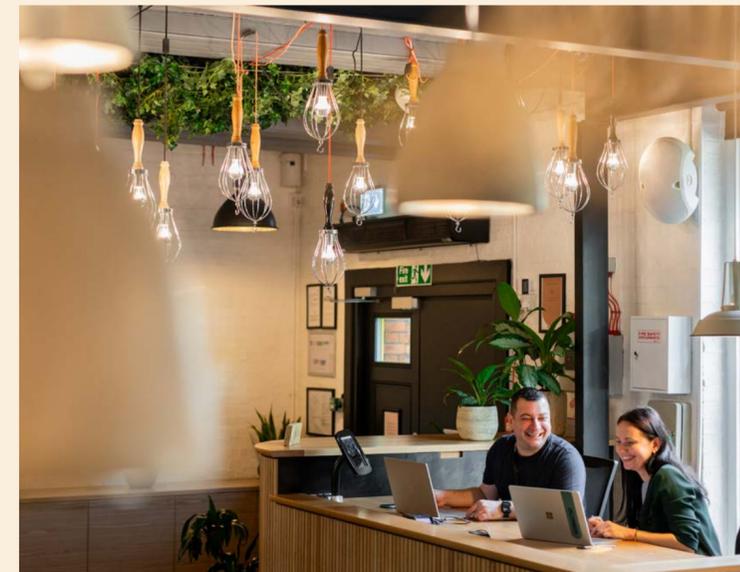


“Our people are at the very heart of everything we do. So it’s vital that they feel valued, listened to and proud to be working together toward the same purpose.

We know our team looks after our members incredibly well. Now we need to ensure we’re looking after each other just the same.

That means: keep improving our culture, keep investing in learning & development, keep driving engagement and keep building a sense of belonging, through various diversity, equity, and inclusion initiatives and charity involvement. In simple terms, making sure that our team gets an exceptional experience working at Uncommon, from the start and then every single day moving forward.”

Gosia Jacygrad
Chair of the Social Committee



⁷ Rest Less – a digital community and platform tailored to people in their 50s and above

⁸ Spread a Smile – a charity that brings joy and laughter to seriously ill children in NHS hospitals and hospices across the country

⁹ Trekstock – a charity ensuring that every young adult in their 20s or 30s living with cancer and its after-effects gets the tailored support they're looking for

¹⁰ The Kusp – a not-for-profit social enterprise improving access for under-represented talent in the creative media industries through talent development and talent sourcing

Growth

Achievements

- We have opened our fifth and largest location, High Holborn and, as of May 2024, have welcomed 31 member companies onboard. We take great pride in fostering a growing community. The building is our most sustainable asset yet with EPC rating A and pending BREEAM accreditation of Excellent rating.
- We established a new framework which integrates our purpose and long term strategic goals with governance. By introducing four strategic Committees who are empowered to drive the business forward, we focus our efforts to deliver on our commitments.
- The development of the Growth Committee is both an achievement and a statement of intent. It will help to ensure our long-term expansion plans remain sustainable, through proper governance and appropriate separation of responsibilities.

Works in progress

- We are dedicated to observing and analysing the market, looking ahead and forecasting trends. We are actively evaluating our position relative to key players. From new technologies to strategic partnerships, we're actively seeking opportunities that align with our long-term vision.
- We continue to work on tech initiatives such as development of our App which increases efficiency of operations and positively contributes to members' experience.
- The opening of our Holborn location has been our most ambitious project yet. The lessons learned are invaluable. We are diligently engaging all our stakeholders to ensure that the learnings are captured and leveraged for future asset openings.

- Delivering on our 2024 budget is critical for reinvestment in the business. We hit our Q1' 24 Revenue and EBITDA targets for the stabilised portfolio and are on track to meet our full year budget.



In the pipeline: 2024

- Recognising the imperative need for robust, effective leadership, we will continue delivering leadership development and mentorship programmes including one to one coaching sessions and practical team workshops with some of the best coaches and facilitators. Investing in tomorrow’s leaders, today.
- Under the guidance of the Growth Committee, we will look to embed a more robust risk management and mitigation strategy, looking closely at our internal operations and external market factors.
- Developing a pipeline of assets in line with our ambitious growth plans.



“The Growth Committee focuses on finding and using opportunities that not only enhance our current operations, but pave the way for innovative pathways to growth. It’s a big job, but our dedicated team is passionate about crafting an approach that balances resilience and long-term success with ethical and environmental considerations.”

Chris Davies
Chair of the Growth Committee



Being a B Corp

B Corp is a movement - a global network of over 8,000 companies that have truly committed to doing good while doing business. It's a driving force for a better future. It's a stamp of approval of our collective efforts. A collective achievement we're so proud of.

Being B Corp means we're a purpose driven business. That we're committed to giving back to our people, communities, and the planet. It means we are accountable for everything we do. It pushes us to set ambitious sustainability goals. To never stop caring and continue making the change. Every. Single. Day.

We became certified in May 2023 and made a fantastic start with a score of 98.2. Scores can range from 80 to 200, but most businesses don't reach 80 on their first attempt. The fact we broke the 90-barrier at our first pass reflects all the hard work we're doing at Uncommon. But we're not stopping here. This will always

be a work-in-progress, and our next step is to hit 'outstanding'. Yet, in a sense, the numbers don't matter. We want to get better and better, and we'll never stop pushing.

So what is next?

With support of B Corp, we will be following a framework of continuous improvement. We have begun to review our processes in a preparation for our next assessment in 2026. Meanwhile, we continue to encourage our members to start their own B Corp journeys, whether that's by certification support or hosting events with other B Corps to discuss our ideas, challenges and plans for driving sustainability within businesses.



Our B Corp Month Event featuring Ruebik, Cyd Connects, allplants, Feragaia and B Lab UK.

Here's how we scored across different areas:

Governance - 18.5 out of 20 available

How our company is managed and structured, and how much we prioritise social and environmental responsibility in our mission and decision-making.

Workers - 29.7 out of 37 available

How we look after our team, including financial security, health and safety, wellness, career development, and engagement and satisfaction.

Community - 15.2 out of 26 available

How we impact and engage with the communities we're a part of, hiring and sourcing locally, with a strong emphasis on diversity, equity and inclusion.

Environment - 32.3 out of 45 available

Our environmental management practices and how they impact air, climate, water, land and biodiversity. We've really excelled here, which is hugely important. As part of the real estate industry, it's vital we do as much as we can because the opportunity for change is so big.

Customers - 2.3 out of 5 available

How we build relationships with customers through the quality of what we offer, ethical marketing, data privacy and security, and opportunities to give feedback.



“Uncommon played a pivotal role during our journey to becoming a B Corp in December 2022 and continues to play an important role in supporting our commitments as a B Corp. With their help, we were able to provide crucial information for our B Corp assessment.

Uncommon’s implementation of sustainable practices and its focus on social and environmental responsibility, highlighted by its Green Collective initiative and regular B Corp events for members, has empowered us to integrate sustainability into our daily work lives”

James Symes
CEO



“We originally chose Uncommon because we believe that a great workspace leads to great work. Uncommon ticked all the boxes, from location through to atmosphere.

I’ve been incredibly inspired by Uncommon’s B Corp journey. They shared their ambitious sustainability strategy with their members, rallying us to support the plan. Along the way, they inspired Be A Bear and other members to pursue B Corp status. Their support and shared learnings are invaluable.

Knowing we work in a sustainable space and having access to Uncommon’s environmental data and guidance gives us a huge advantage in that journey.

On a personal note, I’ve been eagerly participating in Green Collective sessions which gave me the opportunity to meet other like-minded members to exchange learnings and new ideas for sustainable business growth.

I love working at Uncommon, I recommend it to numerous business contacts, and as a team, we’re so excited to operate out of such a sustainable building.”

Max Maharajh
CEO



“When looking for a new office, finding a home at a company that shared our values was really important to us. Since joining Uncommon last year, Fulkers Bailey Russell has joined a community of mission-driven businesses. We are already seeing the great benefits of being members. Being part of a supportive and collaborative community is contributing positively towards Fulkers’ impact, which is helping drive future goals and objectives.”

Emma Lampard
Senior Project Manager



Collective effort for collective good

We are Uncommon.
And we own buildings full of belief.
Packed full of energy.

Because energy is everything.
It's the problem.
And the solution.

So we're tackling both.
Under one roof.
(Well, five and counting.)

Making exceptional spaces for work.
Where you and your ambition
are well looked after.

Because if you're with us,
we can multiply momentum
Together, we can work for a better future.

Connect with us

Website

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