

Glossary

UPP's Annual Sustainability Report 2023

Explanation of definitions, jargon and acronyms.

ASPIRE Programme

A structured, immersive and highly experiential learning programme at UPP that empowers colleagues with the human and interpersonal skills as well as an agile mindset that people need to thrive in the changing world of work.

Automatic Meter Reading (AMR)

Devices which automatically collecting consumption, diagnostic, and status data from water meter or energy metering devices

Biodiversity

The variety of plant and animal life in the world or in a particular habitat, a high level of which is usually considered to be important and desirable

Biophilic design principles

Design principles based on the belief that humans have an intrinsic affinity to connect with the living things around us. The principles, when combined, help guide designs and builds to be closer with nature and create a more organic aesthetic to the built environment.

The principles are:

1. Biophilic design promotes a happier, healthier environment
2. Biophilic design uses non-visual stimuli
3. Biophilic design uses natural patterns
4. Natural light is crucial to biophilic design
5. Biophilic design uses our affinity with water
6. Airflow is crucial for biophilic design
7. Biophilic design mimics nature wherever possible

BREAM Excellent

BREEAM (Building Research Establishment Environmental Assessment Method) is a sustainability assessment method that is used to masterplan projects, infrastructure and buildings. BREAM Excellent and Outstanding are the two highest certification levels.

BTECs

Career-focused qualifications grounded in the real world of work, often taken instead of (but sometimes with) A-Levels

Eco-residences

In 2007, working with our long-standing partner Lancaster University, we created a new, award-winning eco-student living concept for 963 new-build rooms. The BREEAM 'Excellent' rated residences sit at the heart of the campus and feature a teaching and learning resource that supports the University's commitment to the environment.

Winner of a prestigious Green Gown Award in 2009, the accommodation incorporates high levels of environmental performance and significant social benefits, delivered at an affordable cost. The Eco-Residence was a model for sustainable student accommodation developed with social housing pioneers and UK community investment business, Accent

Climate Change

Climate change refers to long-term shifts in temperatures and weather patterns.

Human activities have been the main cause of climate change since the 1800s – mostly due to burning fossil fuels such as coal, oil and gas, which traps the sun's heat within our atmosphere.

Corporate Social Responsibility

A self-regulating business model that helps a company be socially accountable to itself, its stakeholders, and the public.

Environmental Management System (EMS)

Set of processes and practices that enable an organization to reduce its environmental impacts

Environment, Social and Governance (ESG)

Environmental, social and governance (ESG) is a set of standards measuring a business's impact on society, the environment, and how transparent and accountable it is.

ESG Forum

Group within UPP which develops and steers the ESG programme, keeps track of progress towards milestones and goals

FF&E

Furniture, fixtures and equipment are items that are not permanently affixed to a building and are consequently easily removable from their respective locations

FTE

Full Time Equivalent (FTE) is a unit of measurement used to figure out the number of full-time hours worked by all employees in a business

Furlough

Officially known as the Coronavirus Job Retention Scheme in the UK, it saw the government pay towards the wages of people who could not work, or whose employers could not use them during in-person restrictions for up to a monthly limit of £2,500

GCSEs General Certificate of Secondary Education:

A system of public exams taken in various subjects from the age of about 16, or one of these exams, or a qualification from this system

Global Reporting Initiative (GRI)

The independent, international organisation that helps businesses and other organizations take responsibility for their impacts, by providing them with the global common language to communicate those impacts

GRESB

Global Real Estate Sustainability Benchmark is the internationally acclaimed benchmarks to track environmental, social and governance (ESG) performance of commercial real estate and infrastructure companies.

Innovation Hub

Internal process which captures, reviews, and evaluates ideas from staff on how we can innovate.

Investors in People

A standard for people management, offering accreditation to organisations that adhere to the Investors in People Standard.

ISO14001

A certified framework that a company or organisation can follow to set up an effective environmental management system.

Kudos

Internal scheme which rewards staff for high performance.

London Stock Exchange AIM Rules

AIM is a market for smaller and growing companies and is a UK multilateral trading facility. Operated and regulated by the London Stock Exchange in its capacity as a Recognised Investment Exchange, the published rules set out responsibilities in relation to AIM companies.

Low flow

Designed to save water over conventional showers by having a lower flow rate while still maintaining satisfactory performance.

Materiality Assessment

Process of assessing potential environmental, social and governance issues that could affect a business or its stakeholders.

The process results in a short-list of topics that inform company strategy, targets and reporting.

Nature Positive

Describes a world where nature – species and ecosystems - is being restored and is regenerating rather than declining.

Not in Education Employment or Training (NEET)

Someone (aged 16-24) not in education, employment or training.

Net Zero

Net zero is a state where no incremental emissions are released into the atmosphere. It's achieved when absolute emissions are reduced to as close to zero as possible.

Any remaining emissions are taken back out of the atmosphere through carbon sequestration (such as tree planting).

The first steps to becoming net zero are to:

- Set science-based targets to cut emissions to as close to zero as possible keep global temperature increases to no more than 1.5°C compared to pre-industrial levels.

Passivhaus

Buildings created to rigorous energy efficient design standards so that they maintain an almost constant temperature.

Photovoltaic (PV) Panels

Solar electricity panels which capture the sun's energy and converts it into electricity.

Purpose-led business

Definition of a business which thinks about its reason for existing beyond just profit. It sets out why the organisation matters, building on its core, differentiating capabilities, and articulates the value of the organisation to wider societal stakeholders.

A purpose-led business creates value for both shareholders and stakeholders. It is core to what an organisation does, and key to the business' strategy and operating model.

Quoted Companies Alliance (QCA) Corporate Governance Code

A practical, outcome-oriented framework to corporate governance that is tailored for small and mid-size quoted companies in the UK.

Renewable Energy Guarantees of Origin (REGO)

A scheme which provides transparency to consumers about the proportion of electricity that suppliers source from renewable generation.

RHS Plants for Pollinators

Annual list created by The Royal Horticultural Society (RHS) of year-round flowering Plants which tackle the decline in pollinator numbers.

Science Based Targets Initiative (SBTi)

SBTs are targets to cut our emissions in line with the latest independent climate science.

Our carbon reduction targets align to what scientists say is needed to:

- Limit global warming to 1.5°C, compared to pre-industrial levels avoid the worst effects of climate change, so we can safeguard human life on earth. You can find more information about SBTs at the carbontrust.com and sciencebasedtargets.org

Scope 1, 2 & 3 emissions

These are emissions created by the business itself.

Scope 1

At UPP, Scope 1 emissions stem from sources we own or control, including buildings we operate and our company vehicles.

Scope 2

These are emissions from the energy a business uses to operate.

Energy from renewable sources produces zero emissions. By contrast, 'brown' energy (energy from polluting sources) produces greenhouse gas emissions.

For UPP, Scope 2 emissions come from the energy (electricity, heat, steam) we purchase to keep our business running.

Scope 3

These are emissions that a company is indirectly responsible for.

At UPP, Scope 3 emissions stem from activities outside of our direct control, such as activities of our value chain.

Social Value Portal

The Social Value Portal is a customisable social value measurement tool, allowing organisations to quantify the good they do, and communicate it effectively.

Special Purpose Vehicle (SPV)

A special purpose vehicle, also called a special purpose entity (SPE), is a subsidiary created by a parent company. An SPV is created as a separate company with its own balance sheet by a corporation in order to isolate financial risk.

Students Organising for Sustainability

A student-led education charity focussed on sustainability.

Student Minds

UK's leading student mental health charity. Student Minds runs and oversees the University Mental Health Charter, established through funding from the UPP Foundation.

Terms of Reference (TOR)

Terms of Reference for each Board in terms of composition and purpose.

UCAS

The Universities and Colleges Admissions Service (UCAS) provides educational support services. The company's main role is to operate the application process for British universities and colleges.

United Nation's Sustainable Development Goals (SDGs)

The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.

WELL community standard

A global benchmark for healthy communities which aims to positively impact individuals through the public spaces where they spend their days.

