

getliving SUSTAINABILITY REPORT

Creating neighbourhoods fit for the future



Published 2023

“

Our ambitious ESG agenda is progressively becoming embedded into every area of our culture and operations for the benefit of our residents, our people, and ultimately for our investors in terms of shareholder value.”

Rick de Blaby
CEO

This report presents Get Living’s sustainability agenda, progress and achievements for 2022.

SUSTAINABILITY REPORT

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Get Living at a glance

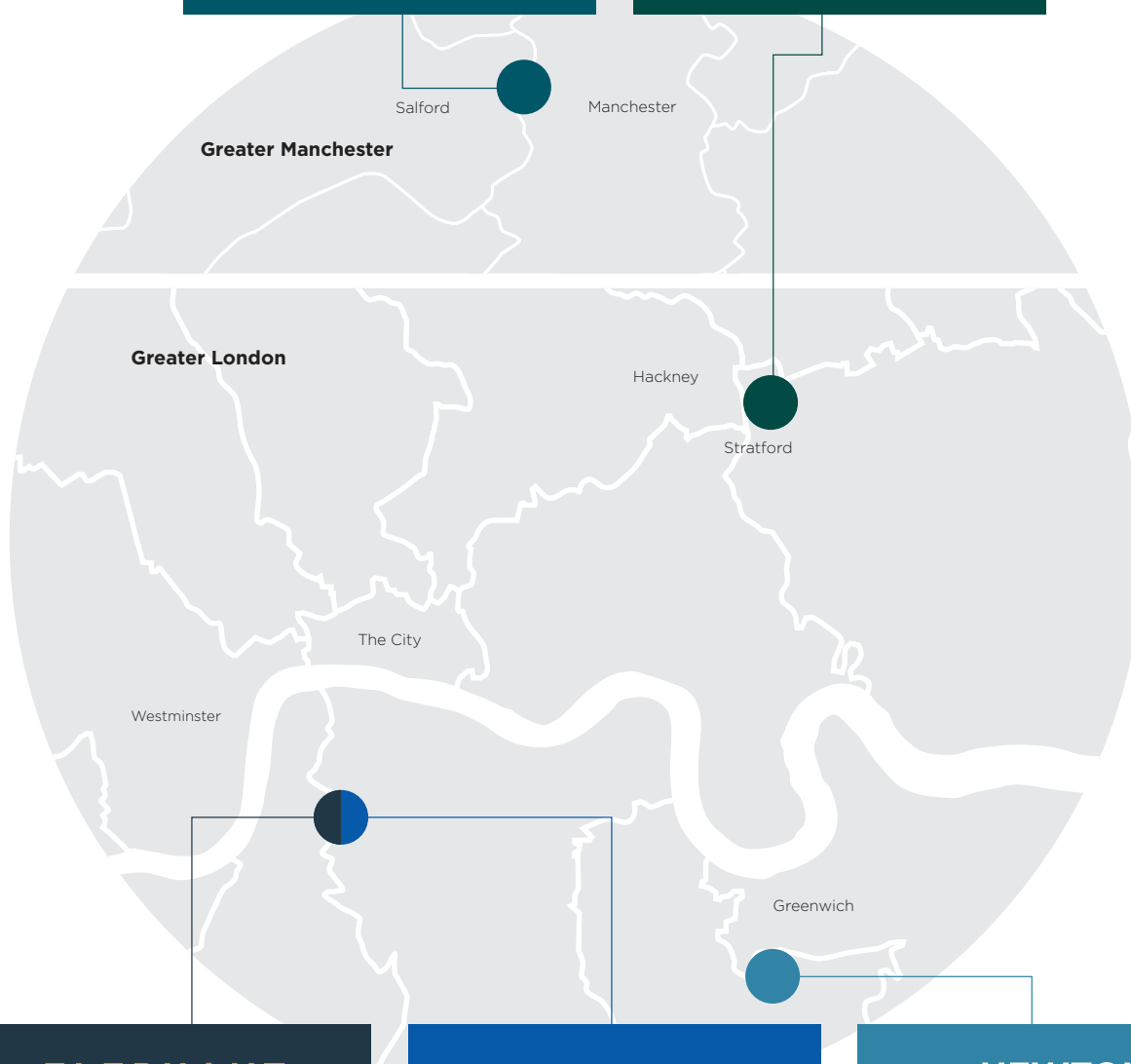
OUR NEIGHBOURHOODS

NEW MAKER YARDS

New Maker Yards offers canal-side living just minutes from Manchester and Salford's vibrant centres.

east village london E20

Our first and flagship neighbourhood, East Village, is a vibrant 67-acre community on the doorstep of Queen Elizabeth Olympic Park.



ELEPHANT CENTRAL

In London's zone 1, Elephant Central sits at the heart of the wider Elephant and Castle regeneration area and is perfectly placed for city living.

ELEPHANT AND CASTLE TOWN CENTRE

The new town centre will deliver close to 500 new homes and the rejuvenation of what is already one of London's most dynamic and vibrant areas.

NEWTON PLACE

Get Living's third London neighbourhood will be a transformational scheme for this well-connected South London hub.



Introduction from the COO



Ailish Christian-West

CONTINUING OUR JOURNEY TOWARDS SUSTAINABILITY

As Get Living enters its second decade, it is important to celebrate our progress to date, whilst acknowledging the need for continuous improvement, and the increased urgency of the climate agenda. 2022 has seen environmental performance, social impacts and good governance (ESG) move into the mainstream as vital components of all business strategy and future planning.

Get Living has an important role to play in creating an equitable transition to the Net Zero economy, benefitting sustainable communities and long-term, purpose-driven investors alike. Get Living have an ambitious approach to ESG, which I am proud to sponsor as Chair of our ESG Committee.

2022 has seen us further embed our ESG strategy within our company culture. All Get Living colleagues are encouraged to develop their climate literacy through training seminars, incorporating ESG principles into their day to day roles, and embedding specific ESG commitments in the employee appraisal process. We have also begun to embrace the recommendations of the UN's Taskforce for Climate-related Financial Disclosures (TCFD) recommendations, carrying out a TCFD Gap Analysis and preparing to integrate climate considerations with mainstream business strategy.

Within our communities, we have strengthened ties with local groups, provided essential funding through our Inspiring Community funds, and incorporated creative placemaking activations with a focus on sustainability, connections and innovation. The Lab E20 at East Village has gone from strength to strength, engaging with local residents, the community and local education institutions through a programme incorporating creative workshops, panel events and sustainable fashion shows.

Our internal capability has been strengthened with the appointment of a Head of Net Zero, delivering a real step change in our approach to data, analysis and operational improvements. While improvements to energy performance data collection and analysis are somewhat intangible at present, we are building strong foundations to create decision-useful energy and carbon intensity metrics.

In aggregate, our progress has been recognised by the Global Real Estate Sustainability Benchmark (GRESB), who awarded Get Living a 5-star rating for our operational portfolio for the third year running.

Environmental

In 2022, we continued to evolve our approach to environmental sustainability by:

- **Progressing our ESG data strategy**

We made significant progress in our approach to ESG data management, improving data quality and processes in anticipation of increased scrutiny from stakeholders, and to aid our reporting. We identified key opportunities and potential barriers to automating the collation of energy consumption data via smart meters and improving the granularity of utilities data.

- **Taking a whole life cycle approach**

Our ESG Steering Committee held insightful discussions around embodied carbon, reflecting the increased importance of embodied carbon by requiring Whole Life Cycle (WLC) assessments in new developments and site acquisitions, and seeking to align with LETI standards for embodied carbon. We are also driving the energy efficiency of buildings, which is emerging as a key quality differentiator.

Social

In 2022, we continued to put our social impact strategy into action by:

- **Supporting local economies**

Through the provision of flexible, high-quality, value focused neighbourhood development, delivering homes, new job opportunities and contributions to the local economy. We work hard to offer people a better way to live and rent, in neighbourhoods that are fit for the future. We aim to provide great homes, create healthier places and boost the social and economic worth of communities.

- **Investing in the local community**

Investing in projects and initiatives through our Inspiring Communities funds that support local businesses, institutions and students in the form of funding, upskilling and mentoring. Also, continuing to invest in the public realm and green spaces, including group exercise classes, for the benefit of peoples' health and wellbeing.

- **Shaping our placemaking approach**

Incorporating placemaking initiatives, such as The Lab E20, that engage wider communities and promote creativity and sustainable living.

- **Encouraging our colleagues to give back to communities**

We facilitate volunteering directly within our communities via Get Living Gives Back, in which colleagues across the business spend a day supporting local initiatives and community projects.

Governance

Get Living's commitment to maintaining a high standard of ESG and climate practices continues to be a core aspect of our strategy. We regularly review and update our objectives to ensure ongoing progress and enhancement, underpinned by a GRI aligned materiality assessment. As we seek to constantly improve our impact, sustainability themed benchmarks and disclosures augment our wider corporate governance.

Our work continued in 2022 with:

- **Developing our design standards**

We took the first steps towards developing robust design standards, considering factors such as energy and carbon targets, resilience measures, wellness and social value. We are working to consolidate our requirements for new developments to guide third party developers and inform our in-house development projects.

- **Benchmarking performance with GRESB**

In 2022 we maintained our 5-star GRESB rating for standing investments and upheld our high 4-star GRESB rating for our development submissions. GRESB assessments are guided by what investors and the industry consider to be material issues and are aligned with international reporting frameworks, goals and emerging regulations.

Our rating means we have kept our position as one of the leaders of our peer group in the UK Build to Rent sector (UK Residential Multi-Family). As our peers continue to improve, we recognise that we must focus on further opportunities to enhance our ESG performance in 2023 and beyond.

- **Providing transparent disclosures**

We reported performance under the Streamlined Energy and Carbon Reporting (SECR) framework and made voluntary disclosures aligned with the wide-ranging EPRA sustainability Best Practice Recommendations (sBPR).

- **Tackling Climate Change**

Get Living recognises that climate change is the defining challenge of our time. In 2022, our Board approved a significant Net Zero Statement of Intent, affirming our commitment to establish a Net Zero pathway and integrate climate impacts into our broader corporate strategy.

We also delved into the recommendations from the Taskforce for Climate-related Disclosures Recommendations, preparing ourselves for future mandatory disclosures and identifying strategies to address physical and transition risks associated with changing climate.

Our next steps will be to:

- Establish Net Zero carbon targets and integrate into all areas of our operations;
- Automate data collection to highlight energy reduction areas;
- Perform a physical climate risk scenario analysis on all our standing and development assets;
- Undergo a detailed deep retrofit assessment of an existing asset to examine how to align with Net Zero science-based targets;
- Continue to embrace the TCFD recommendations and bring our reporting further in line with them; and
- Stakeholder engagement to embed sustainable practice.

Ailish Christian-West
Chief Operating Officer

Our ESG strategy

INTEGRATING ESG VALUES INTO OUR DNA



Our ESG Strategy

Our environmental, social and governance (ESG) strategy, established in 2020, set our ambition to integrate ESG values into our DNA, and for these values to be reflected in Get Living's brand. Our involvement in every stage of a neighbourhood's life cycle, from design and development through to operation, provides extensive opportunity to drive positive environmental impacts and generate social value in collaboration with our partners and stakeholders. Our aim is to support local employment and local suppliers, become civic family members of the communities in which we operate, whilst pursuing a green and sustainable agenda.

Get Living aims to be a leader in sustainability within the UK's Build to Rent sector, leveraging our role as long-term stewards of our neighbourhoods to deliver positive environmental and social outcomes. Our strategy follows a set of guiding principles, applicable to our operational activities and the construction of our real estate assets, aligned with the UN Sustainable Development Goals ("SDGs").



Whilst we recognise the importance of all SDGs, our focus as a business is best placed on the goals we are most able to influence through our operations. We have identified goals 8 (Decent Work and Economic Growth), 11 (Sustainable Cities and Communities), and 13 (Climate Action) as those where we can make the greatest impact. These goals closely correspond with what we stand for: industry innovators providing sustainable living spaces, within which communities can thrive through economic opportunity.

To the right we outline how our ESG strategy supports these goals, as well as other SDGs where we have identified alignment with our strategy.

Environmental Sustainability



We aim to continually improve the environmental performance of the neighbourhoods we are responsible for creating and managing. We commit to:

- Minimise the consumption of resources and production of waste, as well as avoiding pollution.
- Monitor and measure data with the overall aim of minimising energy and water consumption and the production of waste and greenhouse gas (GHG) emissions.
- Nurture resilient neighbourhoods that enhance biodiversity, manage climate change adaptation, and provide high performance buildings fit for the future by achieving Green Building Certifications.

Social Impact



People are at the centre of everything we do. Our goal is to provide great rental homes, create healthier places and boost the social and economic worth of our neighbourhoods. We commit to:

- Help the local economy grow through provision of flexible, high-quality, value-focused neighbourhood development.
- Supporting training, skills and career development for our employees and our supply chain.
- Create wider social value by engaging the community through our Inspiring Communities Fund and by monitoring and targeting improvement of resident satisfaction.
- Improve the health and wellbeing for our residents and employees through assessment and introduction of initiatives such as biodiversity enhancement and the provision of cultural and physical activities.

Sustainability and Governance



We believe that strong governance procedures should underpin everything we do. To ensure our ESG actions have the maximum impact and meet the expectations of all stakeholders. We commit to:

- Satisfy all relevant legislation requirements and stay ahead of regulation compliance on ESG issues, including our supply chain.
- Implement and maintain our Environmental Management System (EMS), aligned with the international standard ISO 14001, to allow us to manage our ESG aspirations and seek continual improvement.
- Act upon sustainability risks and opportunities identified through materiality assessment and in accordance with our ESG strategy.
- Benchmark our ESG performance against recognised targets and standards and via an external assessment to evaluate our continual improvement. This also supports our ethos of honesty and accountability in our marketing and communications.

Environmental performance

ENVIRONMENTAL SUSTAINABILITY



2022 has seen a step change in interest in the environmental performance and social credentials of property companies such as Get Living. This year we have built on our established ESG strategy to practically and culturally embed sustainability within our operations and our plans for the future.

Our multi-faceted approach to environmental performance included engagement with every single employee, capital works to improve energy efficiency, improvements to ESG data quality and processes, developing robust design standards and tackling the thorny issue of embodied carbon in new developments.

Improving environmental data quality

Access to high quality data is essential to understanding, improving and communicating our operational energy and carbon performance. However, as a landlord, we are particularly reliant on access to residents' and commercial tenants' utility meter readings, which underpin key metrics such as Energy Use Intensity and Scope 1, 2 and 3 carbon emissions.

We have identified opportunities to automate utilities data and improve the granularity of data inputs through the Data Communications Company (DCC) smart meter network, heat networks, and IoT-enabled sensors. These will replace current practices, which are labour intensive and reliant on less frequent reporting intervals.

We are working to automate the collation of landlord utilities data for common parts and void properties, where we are the ultimate bill payer. Elsewhere, we have developed a plan to originate and maintain occupants' informed consent to access their automated utility data, which make up the majority of our operational emissions. Across all utility consumption data sources, we wish to reduce reporting intervals from a matter of months to a matter of minutes.

In the meantime, we have revamped our internal ESG data dashboards to track the use of automated readings versus manual and estimated readings as a KPI. We have also aligned our quarterly internal reporting with the EPRA's sustainability Best Practice Recommendations (EPRA sBPR) for absolute electricity, heating, gas and water consumption, carbon emissions and waste diversion rates.

Building for the future

Get Living recognise the need to future proof building performance during the design and construction phase. We have therefore consolidated our requirements for new developments to guide our discussions with third party developers and inform our in-house development projects.

The standards reflect a fabric-first "energy hierarchy" and draw on the Low Energy Transition Initiative (LETI) guidance, emerging regulations (including the Future Homes Standard and draft London Plan), and professional standards.

Specific targets for Energy Use Intensity, space heating demand and embodied carbon align with LETI recommendations and reference guidance from the Royal Institution of Chartered Surveyors (RICS) and the Chartered Institute of Building Services Engineers (CIBSE). Targets for thermal comfort refer to CIBSE technical memoranda TM52 and TM59, while we have developed our own standards for smart metering and zero reliance on fossil fuels in operation.

Tackling embodied carbon

Reducing the impacts on construction is a key challenge for the property industry that will require innovation and collaboration throughout the value chain. We include a Whole Life Cycle assessment as a requirement in new developments and site

acquisitions, and seek to align with LETI standards for embodied carbon. We have also carried out an innovative and detailed retrospective study of the embodied carbon in our recent development, Portlands Place in East Village.

The study offered important lessons in how to improve measurement and understanding of embodied carbon across the development supply chain and Get Living supported the authors of the report to publish a peer reviewed academic study in the open access journal "Energies".

We will apply insights from this study to future projects. These including identifying a WLC study as a deliverable in projects consultants' and contractor teams' appointments. The inter-operability of Building Information Models, construction/manufacture models and WLC assessment tools should also be considered throughout the design and construction process. It is hoped that greater awareness of WLC studies will impact design decisions to favour low-carbon technologies and encourage supply chains to provide more robust Environmental Performance Declarations.

Energy efficiency works

The energy efficiency of buildings is emerging as a key quality differentiator, which can be improved through capital works to reduce energy consumption.

In 2022 we identified landlord lighting in common parts of our buildings as a key area for immediate improvement and developed detailed plans to replace lighting and improve lighting controls in common parts. The works are expected to reduce the electricity consumption of landlord light by 79% for 148 homes in East Village. These benefits form part of a triple bottom line of reduced energy and maintenance costs, lower carbon emissions and fewer visible defects in highly trafficked areas. The scheme is expected to lead to energy and maintenance savings of £98k per annum at a Yield on Costs of 12.5%, and if successful, we aim to roll out similar schemes in other blocks.

The efficiency of district heating networks has been identified as another opportunity for improvement. In 2022 we benefitted from government funding under the Heat Network Efficiency Scheme, and identified opportunities to improve heating efficiency and comfort in East Village. We are continuing to work with the heat network operator for the Queen Elizabeth Olympic Park to develop these opportunities in 2023.

Looking further ahead, we are developing a decarbonisation plan for an archetypal plot in East Village. This study will identify capital works required to align with the Carbon Risk Real Estate Monitor (CRREM) Net Zero pathway and make recommendations regarding zero reliance on fossil fuels, low energy use, renewable generation, energy demand responsiveness, and in-use verification. Learnings from this project will be applied throughout the portfolio.

Environmental performance continued

Making sustainability personal

Every Get Living employee sets personal targets to integrate ESG into their work and appraisal for the year. To help our team relate key climate issues to their day-to-day work, over 170 employees attended climate literacy training workshops in 2022.

These workshops explored climate within the broader sustainability landscape, including issues such as physical and transition risk, and how these relate to Get Living. Every employee was also invited to additional training to update them on Get Living's ESG progress throughout the year.

Circular Economy panel discussion with David Phillips.



Kickstarting the Circular Economy

Throughout 2022 we partnered with our supply chain to innovate the lifecycle of domestic furniture and kickstart an exemplar circular economy business model.

We identified that furniture in our older homes was becoming worn and in need of replacement. A traditional, linear business model would have condemned older furniture to landfill. However, Get Living worked with our supply chain to assess 16,840 individual items of furniture for refurbishment and re-use.

This resulted in 2,098 items (12%) being refurbished and re-used within the Get Living estate. A further 7,409 items (44%) were refurbished and donated to charity, with the remainder re-sold or diverted to energy generation from waste. The project represents sizable potential value, both as direct charitable donations, and the social impact of supporting low-carbon skills.

Re-sold items were marketed for sale under our furniture provider's new consumer brand "Release". Our partner plans to expand the consumer brand with ex-rental furniture from across their wider business.

Social performance

SOCIAL IMPACT

At Get Living, we know that a person's home is more than about bricks and mortar, it's also about the community and neighbourhood that they become a part of, where people come together and feel connected. That's why social value, creating wider social, environmental and economic benefits, is one of the vital ingredients across our neighbourhoods.

This has been our philosophy since Get Living was founded back in 2013 with our pioneering neighbourhood, East Village. Being a force for good means taking an active role in our neighbourhoods, working closely with residents, local stakeholders and wider communities. To that end, we have not only donated to local charitable and community causes in 2022, but we have also set up our own initiatives and projects that respond to local needs with the aim of supporting, empowering and upskilling local communities.

Our Social Value Policy

We invest in places for the long term and it's important to us that we focus our efforts not only on our neighbourhoods and residents, but also the wider locality. Our role is to support local employment and local suppliers, become civic family members of the communities in which we operate, while pursuing a green and sustainable agenda.

We work hard to offer people a better way to live and rent, in neighbourhoods that are fit for the future. We aim to provide great rental homes, create healthier places and boost the social and economic worth of communities.

To achieve that aim, we are working to:

- Help local economies grow through the provision of flexible, high-quality, value focussed neighbourhood development, delivering homes, new job opportunities and contributions to the local economy. In turn, this attracts further inward investment and can act as a catalyst for further growth and productivity. As long-term stakeholders in the places in which we operate, we also invest in projects and initiatives that support local businesses, institutions and students in the form of funding, upskilling and mentoring.
- Support training, skills and career development for our employees and through our supply chain.
- Create wider social value by supporting local causes and projects through our Inspiring Communities Fund and by monitoring and targeting improvement of tenant satisfaction.
- Improve the health and wellbeing of our residents and employees through assessment and introduction of initiatives such as biodiversity enhancement and provision of cultural and physical activities.

Creative Placemaking with The Lab E20

Having launched in 2021, The Lab E20 has quickly become a new flagship for experiential retail, cultural exhibition and creative workspace. Designed by Christopher Raeburn, founder of RÆBURN, the 3,500 sq ft and double-heighted space in Stratford plays host to events and experiences with various cultural partners for residents and wider community.

The Lab has successfully incubated local creative-tech start-ups, supported the emergence of local design talent in partnership with the London College of Fashion and works with local and global cultural partners for further collaboration between the fashion industry, the built environment and the creative industries.

In 2022, Fashion District curated The Lab's cultural programme with a focus on sustainability, community and creativity. Activities included an investment series event featuring pitching workshops and investment clinics, a LOANHOOD pop-up with a preview party and upcycling workshop, and a Project ReGo Exhibition supported by Foundation for Future London and London College of Fashion. Regular monthly events at The Lab E20 include salsa classes, knitting clubs and a community fund club.



Social performance continued

Supporting Communities with ActionFunder

Working with ActionFunder, Get Living's Inspiring East Village Community Fund supported seven local community project activities in 2022. Over £20,000 was awarded to non-profits making an impact in the local area.

The launch follows the success of a similar funding campaign at our New Maker Yards neighbourhood in Salford in 2021. Across the UK, Get Living provides funding to local community groups and initiatives focused around four key themes:

- driving local work and growth;
- working towards more sustainable cities;
- increasing focus on the arts and creativity; and
- improving neighbourhood inclusivity.

A selection panel, which included local residents at East Village, chose the winning projects based on the above criteria. This year the Inspiring East Village Fund supported a broad range of projects and initiatives that focus on upskilling and education, life skills workshops and groups that bring together and connect local people. These projects are: Ready to Work – Vine Connect, XLP Homework Project, Who's Behind the Camera – Youth Charter at London Stadium Learning, YouMeUs @ The Lab E20 – Catalyst in Communities, QEOP Girlguiding Goes Camping, Inclusive Community Cooking, Skate Gals & Pals.



Local Girlguides group, supported by the Inspiring East Village Fund.



Get Living Gives Back at Thorogood Gardens, Stratford.

Get Living Gives Back

In 2022 Get Living launched Get Living Give Back, an opportunity for colleagues to volunteer for group charitable initiatives in the communities in which we operate. Colleagues spent a day of their time supporting varied projects that closely align with Get Living's wider social value objectives, including promoting biodiversity, combating loneliness and providing essentials for those most in need.

50 team members participated in 2022, with further activities planned for 2023.

The events held included:

Thorogood Gardens, Stratford

In late Spring several Get Living colleagues joined with some of our key supply partners to rejuvenate a community garden in Stratford. The team helped with weeding and mowing, the planting of beds and containers and the installation of a shed and bird boxes. Plants that would encourage wildlife to the area were also selected to help promote biodiversity.

Blackfriars Settlement, Southwark

Over the course of two days a group of Get Living staff visited the Blackfriars Settlement Day Centre to prepare, cook and serve lunch to a group of elderly Southwark residents. The team spent time chatting with the residents, hosted a quiz and sang songs.

Newham District Foodbank, Stratford

Instead of an all-colleague Secret Santa and to support those struggling with the cost of living crisis, the Get Living Stratford office chose to make donations to a local foodbank. Over a three-week period nearly 300 food items were donated and delivered to the charity the week before Christmas.

Coco Collective, Lewisham

The Coco Collective is an afro diaspora community garden in Lewisham. In November, nine people from across Get Living were guided by the Coco Collective team in a day of bramble clearing, weeding, and digging up a lawn and replacing it with new turf, all to improve the garden for the local community.

Don't Walk Past, Manchester

Towards the end of the year staff and residents at New Maker Yards, Salford, donated unwanted but usable clothes for the homeless in Manchester.

Bringing local art to East Village with Hypha Studios

At the end of 2022 we began working with Hypha Studios, a charity matching creatives with empty spaces for free, to convert a former Sainsbury's store into a creative space for emerging design talent at East Village.

Centred around the themes of design and community living, the space has become a showcase for a series of artists and exhibitions, cementing East Village as the gateway to East London's creative district and further supporting Get Living's strategy in creating an inclusive and sustainable urban neighbourhood.

The two unique gallery spaces showcase curated and immersive works by local artists and emerging talent from Goldsmiths University students. As part of the residency, the artists are also engaging with the local community.

The launch of Hypha Studios at East Village.



"Creativity is central to many communities and our newest design studio in Stratford's East Village will bring new life to a vacant commercial space, transforming the unit into a not-for-profit gallery and exhibition space for local and emerging talent.

"East Village is a fantastic location for the new and historic local communities, and with great travel connections we really hope that the exhibitions will also draw new visitors to the area. With its deep cultural history, Stratford is becoming a new creative hub for London and Hypha Studios is excited to be working with Get Living to bring a series of exhibitions to E20."

Camilla Cole, Founder of Hypha Studios



Working with local businesses through the Elephant & Castle Business Forum

Established in 2021, the Elephant and Castle Business Forum is a vehicle for local businesses to work together to take advantage of local opportunities, develop initiatives to promote the local commercial and cultural offer and apply for funding to deliver projects in Elephant and Castle. The forum has so far brought together 66 local businesses and stakeholders, led by a steering group and an appointed chair person.

Two successful projects have been delivered to date. The Forum is working in partnership with the UAL-LLC University and the People's Company Theatre with support from Southwark Council. It is also working with Urban Elephant Festival and Digital Marketing face to face training to support 30 local businesses.

Governance performance

SUSTAINABILITY AND GOVERNANCE



Strong governance is essential to ensure that good intentions are carried through to practical ends. This is particularly true in matters of sustainability, where sustainability themed benchmarks and disclosures augment our wider corporate governance.

Get Living's approach to ESG benchmarking is guided by participation in the GRESB, and supported by voluntary disclosures on our social impact and the wide-ranging sustainability Best Practice Recommendations of the EPRA (EPRA sBPR). We are investigating the recommendations of the Task force for Climate-related Financial Disclosures (TCFD) and include light-touch disclosures in this report. We also make mandatory disclosures under the Streamlined Energy and Carbon Reporting framework, details of which are provided below.

5-star GRESB rating

For the third year running, Get Living participated in the GRESB and was awarded a 5-star GRESB rating for Standing Investments. Our Development Assets were also awarded a 4-star GRESB rating for the second consecutive year, placing Get Living second from top in our Residential: Multi-Family peer group of eight companies.

As an investor-led organisation, GRESB provides a rigorous and rounded framework for sustainable practice and preparing ESG data for the financial markets. Get Living have benefitted from the regular benchmarking process which collects, validates, scores, and independently benchmarks ESG data.

Participation in GRESB has helped shape our policy and approach to ESG leadership, including reporting, risk management, stakeholder engagement, development standards, build quality, green building certification, energy efficiency, water efficiency, waste management and total greenhouse gas emissions.

EPRA sustainability Best Practice Recommendations

Get Living's annual Sustainability Report for 2022 will continue to include detailed sustainability metrics in line with the European Public Real Estate Association's sustainability Best Practice Recommendations (EPRA sBPR). These include quality assured statements on the portfolio's energy consumption, water consumption, carbon emissions, waste management, green building certification, social impact, employment practices, procurement practices and governance. The report for 2021, which was published in 2022, can be found at www.getliving.com/about/esg-policy/.

Streamlined Energy and Carbon Reporting

Get Living PLC emissions and energy usage statements are reported in the below tables for the year ending 31 December 2022. Absolute emissions/consumption, like-for-likeⁱ and an intensity valueⁱⁱ for 2021 and 2022 are reported. These tables set out the emissions and consumption for the entity overall and the split between "Residential" and "Student Accommodation" asset types. Like-for-like and intensity values include all consuming assets owned for two consecutive years within the entity. The approach taken follows guidance provided by the GHG Reporting Guidelines (BEIS, 2019)ⁱⁱⁱ. See Appendix for further details of the reporting methodology.

Table 1: Get Living PLC Greenhouse Gas Emissions Statement for year ending 31 December 2022

Sector and GHG source		Absolute emissions (tonnes CO ₂ e)		Like-for-like/degree day adjusted emissions (tonnes CO ₂ e)			Like-for-like/degree day adjusted intensity (kgCO ₂ e/m ² NLA)		
		2021	2022	2021	2022	% change	2021	2022	% change
Residential	Scope 1	813	1,178	738	970	31%	15.7	20.7	31%
	Scope 2	2,889	2,848	2,860	2,714	-5%	10.1	9.6	-5%
	Scope 3	3,239	3,230	3,150	3,096	-2%	11.1	10.9	-2%
	Total	6,941	7,256	6,748	6,780	0%	23.8	23.9	0%
Student Accommodation	Scope 1	237	218	237	250	6%	43.4	46.0	6%
	Scope 2	74	85	74	85	15%	13.6	15.6	15%
Total	Scope 1	1,050	1,396	975	1,220	25%	18.6	23.3	25%
	Scope 2	2,963	2,933	2,934	2,799	-5%	10.2	9.7	-5%
	Scope 3	3,239	3,230	3,150	3,096	-2%	11.1	10.9	-2%
	Total	7,252	7,559	7,059	7,115	1%	24.4	24.6	1%

i Like-for-like excludes assets that were purchased, sold or under refurbishment during the two years reported

ii Intensity values are calculated on a kgCO₂e/m² basis for GHG emissions and kWh/m² for energy consumption

iii https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/791529/Env-reporting-guidance_inc_SECR_31March.pdf

Corporate governance report

Enhanced and adaptable governance, supporting Get Living's strategy.

Adaptable governance structure

Effective corporate governance is a key requirement for the Group. For the year ended 31 December 2022, under The Companies (Miscellaneous Reporting) Regulations 2018, Get Living has applied the Wates Corporate Governance Principles for Large Private Companies (the "Wates Principles") as its framework for disclosure regarding its corporate governance arrangements. We continue to support our business to deliver on our strategy in an ever-changing regulatory environment. Corporate governance at Get Living is about running the business in the right way in order to realise value in our neighbourhoods for the benefit of all our stakeholders and is treated as a core discipline that complements our need to improve the performance of the business on behalf of our stakeholders. In this section we provide details of our Board members, the Executive Team and the role of the Board and its Committees.

The Board

The Board currently comprises three Non-executive Directors, all of whom are independent from the management team of the Group. The Board is responsible for setting the overall Group strategy and investment policy, monitoring Group performance and authorising all property acquisitions.

To assist it in discharging these responsibilities, it receives regular financial and operational reports from the Executive Team. It also monitors updates on regulatory issues and corporate governance rules and guidelines on a regular basis.

The Board meets at least four times per year and has adopted a schedule of reserved matters for decision making.

The Board has established an Audit Committee and a Remuneration Committee and continues to support the ongoing development of these Committees in support of the adoption of the Wates Corporate Governance Principles.

Accountability and audit

The Board's responsibilities with regard to the financial statements are set out in the Annual Report (AR22) from page 67. The independent auditor's report is given on pages 60 to 66 of AR22.

Internal control

The Board recognises its ultimate responsibility for the Group's system of internal control. It is actively developing procedures for identifying, evaluating and managing risks that the Group is exposed to and has identified risk management controls in the key areas of business objectives, accounting, compliance and operations as areas for the continual review. These procedures have operated throughout the year and up to the date of approval of the Annual Report and audited financial statements. It has, however, to be understood that systems of internal control, however carefully designed, operated and supervised, can provide only reasonable and not absolute assurance against material misstatement or loss.

A description of the Group's operations and the strategy which it employs to maximise returns whilst minimising risks can be found on pages 40 to 43 of the Annual Report (AR22).

Our governance structure



Each of the above Committees report on their activities to the Board.

Response to TCFD

Preparing for the Task force on Climate-related Financial Disclosures

Get Living worked with external specialists to investigate the recommendations of the TCFD and carried out a gap analysis in preparation for emerging mandatory requirements.

We have investigated the role of climate on Get Living's governance, strategy, risk management and target setting, identifying a number of "quick wins" to improve our approach, as well as deeper, systemic changes that we intend to implement over the medium to long term. Climate strategy is interwoven throughout our wider strategy.

Table 2: Overview of our performance against TCFD recommendations

TCFD Recommendation	Response	See also
Governance		
The Board's role	Climate matters are raised at the Board's quarterly meetings as appropriate. Elements of climate risk are also captured in the Audit Sub-committee's duties regarding general risk management.	Annual Report (AR22) page 48
Management's role	Climate strategy is represented within senior management by the COO, who is responsible for ESG (including climate-related opportunities and risk). The COO is supported by external advisers, the ESG Steering Committee and the Head of Net Zero.	Annual Report (AR22) page 51
Strategy		
Climate opportunities and risks	The broader topic of "sustainability" has been identified as a principal risk that is actively managed and regularly reviewed by senior management. "Sustainability" includes climate transition risks such as build cost inflation and changing customer expectations, while physical climate impacts are captured as sensitivities to other principal risks, such as acute environmental events impacting health and safety, and investor sentiment impacting market risk.	Annual Report (AR22) page 40
Climate impacts on strategy and financial planning	Working with external advisors, Forvis, Get Living carried out a TCFD GAP Analysis in 2022. This identified a number of "quick wins" to improve our approach and included strategic recommendations to benefit from the Taskforce's wider recommendations. Sustainability goals are already included in every team member's annual appraisal to promote ownership of sustainability (and climate) at every level of Get Living's culture. Budget has also been allocated to improve EPC ratings, reduce landlord electricity consumption and invest in ESG data quality through smart metering infrastructure and processes.	Environmental Sustainability page 9
Scenario analysis	Get Living is conducting a Scenario Analysis for standing assets in 2023. Development assets are already investigated by specialist consultants to identify and mitigate physical climate risks such as flooding, extreme heat and high winds throughout the development cycle.	

Response to TCFD continued

Table 2: Overview of performance against TCFD recommendations continued

TCFD Recommendation	Response	See also
Risk management		
Identifying and assessing climate risks	The Executive Team regularly reviews all principal risks and how these are mitigated and managed across Get Living's business activities. The ESG Steering Committee, which is chaired by the COO also provides support to senior management regarding the identification and interaction of climate risks.	Annual Report (AR22) page 40
Managing climate risks	Get Living seeks to future proof assets against emerging physical and transition climate risks through robust new build standards and improvements to the energy efficiency of existing neighbourhoods. We are working to quantify the capital commitments required to align with CRREM decarbonisation pathways and are also investing in training to improve awareness of climate sensitivities and impacts.	Environmental Sustainability page 9
Integrating climate within wider risk management	In light of the TCFD Gap Analysis, we are working to improve understanding of "climate" both within the "sustainability" agenda, and the broader business strategy landscape. To this end, all principal risks are assessed for climate sensitivities to highlight the interaction between climate matters and traditional risk classifications such as market risk and health and safety.	Annual Report (AR22) page 40
Metrics and targets		
Climate metrics	Detailed climate metrics are disclosed annually in Get Living's annual Sustainability Report, which aligns with EPRA sBPR standards.	
Greenhouse gas emissions	Scope 1, 2 and 3 greenhouse gas emissions are disclosed annually in accordance with the Streamlined Energy and Carbon Reporting requirements, which are included in this report.	Annual Report (AR22) page 38
Targets for improvement	Get Living is investigating alignment with the Carbon Risk Real Estate Monitor (CRREM) methodology and aspire to set targets in line with the UK's National Determined Contributions to the Paris Climate Accords.	

Stakeholder engagement

OUR APPROACH TO ENGAGEMENT



Our employees

Our employees are those who are directly employed by Get Living. Employees want to feel supported, working in a safe and comfortable environment where they can thrive in a collaborative culture that celebrates diversity and inclusion.

Why we engage

Our business success will be determined by our employees. We recognise the importance of attracting and retaining talent and creating diverse teams with relevant skills and expertise.

How we engage

Diversity and inclusion are central to our offer and we commit to being an organisation where teams feel supported and inspired to realise their potential. We invest in our people through training courses and talent development programmes, encouraging aspiring female leaders by providing executive coaching and sponsorships. Appraisal structures support staff retention and employee performance. Our employee value proposition is regularly reviewed to ensure it is relevant for our people. We collect employee feedback through surveys and promote wellbeing activities.

Outcomes of engagement

- Regular Executive led events increase top down communication and encourage business engagement
- A cost of living allowance was provided to certain employees during the year to provide financial assistance
- Our sickness and parental leave policies have been enhanced in response to employee feedback
- As part of our pledge to reduce carbon emissions, we offer employees a cycle to work scheme



Our contractors and suppliers

Our contractors and suppliers are those who provide goods and services to Get Living; they want to be treated with respect, through professional interactions and prompt payment.

Why we engage

Contractors and suppliers play a critical role in our ability to operate sustainably, safely and efficiently and therefore we ensure that they comply with Get Living standards.

How we engage

The procurement and development teams maintain close relationships and regularly meet with contractors and suppliers. We have a collaborative approach to our supply chain and encourage contractors and suppliers to raise any issues or concerns about their relationship with the Group, their contracts or the workforce. We require our contractors and suppliers to support anti-slavery initiatives and controls are in place to mitigate the risk of slavery and human trafficking from occurring within our supply chains.

Outcomes of engagement

- Key contractors and suppliers are proactively managed to maintain positive relationships
- Enhanced corporate due diligence controls have been implemented to provide more in-depth data to monitor our supply chain
- Our tender process scores contractors and suppliers with a minimum 20% weighting linked to ESG credentials
- Terms with contractors and suppliers include a commitment to comply with the law on anti-slavery and human trafficking



Our residents

Our residents are those who live in our property and includes their guests and visitors. Residents want us to understand their changing requirements and provide quality and sustainable homes with responsive services.

Why we engage

Our residents are our business and staying in touch with their wants and needs is essential to the Group's performance and reputation.

How we engage

Regular engagement is facilitated through our Welcome Offices situated in each neighbourhood, allowing residents to walk in and engage directly with the customer service team. Our Customer Hub team are also dedicated to dealing with resident queries via phone, email, website chat or social media to ensure we are prompt and responsive to issues. We hold social events for our residents as part of our placemaking strategy to encourage social engagement in our neighbourhoods and stay in touch with resident needs and feedback through surveys.

Outcomes of engagement

- Three Get Living neighbourhoods featured in the HomeViews' Top 10 "best places to live" in the UK during the year, as voted by our residents
- We are partnered with London Stadium as lifestyle sponsor, providing residents with access to concerts, stadium tours and use of community facilities
- Automated NPS surveys are sent every six months with an option to leave a comment
- Get Living has now joined the Spotify platform, providing a further unique opportunity to engage with residents

Stakeholder engagement continued

Section 172 statement

At Get Living, listening to and engaging effectively with our stakeholders is key to ensuring the right decisions are made. As a result, the relationships with our stakeholders are key to the long-term success of the Group.



Our retailers

Our retailers operate businesses within our neighbourhoods, with offerings such as retail, leisure and F&B. Retailers want us to understand their changing requirements and provide affordable and sustainable space, and responsive services, that help them compete and operate successfully.

Why we engage

Retailers are a key element of our neighbourhoods and not only serve our residents, but draw additional visitors playing a key role in our placemaking strategy. We engage to ensure products and services can be provided to deliver mutually beneficial outcomes.

How we engage

We have a dedicated team led by an experienced Head of Retail that engage regularly with our retailers through a variety of communication channels. We adopt a tailored approach to our retailers who range from small independent businesses to large national corporates. The retail team take the opportunity to connect with brands and build relationships through attending retail events. Our neighbourhood events present an opportunity for our retailers to showcase their offering.

Outcomes of engagement

- Get Living hosted exhibition stands at the Completely Retail Marketplace events in April and September 2022
- The Retail team increased in size during the year, ensuring sufficient capacity to adequately service our existing retailers and in anticipation for future retailers as developments reach completion



Our investors

Our investors are those who own shares in Get Living. Investors want the Group to generate attractive returns and therefore require clear and transparent communication of our long-term strategies, short-term plans and regular updates of the Group's progress towards these.

Why we engage

Investors provide equity funding to the Group and institutional investors in particular are constantly evaluating their portfolio holdings. Providing insightful information about the Get Living's strategy and performance is crucial for their assessment of the Group and allows them to provide valuable feedback and make assessments for capital deployment. The Group pays special attention to maintaining regular and transparent dialogue with investors, in order to ensure that they are treated and informed equally.

How we engage

The Board is made up of three Non-executive Directors and an independent Chair, all of whom are independent from the management team of the Group as investor nominees. The Board meets at least quarterly. Get Living regularly meets with the investors and provides monthly and quarterly reporting.

Outcomes of engagement

- A Group strategy day was held in December 2022 attended by the Executive Team and a number of investor representatives
- The Group continues to adopt and adhere to the Wates Corporate Governance Principles ("Wates Principles"), increasing transparency for investors and other stakeholders



Our communities

Our communities are those who live in areas where we operate, such as local residents, businesses, schools and charities. Local people and groups want us to enhance the physical and social infrastructure in their area, helping their community to thrive.

Why we engage

We want our neighbourhoods to have a positive impact on the local community. We have to understand the needs of our local communities to help them thrive which has a direct impact on the success of Get Living.

How we engage

Working in collaboration with our partners, our community support is wide-ranging. Get Living has a dedicated events team which organises and funds year-round events and activities creating the opportunity for people to come together which are inclusive and open to all. We ensure we listen to and consult with residents, businesses and community groups when we develop a new neighbourhood.

Outcomes of engagement

- The Lab E20, East Village's creative hub has held a number of free exhibitions, workshops and activities throughout the year
- Our Inspiring Communities Fund has continued to support a number of organisations and initiatives across our neighbourhoods
- Our Sports Aid sponsorship enables and empowers the next generation of athletes to achieve their ambitions






The EPRA metrics

As in previous years, we have chosen to disclose detailed information in line with the European Public Real Estate Association's sustainability Best Practice Recommendations (EPRA sBPR). These EPRA metrics provide a breakdown of environmental, social and governance performance and represent the gold standard in sustainability disclosures.

Environmental metrics look at consumption of electricity, district heating, fuels and water to calculate energy intensity per square metre of building, and the associated greenhouse gas emissions. Consumption and intensities are described as an absolute, total figure, alongside an adjusted 'like-for-like' figure that accounts for changes in the occupancy of new buildings and gaps in data collection.

Our headline performance trends, which are summarised below, show a mixed picture that is indicative of the complex interactions between building owner, occupier, supplier and external events.

Table 3: Headline performance trends

	Measure	Absolute trend	Like-for-like trend
	Scope 1+2 GHG	0.50%	-5.0%
	Scope 1 GHG	24.60%	10.2%
	Scope 2 GHG	-8.20%	-10.0%
	Energy Intensity	4.50%	-1.0%
	Electricity Consumption	0.8%	-2.5%
	Heat Consumption	-8.2%	-8.2%
	Fuels Consumption	25.0%	10.5%

Overall, the portfolio's like-for-like carbon intensity (which excludes occupants' emissions) has reduced by 5%.

We believe this is largely due to a combination of energy efficiency improvements at the Elephant Central energy centre, and the decarbonisation of national grid electricity. The absolute trend, which includes new buildings with occupancy below 75%, shows a slight increase as empty properties' emissions fall into scopes 1 and 2. We expect this trend will self-correct as people move in.

Elsewhere, a post-covid recovery in occupancy levels has prompted growth in absolute terms for electricity and fuel consumption criteria. This is particularly true of the gas fuels used to heat the all-inclusive student accommodation in Elephant Central. This building experienced significant move-outs in 2021, before returning to normal occupancy levels in 2022. The period also saw the completion of new buildings in East Village and New Maker Yards, which tended to increase consumption across the board.

Compiling the EPRA metrics is a complex process, which we are actively working to improve with greater data granularity, shorter reporting intervals and an informed consent approach to accessing occupant meter readings.

The next section describes the methodology behind the metrics and presents the findings in full.

The EPRA metrics continued

Reporting scope

This report sets out Get Living's sustainability practices and performance data for the period 1st January 2022 to 31st December 2022.

Organisational boundary

Get Living Plc limits its report to properties controlled by Get Living Plc (operational control) in accordance with the principles of the Greenhouse Gas Protocol. This includes all real estate assets owned or managed by Get Living Plc. Data is reported for our residential portfolio and separately for our own occupied offices.

Operational control has been chosen since it provides Get Living Plc with the best conditions for demonstrating statistics and data that Get Living Plc can directly influence.

Coverage

Get Living Plc works actively to access relevant data for the properties that Get Living Plc owns and manages. Having access to data is important to Get Living Plc, as the information creates conditions for efficient and sound technical management of the buildings. The proportion of properties included in each indicator is mentioned in connection with respective key indicators.

Measurement data is affected by changes in the portfolio – i.e. recently purchased, sold and constructed properties – which complicate access to relevant data. Get Living Plc constantly strives to access all relevant data as comprehensively as possible. We commit to reporting on progress annually.

Estimations of data

Where data for Get Living Plc-obtained utility consumption is missing or unreliable, we have used the following estimation methodology to fill gaps following periods of known consumption:

1. direct comparison using data from the corresponding period of the previous year;
2. the daily average of available data (requiring a minimum of 180 days) from the current calendar year is used; or
3. the daily average of available data (requiring a minimum of 180 days) from the previous calendar year is used; or
4. where insufficient previous data was available, we have excluded the property from reporting.

Where newly acquired assets have entered the portfolio and accurate meter readings are not able to be obtained straight away, we have calculated back dated estimates of an initial meter reading based on pro rata estimates of actual meter reading data after this time. We have only back dated these estimates to the date that the asset became Get Living Plc's responsibility if less than a year prior to the first available meter reading, or the beginning of the current reporting year if the acquisition date is more than a year before the first available actual meter reading.

Third party verification/assurance

All of the EPRA sBPR Performance Measures reported and contained within this report have been independently assured by a third-party – IHS Markit.

Normalisation

Get Living Plc calculates energy and water intensity key ratios by dividing the consumption by the buildings' floor area. This is the most widely accepted method in Europe for residential assets to compare energy utilisation and resource consumption.

Segmental analysis (by property type, geography)

The Get Living Plc portfolio consists of only one building type – Residential buildings with some mixed commercial units. We operate in one country. We have chosen not to perform segmental analysis at property type level in this report as the vacant commercial units under landlord control are very few and account for a negligible floor area and consumption compared to the residential areas.

Disclosure on own offices

Disclosure on performance for our office occupation is reported separately. Get Living Plc has several offices where it is the landlord and occupier, located at each asset. The offices have a floor space of:

- East Village Office – 976 sqm
- Elephant Central Office – 290.6 sqm
- Middlewood Locks Office – 409 sqm

Location of EPRA Sustainability Performance in companies' reports

This document is a supplement, available on Get Living Plc's official website.

Narrative on performance

Where appropriate, we have provided a narrative on our performance alongside the relevant performance measure in this document.

Reporting period

Reporting for each year accounted for in the EPRA table refers to the calendar year, i.e. January 1, 2022 to December 31, 2022.

Reporting of Performance Measures

The EPRA sBPR compliance table below provides an overview of the EPRA sustainability performance measures that Get Living Plc is able to report on, and an explanation of where data cannot be reported.

EPRA sustainability best practice recommendations compliance

Table 4: Environmental Sustainability Performance Measures

		Portfolio	Corporate offices
EPRA SUSTAINABILITY PERFORMANCE MEASURES		Residential assets	Own office occupation
Elec-Abs	Total electricity consumption	✓	✓
Elec-LfL	Like-for-like total electricity consumption	✓	✓
DH&C-Abs	Total district heating & cooling consumption	✓	✓
DH&C-LfL	Like-for-like total district heating & cooling consumption	✓	✓
Fuels-Abs	Total fuel consumption	✓	✓
Fuels-LfL	Like-for-like total fuel consumption	✓	✓
Energy-Int	Building energy intensity	✓	✓
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	✓	✓
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	✓	✓
GHG-Int	Greenhouse gas (GHG) intensity from building energy consumption	✓	✓
Water-Abs	Total water consumption	✓	✓
Water-LfL	Like-for-like total water consumption	✓	✓
Water-Int	Building water intensity	✓	✓
Waste-Abs	Total weight of waste by disposal route	✓	✓
Waste-LfL	Like-for-like total weight of waste by disposal route	✓	✓
Cert-Tot	Type and number of sustainably certified assets	✓	✗

Key: Fully reported ✓ Partially reported – Not reported ✗ Not applicable N/A

Methodology

We have reported on all EPRA Sustainability Performance Measures, using the EPRA Best Practices Recommendations on Sustainability Reporting 3rd Version, the main requirements of the GHG Protocol Corporate Standard (revised edition) and emissions factors from country-specific, best practice conversion factors for the appropriate year, such as the UK Government's Conversion Factors for Company Reporting.

We have used the GHG Protocol's location-based methodology for conversion factors for Scope 2 emissions.

Greenhouse gas emissions are reported as metric tonnes CO₂ equivalent (t CO₂e) and greenhouse gas intensity is reported as kilograms of CO₂ equivalent (kg CO₂e).

Like-for-like measures exclude all assets not held for the full two-year period from January 1, 2021 to December 31, 2022 and any assets for which a building extension has been added, as well as any assets with occupancy under 75%. Any exclusions from absolute and like-for-like measures have been reported in the data notes accompanying the EPRA tables.

Applicable properties refer to the percentage of floor area of properties within our organizational boundaries for this indicator.

The EPRA metrics continued

Reporting of Performance Measures continued

Social and Governance Sustainability Performance Measures

We are able to report on all Social and Governance Performance Measures. The EPRA sBPR compliance table below provides an overview of the EPRA sustainability performance measures that Get Living Plc is able to report on, and an explanation of where data cannot be reported.

Table 5: Social & Governance Sustainability Performance Measures

EPRA Sustainability Performance Measure

		Portfolio	Get Living Plc	
		Residential assets	Corporate	Own office occupation
SOCIAL PERFORMANCE MEASURES				
Diversity-Emp	Employee gender diversity	N/A	✓	N/A
Diversity-Pay	Gender pay ratio	N/A	✓	N/A
Emp-Training	Employee training and development	N/A	✓	N/A
Emp-Dev	Employee performance appraisals	N/A	✓	N/A
Emp-Turnover	New hires and turnover	N/A	✓	N/A
H&S-Emp	Employee Health and Safety	N/A	✓	N/A
H&S-Asset	Asset Health and Safety assessments	✓	N/A	✓
H&S-Comp	Asset Health and Safety compliance	✓	N/A	✓
Comty-Eng	Community engagement, impact assessments and development programs	✓	N/A	✓
GOVERNANCE PERFORMANCE MEASURES				
Gov-Board	Composition of the highest governance body	N/A	✓	N/A
Gov-Selec	Process for nominating and selecting the highest governance body	N/A	✓	N/A
Gov-Col	Process for managing conflicts of interest	N/A	✓	N/A

Key: Fully reported ✓ Partially reported – Not reported ✗ Not applicable N/A

The absolute energy, building energy intensity, GHG emissions and GHG intensity are reported into two different tables, one for the own office occupation and one for owned assets. We define “own office occupation” as our Offices located at the assets. We define “owned assets” as the residential part of the assets and any part under landlord control.

Sustainability Performance - Environmental

Table 6: Absolute and Like-for-like Energy, Building Energy Intensity, GHG Emissions and GHG Intensity for owned assets (Residential)
Absolute and like-for-like energy for owned assets (Residential)

Energy reported in kWh		2021				2022				Absolute trend	Like-for-like trend
		Absolute consumption	Coverage of applicable properties	Like-for-like consumption	Coverage of applicable properties	Absolute consumption	Coverage of applicable properties	Like-for-like consumption	Coverage of applicable properties		
Elec-Abs Elec-LfL	Get Living obtained electricity	8,363,858	100%	8,294,958	100%	8,434,226	100%	8,086,299	100%	0.8%	-2.5%
	Electricity submetered to Student Accommodation	348,317	100%	348,317	100%	438,798	100%	438,798	100%	26.0%	26.0%
	Proportion of electricity from renewable sources	0%		0%		0%		0%			
	% of electricity estimated	0%		0%		0%		0%			
DH&C-Abs DH&C-LfL	Get Living obtained district heating	6,803,267	100%	6,803,267	100%	6,246,772	100%	6,246,772	100%	-8.2%	-8.2%
	Proportion of district heating from renewable sources	0%		0%		0%		0%			
	% of district heating estimated	0%		0%		0%		0%			
Fuels-Abs Fuels-LfL	Get Living obtained fuels (natural gas)	5,685,427	100%	5,273,183	100%	7,104,146	100%	5,825,273	100%	25.0%	10.5%
	Gas submetered to Student Accommodation	1,292,377	100%	1,292,377		1,194,879	100%	1,194,879		-7.5%	-7.5%
	Proportion of fuels from renewable sources	0%		0%		0%		0%			
	% of fuels estimated	0%		0%		0%		0%			
Building energy intensity for owned assets (Residential) (kWh/m ² /year - GIA)											
Energy-Int Residential	Building energy intensity for all Get Living obtained energy supplying assets	63.5	100%	62.0	100%	66.3	100%	61.4	100%	4.5%	-1.0%
	% of energy and associated GHG estimated	0%		0%		0%		6%			

The EPRA metrics continued

Sustainability Performance – Environmental continued

Absolute and Like-for-like Energy, Building Energy Intensity, GHG Emissions and GHG Intensity for owned assets (Residential) continued

Absolute GHG emissions for owned assets (Residential)

GHG reported in tCO ₂ e		2021				2022				Absolute trend	Like-for-like trend
		Absolute consumption	Coverage of applicable properties	Like-for-like consumption	Coverage of applicable properties	Absolute consumption	Coverage of applicable properties	Like-for-like consumption	Coverage of applicable properties		
GHG-Dir-Abs GHG-Dir-LFL	Total direct GHG Emissions (GHG Protocol Scope 1)	1,040	100%	965	200%	1,297	100%	1,063	100%	24.6%	10.2%
GHG-Indir-Abs GHG-Indir-LFL	Total indirect GHG emissions (GHG Protocol Scope 2)	2,917	100%	2,903	100%	2,680	100%	2,612	100%	-8.2%	-10.0%
Building GHG Intensity for owned assets (Residential) (kg CO ₂ e/m ² /year – GIA)											
GHG-Int Residential	Building GHG Intensity (GHG Protocol Scopes 1 and 2)	12.1	100%	11.8	100%	12.1	100%	11.2	100%	0.5%	-5.0%

Data coverage notes for owned assets:

Absolute energy and Scope 1 and 2 GHG emissions: Data quality has been enhanced through 2022 such that district heating has been included in reporting, having been excluded from last year's disclosure. The district heating at East Village supplies energy to both landlord and tenant spaces, including some residential units under the control of Triathlon Homes. However, in accordance with the operational control approach, only the consumption for landlord space has been reported using a floor area-based apportionment.

Gas is procured by Get Living Plc at building level for the boilers and then supplied to the residents through heat meters. Whole asset gas consumption has been included (covering residents' consumption) since Get Living Plc has control of the energy plants as the landlord. Separate gas supplies to a small number of commercial units, used for cooking purposes, are outside the reporting scope as tenant-procured.

Student accommodation gas consumption is based on heat consumption from heat meters and an average efficiency of the heating plant of 55% for the Elephant Central asset.

Residents procure their own electricity, therefore residents' electricity has been excluded from the analysis.

Like-for-like energy: Middlewood Locks has been included in like-for-like reporting, however consumption for Blocks G & H, part of the Phase 2 development, has been excluded as these are new buildings operational from Q4 2021.

Narrative on performance:

Energy performance has been affected both positively and negatively by events in 2022.

Like-for-like residential scope 1 GHG emissions increased between 2021 and 2022, in line with an increase in absolute gas usage. This is primarily a reflection of the increased gas consumption at Elephant Central. This has been driven by increased occupancy and activity levels across the site, with the 2021 year still impacted by coronavirus restrictions. An unusually warm period in March 2021 also resulted in lower consumption for this period than the equivalent in 2022.

The decrease in like-for-like residential scope 2 emissions is reflective of reductions in electricity usage and district heating across the portfolio. Electricity emissions are further reduced by the decarbonisation of the grid, as the carbon factor for electricity has fallen by 8.9% from 0.21233 kg CO₂e/kWh in 2021 to 0.19338 kg CO₂e/kWh in 2022.

Increased occupancy through 2022 of newly operational blocks at East Village and Middlewood Locks has led to increases in absolute consumption of electricity and some gas supplies. As a consequence, absolute greenhouse gas emissions have also increased over the reporting period.

Carbon intensity relative to floor area, has decreased as a result of energy efficiency improvements and ongoing grid decarbonisation. Calculations for energy or carbon intensities relative to revenue or occupancy have not been prepared at this time.

Sustainability Performance – Environmental continued**Absolute Energy, Building Energy Intensity, GHG Emissions and GHG Intensity for Own Office Occupation****Table 7: Absolute and like-for-like energy for Own Office Occupation**

Energy reported in kWh		2021				2022				Absolute trend	Like-for-like trend
		Absolute consumption	Coverage of applicable properties	Like-for-like consumption	Coverage of applicable properties	Absolute consumption	Coverage of applicable properties	Like-for-like consumption	Coverage of applicable properties		
Elec-Abs Elec-LfL	Get Living obtained electricity	34,360	100%	34,360	100%	33,333	100%	33,333	100%	-3.0%	-3.0%
	Proportion of electricity from renewable sources	0%		0%		0%		0%			
	% of electricity estimated	100%		100%		100%		100%			
DH&C-Abs DH&C-LfL	Get Living obtained district heating	25,749	100%	25,749	100%	23,643	100%	23,643	100%	-8.2%	-8.2%
	Proportion of district heating from renewable sources	0%		0%		0%		0%			
	% of district heating estimated	100%		100%		100%		100%			
Fuels-Abs Fuels-LfL	Get Living obtained fuels (natural gas)	48,177	100%	48,177		52,392	100%	52,392	100%	8.7%	8.7%
	Proportion of fuels from renewable sources	0%		0%		0%		0%			
	% of fuels estimated	100%		100%		100%		100%			
Building energy intensity for Own Office Occupation (kWh/m ² /year – GIA)											
Energy-Int Own Office Occupation	Building energy intensity for all energy obtained by Get Living	64.6	100%	64.6	100%	65.3	100%	65.3	100%	1.0%	1.0%
	% of energy and associated GHG estimated	100%		100%		100%		100%			

The EPRA metrics continued

Sustainability Performance – Environmental continued

Absolute Energy, Building Energy Intensity, GHG Emissions and GHG Intensity for Own Office Occupation continued

Absolute GHG emissions for Own Office Occupation

GHG reported in tCO ₂ e			2021				2022				Absolute trend	Like-for-like trend
			Absolute consumption	Coverage of applicable properties	Like-for-like consumption	Coverage of applicable properties	Absolute consumption	Coverage of applicable properties	Like-for-like consumption	Coverage of applicable properties		
GHG-Dir-Abs GHG-Dir-LfL	Own Office Occupation	Total direct GHG Emissions (GHG Protocol Scope 1)	8.8	100%	8.8	100%	9.6	100%	9.6	100%	8.5%	8.5%
GHG-Indir-Abs GHG-Indir-LfL	Own Office Occupation	Total indirect GHG emission (GHG Protocol Scope 2)	11.7	100%	11.7	100%	10.5	100%	10.5	100%	-10.3%	-10.3%
Building GHG Intensity for Own Office Occupation (kg CO ₂ e/m ² /year – GIA)												
GHG-Int	Own Office Occupation	Building GHG Intensity (GHG Protocol Scopes 1 and 2)	12.2	100%	12.2	100%	12.0	100%	12.0	100%	-2.3%	-2.3%

Data coverage notes for office occupation:

Absolute and like-for-like energy and GHG emissions and intensity: Get Living Plc's offices at each asset have been included, with the office at East Village being the largest. A separate corporate office space occupied from August 2022 has been excluded as de minimis.

The offices consumption is not sub-metered at the assets and as such has been estimated as a proportion of the total landlord consumption for the assets based on floor area.

The offices of the three assets have been included in the like for like as they were all in operation over the last 24 months.

Narrative on performance:

Absolute and like-for-like energy and GHG emissions: Total consumption of electricity, district heating and fuels obtained by Get Living Plc for the main offices is estimated based on total consumption for all landlord areas and therefore does not reflect granular electricity, district heating and fuel usage at office level.

Energy and GHG emissions intensity: Energy and GHG emissions intensity for the main offices is estimated based on total electricity, district heating and fuel consumption for all landlord areas and therefore is not representative of the actual offices change in consumption.

Sustainability Performance – Environmental continued

Table 8: Absolute and like-for-like water consumption and Building Water Intensity for own office occupation and owned assets
Absolute and like-for-like water for own occupied offices & owned assets (Residential)

Water reported in m ³		2021				2022				Absolute trend	Like-for-like trend
		Absolute consumption	Coverage of applicable properties	Like-for-like consumption	Coverage of applicable properties	Absolute consumption	Coverage of applicable properties	Like-for-like consumption	Coverage of applicable properties		
Water-Abs Water-LfL Own Occupied Offices	Get Living obtained water	575	100%	575	100%	573	100%	573	100%	-0.4%	-0.4%
	% of water estimated	100%		100%		100%		100%			
Water-Abs Water-LfL Residential	Total Get Living obtained water	391,926	100%	391,926	100%	385,081	100%	385,081	100%	-1.7%	-1.7%
	Water Submetered to residents	331,804		331,804		335,992		335,992		1.3%	1.3%
	% of water estimated	2%		2%		0.07%		0.07%			
Building water intensity for own occupied offices (m ³ /m ² /year – GIA)											
Water-Int Own Occupied Offices	Water intensity for all Get Living -obtained water supplying own occupied offices	0.343	100%	0.343	100%	0.342	100%	0.342	100%	-0.4%	-0.4%
Building water intensity for owned assets (Residential) (m ³ /m ² /year – GIA)											
Water-Int Residential	Water intensity for all Get Living -obtained water supplying residential assets	1.2	100%	1.19	100%	1.2	100%	1.17	100%	-1.7%	-1.7%

Data coverage notes for owned assets:

Absolute water: We have been able to report water usage for all the properties for which we purchase water. Water is metered at building level and includes supplies to residents.

Like-for-like water: Whilst there has been an increase in occupancy at Middlewood Locks and N08 at East Village, these assets have been included in like-for-like reporting, as the impact of change in occupancy is not significant enough to warrant their exclusion.

Narrative on performance:

Absolute and like-for-like water: Total Get Living Plc obtained water has decreased by 1.7%. All assets have been included in like-for-like reporting, therefore the same trends are reflected.

Water intensity: We have used the floor area of assets under management as our main intensity Performance Measure. Water intensity has decreased in line with consumption.

The EPRA metrics continued

Sustainability Performance – Environmental continued

Table 9: Total weight of waste by disposal route and like-for-like total weight of waste by disposal route for office occupation and owned assets

Total weight of waste by disposal route and like-for-like total weight of waste by disposal route for owned assets and occupied offices

Waste reported in tonnes		2021				2022				Absolute trend	Like-for-like trend
		Absolute tonnes	Absolute proportion	Like-for-like tonnes	Like-for-like proportion	Absolute tonnes	Absolute proportion	Like-for-like tonnes	Like-for-like proportion		
Waste-Abs Waste-LfL	Total	24.1	100%	—	—	8.2	100%	—	—	-66%	—
	Recycled	9.8	41%	—	—	3.3	41%	—	—	-66%	—
	Incineration (with and without energy recovery)	12.2	50%	—	—	3.3	40%	—	—	-73%	—
	Landfill (non hazardous)	0	0%	—	—	0	0%	—	—	0%	—
	Materials Recovery Facility	2.1	9%	—	—	1.6	20%	—	—	-23%	—
	% of waste estimated	100%				100%					
	Coverage of applicable properties	100%				100%					

Sustainability Performance – Environmental continued**Table 9: Total weight of waste by disposal route and like-for-like total weight of waste by disposal route for office occupation and owned assets** continued**Total weight of waste by disposal route and like-for-like total weight of waste by disposal route for owned assets and occupied offices** continued

		2021				2022				Absolute trend	Like-for-like trend
Waste reported in tonnes		Absolute tonnes	Absolute proportion	Like-for-like tonnes	Like-for-like proportion	Absolute tonnes	Absolute proportion	Like-for-like tonnes	Like-for-like proportion		
Waste-Abs Waste-LfL	Total	5,810	100%	—	—	1,852	100%	—	—	-68%	—
	Recycled	2,239	39%	—	—	727	39%	—	—	-68%	—
	Incineration (with and without energy recovery)	3,202	55%	—	—	867	47%	—	—	-73%	—
	Landfill (non hazardous)	0	0%	—	—	0	0%	—	—	0%	—
	Materials Recovery Facility	321	6%	—	—	266	14%	—	—	-17%	—
	% of waste estimated	0%				0%					
	Coverage of applicable properties	100%				67%					
Waste-Abs Waste-LfL	Total	0	0%	0	0%	0	0%	0	0%	0%	0%
	Recycled	0	0%	0	0%	0	0%	0	0%	0%	0%
	Incineration (with and without energy recovery)	0	0%	0	0%	0	0%	0	0%	0%	0%
	Landfill (non hazardous)	0	0%	0	0%	0	0%	0	0%	0%	0%
	Materials Recovery Facility	0	0%	0	0%	0	0%	0	0%	0%	0%
	% of waste estimated	0	0%	0	0%	0	0%	0	0%	0%	0%
	Coverage of applicable properties	100%				100%					

Data coverage notes for owned assets:

Absolute and like-for-like waste: Waste data is gathered for all properties in the portfolio with local authority collections or where Get Living Plc has waste management contracts. No data is available for East Village for Q2-4 at the time of reporting for 2022. This is by far the highest waste generating asset and therefore like-for-like reporting has been excluded from this disclosure.

Data coverage notes for occupied offices:

Absolute and like-for-like waste: Waste for the offices was estimated based on total landlord waste based on floor area and therefore does not reflect granular waste generation at office level.

Narrative on performance:

Total waste has reduced due to Q2-4 data at East Village being unavailable at the time of reporting. Waste generation trends are therefore unrepresentative. However, it should be noted that zero waste went to landfill in 2022 and available data indicates there was an increase in the proportion of waste directed to a Materials Recovery Facility.

Estimates of tonnages have been based on the volume, frequency and type of waste being collected dependent on available conversion factors.

The EPRA metrics continued

Sustainability Performance – Environmental continued

Table 10: Type and number of sustainably certified assets

Cert-Tot (Type and number of sustainably certified assets)

Type of Certification	2021				2022		
	Number of certified properties	Number of certified properties	Percentage of portfolio certified (by floor area)	Coverage of applicable properties	Number of certified properties	Percentage of portfolio certified (by floor area)	Coverage of applicable properties
Mandatory Certifications	3	3	99.97%	3 of 3	3	100%	3 of 3
Voluntary Certifications	2	2	93%	2 of 3	2	93%	2 of 3

Data coverage notes:

Voluntary certifications include BREEAM (Building Research Establishment Environmental Method).

Sustainability Performance – Social

Table 11: Employee gender diversity

Impact Area	EPRA Code	Units of Measure	Indicator	2021		2022	
				Female	Male	Female	Male
Diversity-Emp	Diversity-Emp	% of male & female employees	Employees on the organisation's Board of Directors	40%	60%	33%	67%
			All employees	49%	51%	47%	53%

Narrative on performance:

Get Living Plc believes that a diverse perspective is key to success.

Table 12: Gender pay ratio

Employee Gender Pay Ratio

Impact Area	EPRA Code	Units of Measure	2021 Mean	2022 Mean
Employee gender pay gap	Diversity-Pay	Gender Pay Gap (%)	Mean (average) percentage by which female pay is lower than male pay	-7% 4%

Narrative on performance:

For all employees, Get Living Plc discloses the mean percentage pay gap between female and male pay. In 2022, Get Living Plc reported a decrease in the business's mean gender pay gap.

Table 13: Employee training and development and Employee performance appraisals

Employee Training, Development and Performance

Impact Area	EPRA Code	Units of Measure	Indicator	2021	2022
Employee performance appraisals	Emp-Dev	% of total workforce	% of total employees who received regular performance and career development reviews during the reporting period	100%	100%

Narrative on performance:

Performance reviews are carried out at the beginning of each year with every employee. Training is key to our retention and success.

Sustainability Performance – Social continued

Table 14: New hires and turnover

New Hires and Turnover				2021		2022	
Impact Area	EPRA Code	Units of Measure	Indicator	Number	Rate	Number	Rate
Employee turnover and retention	Emp-Turnover	Total number and rate	New employee hires	40	26%	77	49%
			Employee turnover	40	27%	28	18%

Narrative on performance:

We have continued to make impactful hires through 2022 due to planned increases in our portfolio size and transferring skills over from our investors.

Table 15: Employee health and safety

Employee Health and Safety					
Impact Area	EPRA Code	Units of Measure	Indicator	2021	2022
Employee Health and Safety	H&S-Emp	Per 100,000 hours worked	Injury rate	0%	0%
			Lost day rate	0%	0%
		Days per employee	Absentee rate	0%	0%
		Total number	Fatalities	0%	0%

Narrative on performance:

Get Living has specific internal control and management systems to mitigate Health and Safety risks, including technological solutions and a program of audit and assurance.

In 2022, Get Living reported no reportable Health and Safety incidents for employees, as for 2021. The absentee rate has been negligible compared to the total number of hours worked and as such has been reported as 0.

Table 16: Asset health and safety assessments and compliance

Asset Health and Safety assessments and compliance					
Impact Area	EPRA Code	Units of Measure		2021	2022
Asset Health and Safety assessments	H&S-Assets	% of assets	% of assets for which H&S impacts are assessed or reviewed	100%	100%
Asset Health and Safety compliance	H&S-Comp	Total number	Number of incidents of non-compliance with regulations and/or voluntary standards	0%	0%

Narrative on performance:

Health and Safety risk assessments are conducted at all assets and Get Living Plc complies fully with all Health and Safety regulations. Across the estates our management companies have a structured and schedule of works including ongoing risk assessments and use of external auditors to conduct audits and provide expert advice to ensure compliance. All recommendations identified are then subject to follow up to close out within given time scales. This continued process ensures compliance with legislation and compliance requirements to safeguard residents, contractors and visitors. In addition to the Risk Assessments and audits service records and certification is obtained and held. Checks cover a wide range of H&S aspects including but limited to fire safety, alarms, electrical testing, detection, emergency lighting, ventilation, vents, safety equipment, water management, lifts and mechanical maintenance. All information and progress and scheduling is held and managed within a IT compliance system. All offices also undergo a schedule of auditing on a yearly basis, with additional monthly, quarterly checks conducted internally to ensure that the spaces remain compliant to H&S legislation. Our vacant retail & commercial units currently do not fall within an auditing cycle, however vacant lots are not fitted out, so are empty shells of low risk, but do have detection within which are linked to central monitored alarm panels. Management of H&S is supported by H&S policies, arrangements and responsibilities.

The EPRA metrics continued

Sustainability Performance – Social continued

Table 17: Community engagement, impact assessments and development programs

Community engagement, impact assessments and development programs

Impact Area	EPRA Code	Units of Measure	Indicator	2021	2022
Asset community engagement programmes	Comty-Eng	% of assets	% of assets under operational control that have implemented local community engagement, impact assessments, and/or development programs	100%	100%

Narrative on performance:

Get Living Plc has a corporate community programme that applies across all activities and assets.

All our community initiatives are based on an assessment of the local communities' needs. We provide grievance processes for all stakeholders, including a formal complaints procedure.

Sustainability Performance – Governance

Table 18: Composition of the highest governance body

Composition of the highest governance body

Impact Area	EPRA Code	Units of Measure	Indicator	2021	2022
Composition of the Board of Directors	Gov-Board	Total numbers	Number of executive Board members	0	0
			Number of independent Board members	3	3
			Number of non-executive Board members	3	3
			Average tenure on the governance body (years)	4 yrs	5 yrs
			Number of independent / non-executive Board members with competencies relating to environmental and social topics	0	0

Narrative on performance:

We adopted Wates Corporate Governance Principles in 2021. We continue to support our business to deliver on our strategy in an ever-changing regulatory environment. Corporate governance at Get Living is about running the business in the right way in order to realise value in our neighbourhoods for the benefit of all our stakeholders and is treated as a core discipline that complements our need to improve the performance of the business on behalf of our stakeholders.

Table 19: Process for nominating and selecting the highest governance body

Nominating and selecting the highest governance body

Impact area	EPRA Code	Units of Measure	Indicator	2021	2022
Nominating and selecting the Board of Directors	Gov-Select	Narrative description	Composition of the Board of Directors	<p>The nomination and selection processes for the Board of Directors and its committees. Criteria used for nominating and selecting Board members, including whether and how</p> <ul style="list-style-type: none"> • Stakeholders (including shareholders are involved) • Diversity is considered • Independence is considered • Expertise and experience relating to economic, environmental and social topics are considered <p>The Remuneration Committee's role is to seek and retain the appropriate calibre of people on the Board and Executive Team for the Group and recommend remuneration levels to the Board consistent with prevailing market conditions, peer group companies and roles and responsibilities. The Remuneration Committee also acts as a forum to assess the roles of the existing Directors in office to ensure that the Board is balanced in terms of skills, knowledge, experience and diversity.</p>	

Narrative on performance:

The Remuneration Committee leads the process for board appointments and makes recommendations for appointments to the Board. The Remuneration Committee membership includes independent non-executive directors in line with best practice. The Remuneration Committee has a responsibility to ensure that the Board comprises individuals with the necessary skills, knowledge and experience to be effective in discharging its responsibilities.

The Remuneration Committee will continue to meet at least once each year going forward.

Sustainability Performance – Governance continued**Table 20: Process for managing conflicts of interest**

Processes for managing conflicts of interest

Impact area	EPRA Code	Units of Measure	Indicator	2021	2022
Process for managing conflicts of interest	Gov-Col	Narrative description	Composition of the Board of Directors	Processes to ensure that conflicts of interest are avoided and managed in the highest governance body	The Conflicts of interest register is maintained by the Head of Procurement.
				Whether conflicts of interest are disclosed to stakeholders, including: <ul style="list-style-type: none"> • Cross-board membership • Cross-shareholding with suppliers and other stakeholders • Existence of controlling shareholder-related party disclosure 	Get Living has clauses in the employment contract to cover conflicts of interest, which include working for competitors, poaching employees, and other post-termination clauses.

Narrative on performance:

No conflicts of interest were identified in either year.

Assurance summary statement

EVORA Global Ltd. (“EVORA”) was engaged by Get Living plc (“Get Living”) to provide assurance of the sustainability content of their Annual EPRA Sustainability Report for the year ending 31st December 2022.

The assurance was provided in accordance with AccountAbility’s AA1000 Assurance Standard V3 (AA1000AS) Type 2 moderate level and EPRA Best Practice Recommendations for Sustainability Reporting (sBPR) 2017 3rd Edition. The scope of assurance covered a series of indicators and assertions contained in the report including:

- Electricity Consumption (kWh)
- District Heating & Cooling Consumption (kWh)
- Gas Consumption (kWh)
- Greenhouse Gas (GHG) Emissions (tCO₂e)
- Water (m³)
- Waste (tonnes)

It also included an alignment check of Get Living’s reporting against EPRA sBPR.

The assurance was conducted via independent third party Markit Group Limited (IHS Markit), engaged by EVORA.

EVORA’s full assurance statement includes certain limitations, findings and recommendations for improvement, adherence to AA1000 Accountability Principles, and a detailed assurance methodology.

The full assurance statement with EVORA’s independent opinion is available on request.



getliving

Get Living PLC
5 Celebration Avenue
East Village
London, E20 1DB