

Sustainability Report
June 2022

getliving



2021 was a big year for sustainability. COP26 focussed the world's attention on climate change, it's physical impacts and the growing consensus that climate risk is financial risk. Elsewhere, consumer and investor interest continued to grow in purposeful businesses that actively create social value.

This report presents Get Living's sustainability agenda, progress and achievements for 2021.

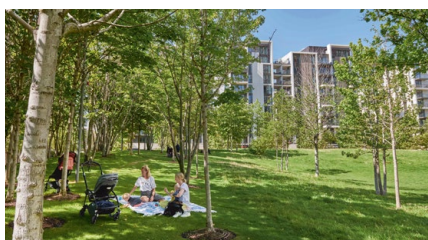
SUSTAINABILITY REPORT

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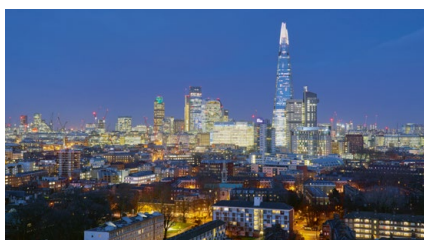
At a glance

Brilliant big city neighbourhoods...



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.



NEW MAKER YARDS

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

...with more to come



LEWISHAM GATEWAY

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



ELEPHANT AND CASTLE TOWN CENTRE

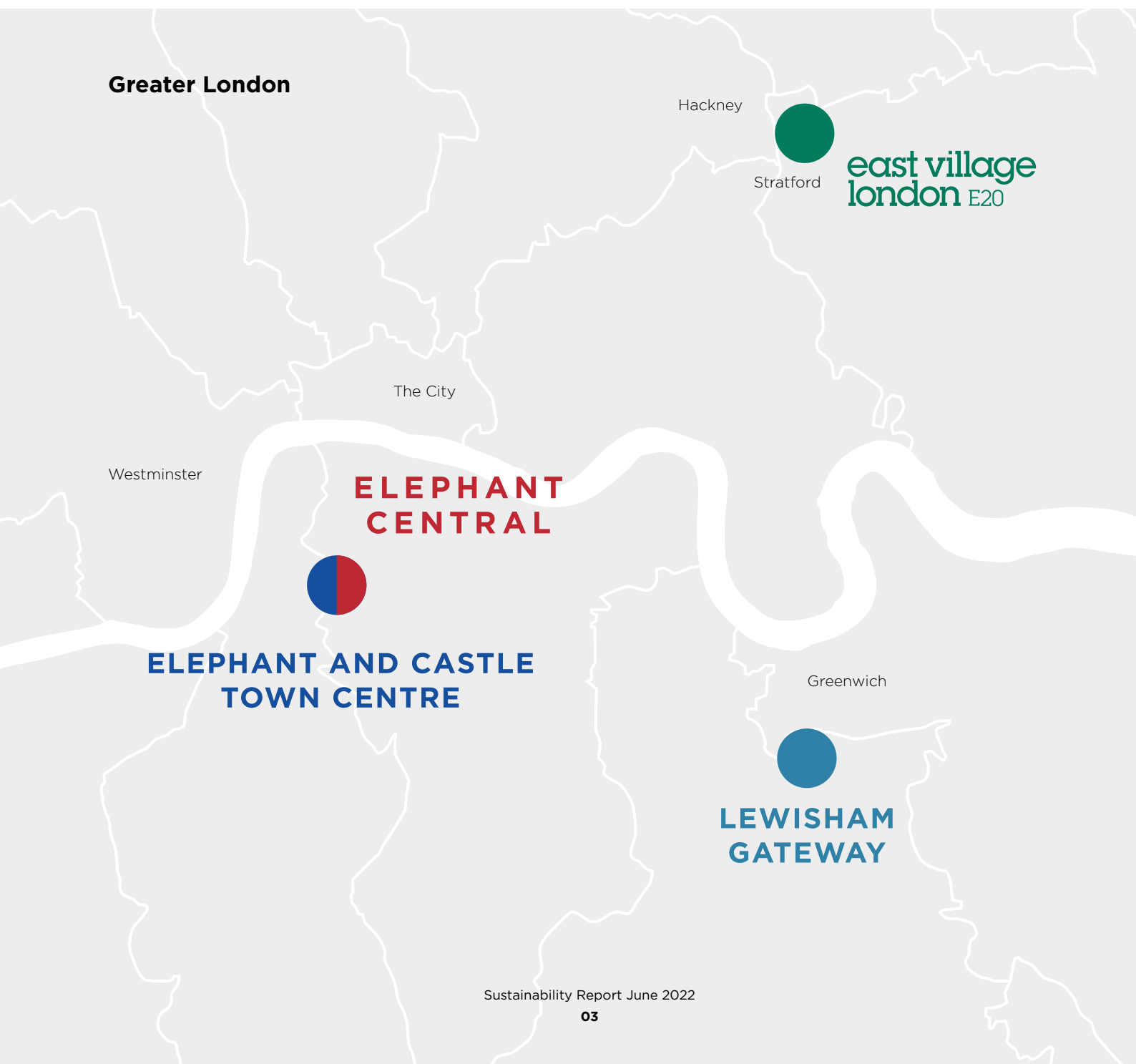
The new town centre will deliver close to 1,000 new homes and the rejuvenation of what is already one of London's most dynamic and vibrant areas.



Salford

Manchester

**NEW MAKER
YARDS**



Greater London

Hackney

Stratford

**east village
london E20**

The City

Westminster

**ELEPHANT
CENTRAL**

**ELEPHANT AND CASTLE
TOWN CENTRE**

Greenwich

**LEWISHAM
GATEWAY**

ESG policy statement

Our Environmental, Social and Governance Strategy



Ailish Christian-West

Executive Director, Portfolio Management, Development & ESG

I am really proud of the progress that Get Living is making; continually evolving our ESG strategy with a dedicated ESG committee and high colleague engagement across the organisation. The principles of social value creation, and sustainable design and operation of our portfolio are at the heart of Get Living's vision and purpose. Our long-term capital partners share this vision and support a governance framework that checks and challenges our commitment and progress.

2021 has been a transformative year in Get Living's approach to sustainability. We have maintained our 5-star rating under the Global Real Estate Sustainability Benchmark (GRESB), whilst rejuvenating our approach to social engagement, and preparing the business to face the coming challenges of the climate transition.

As lockdown restrictions eased, we have been able to expand our community engagement activities and social value creation.

We are proud of our work creating and curating The Lab E20, a flagship collaboration between residents, academia and creative entrepreneurs in East London. We have also continued to support local partners through the East Village Inspiring Communities Fund, the Elephant and Castle Community Hub and Action Funder in Greater Manchester.

Our understanding of our environmental impact has grown throughout 2021, and we have seen our carbon performance affected both positively and negatively by external events. Post-covid, greater occupancy of our homes has increased our total consumption of electricity. As a consequence, scope 3 greenhouse gas emissions have also increased during over the reporting period.

The negative effects of improved occupancy has been partially counterbalanced by weather fluctuations, which reduced demand for heating during an unusually warm period in March 2021. We also benefitted from previous investments in energy efficiency (in Elephant Central), and the ongoing decarbonisation of the National Grid, which both helped mitigate increased energy consumption.

Environmental

In 2021 we demonstrated our commitment 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.



Society's quest for purpose, balance, connectiveness and fairness has been amplified. Our strategic proposition is to build quality homes and environments within sustainable neighbourhoods.

We understand the role we have to play and we know that our people, our residents and our investors expect this of us.”

Rick de Blaby
CEO

We have disclosed our energy consumption and associated carbon emissions via the Streamlined Energy and Carbon Reporting framework (SECR), and are pleased to present detailed environmental performance data in this report based on the European Public Real Estate Association's (EPRA) Best Practice Recommendations for sustainability (sBPR).

Social

Throughout 2021 we have continued 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 through our supply chain.
- Create wider social value by engaging the community through our Inspiring Communities Fund and by monitoring and targeting improvement of tenant satisfaction.
- Improve the health and wellbeing for our residents and employees through assessment and introduction of initiatives such as biodiversity enhancement and provision of cultural and physical activities.

This commitment has been exemplified through our programme of cultural events, life skills workshops and celebration of creative innovation in the The Lab E20, and continued support for grassroots community initiatives.

Governance

Strong governance processes are vital to ensuring that gains made in environmental awareness and social value creation are embedded into our new normal.

To this end, we have strengthened our ESG functions with company-wide training programmes and role-specific accreditations including courses at Said Business School, Oxford University and the Cambridge Institute for Sustainability Leadership.

As ever, we maintain our commitment to:

- Satisfy all relevant legislation requirements and stay ahead of regulation compliance on ESG issues, including through our supply chain.
- 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.

Our commitments support our ethos of honesty and accountability in our marketing and communications.

Ailish Christian-West
Executive Director, Portfolio Management,
Development & ESG
June 2022

Environment, social and governance

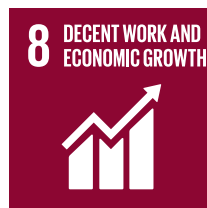
Integrating ESG values into our DNA



Our ESG Strategy

Our environmental, social and governance (ESG) strategy, established in 2020, set our ambition to integrate ESG values into our DNA, and 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, while 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.

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

Environmental Stewardship



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 Value



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 the following:

- 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 tenant 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.

Governance and Transparency



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 the following:

- 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.

Environment, social and governance continued

2021 Achievements

Get Living recognises the importance of continual improvement on ESG. Our strategy is underpinned by a materiality assessment undertaken in line with the Global Reporting Initiative (GRI) Reporting Standards (2018) and we update our objectives annually to enhance and accelerate progress. Performance is regularly monitored and benchmarked against our industry peers. Notable achievements in 2021 included:

- 5-star GRESB rating maintained for standing investments and high 4-star GRESB rating achieved for the first developments submission. See more in the GRESB section below.
- We launched The Lab E20 in July, an innovative space at the centre of East Village designed to bring together local stakeholders to engage on creating more sustainable communities.
- First annual Sustainability Report published, including sustainability indicators reported in accordance with the EPRA (European Public Real Estate Association) Best Practice Recommendations on Sustainability Reporting.
- Established a design strategy to enhance ESG performance standards for new Get Living developments, including energy & carbon targets, resilience measures, resource efficiency, wellness and social value.
- We have established a regular monitoring process for asset ESG data and began to analyse performance in greater depth and identify key interventions. These actions reflect our internal reframing of sustainability as a key area of business risk and opportunity; we recognise that how we manage climate-related risks in particular will have a significant impact on our business going forwards, and by beginning this process now, we are helping to secure our long-term future.



In the first year of submission for the GRESB Developments benchmark, we also successfully achieved a high 4-star rating, finishing third among our Northern European peers (Diversified Non-listed), a larger peer group reflecting the mixed-use projects in progress with our development partners. Furthermore, our clear commitment to ESG transparency and sustainability performance has enabled us to be awarded the GRESB Green Star in both outstanding investments and developments submissions.

GRESB

In 2021, Get Living participated for the second year in the GRESB Real Estate Assessment for Standing Investments. For the first time, Get Living also participated in the GRESB Real Estate Assessment for Developments. GRESB (Global Real Estate Sustainability Benchmark) is an investor-driven global ESG benchmark and reporting framework. GRESB assessments are guided by what investors and the industry consider to be material issues in the sustainability performance of real estate asset investments and are aligned with international reporting frameworks, goals and emerging regulations.

For Standing Investments, Get Living improved on our score from the previous year and retained a 5-star GRESB rating. In doing so, we have maintained our position at the top 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 2022 and beyond.

Tackling climate change

Get Living recognises that climate change is the defining challenge of our time, and our ESG strategy therefore includes our commitment to implement a science-based carbon reduction pathway for our portfolio. In 2021, we undertook analysis of our standing assets and future developments using the CRREM framework (Carbon Risk Real Estate Monitor) and reviewed the carbon boundaries and investment boundaries relevant to our business operations. Our next steps will be to:

- Establish a Net Zero Carbon commitment for the business;
- Integrate carbon reduction targets into all areas of our operations;
- Enhance our approach to climate resilience risk management; and
- Engage with key stakeholders in order to embed sustainable practice.

Statement of GHG Emissions and Energy Usage

Get Living Plc emissions and energy usage statements are reported in the following tables for the year ending 31st December 2021. Absolute emissions/consumption, like-for-like² and an intensity value³ for 2020 and 2021 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)⁴. See Appendix for further details of the reporting methodology.

² Like-for-like excludes assets that were purchased, sold or under refurbishment during the two years reported.

³ Intensity values are calculated on a kgCO₂e/m² basis for GHG emissions and kWh/m² for energy consumption.

⁴ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/791529/Env-reporting-guidance_inc_SECR_31March.pdf

Table 1: Get Living Plc Greenhouse Gas Emissions Statement for year ending 31st December 2021

| 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 | | |
|-----------------------|---|-------|----------|--|-------|----------|--|------|----------|
| | 2021 | 2020 | % change | 2021 | 2020 | % change | 2021 | 2020 | % change |
| Residential | Scope 1 | 975 | 993 | 878 | 993 | -12% | 20.3 | 23.0 | -12% |
| | Scope 2 | 1,695 | 1,826 | 1,511 | 1,661 | -9% | 7.5 | 8.2 | -9% |
| | Scope 3 | 2,160 | 1,998 | 1,898 | 1,906 | 0% | 10.2 | 10.3 | 0% |
| | Total | 4,829 | 4,816 | 4,288 | 4,560 | -6% | 20.3 | 21.5 | -6% |
| Student accommodation | Scope 1 | 236 | 170 | 209 | 170 | 23% | 23.4 | 19.1 | 23% |
| | Scope 2 | 74 | 85 | 74 | 85 | -13% | 8.3 | 9.5 | -13% |
| Total | Scope 1 | 1,211 | 1,163 | 1,087 | 1,163 | -7% | 20.8 | 22.3 | -7% |
| | Scope 2 | 1,769 | 1,911 | 1,585 | 1,746 | -9% | 7.5 | 8.2 | -9% |
| | Scope 3 | 2,160 | 1,998 | 1,898 | 1,906 | 0% | 10.2 | 10.3 | 0% |
| | Total | 5,139 | 5,071 | 4,570 | 4,815 | -5% | 21.6 | 22.7 | -5% |

Table 2: Get Living Plc Energy Usage Statement for year ending 31st December 2021

| Sector and energy source | Absolute consumption (kWh in 000's) | | | Like-for-like/degree day adjusted consumption (kWh in 000's) | | | Like-for-like/degree day adjusted intensity (kWh/m ²) | | |
|--------------------------|-------------------------------------|--------|----------|--|--------|----------|---|--------|----------|
| | 2021 | 2020 | % change | 2021 | 2020 | % change | 2021 | 2020 | % change |
| Residential landlord | Electricity | 7,982 | 7,834 | 7,117 | 7,127 | 0% | 35.1 | 35.2 | 0% |
| | Fuels | 4,016 | 4,472 | 3,639 | 4,472 | -19% | 84.2 | 103.45 | -19% |
| | Total energy | 11,998 | 12,306 | 10,756 | 11,598 | -7% | 53.1 | 57.2 | -7% |
| Residential tenants | Electricity | 10,173 | 8,570 | 8,942 | 8,177 | 9% | 48.3 | 44.1 | 9% |
| | Total energy tenants | 10,173 | 8,570 | 8,942 | 8,177 | 9% | 48.3 | 44.1 | 9% |
| Student accommodation | Electricity | 348 | 363 | 348 | 363 | -4% | 39.1 | 40.7 | -4% |
| | Fuels | 1,283 | 924 | 1,134 | 924 | 23% | 127.1 | 103.6 | 23% |
| | Total energy | 1,631 | 1,287 | 1,482 | 1,287 | 15% | 166.2 | 144.3 | 15% |
| Total | Electricity | 18,503 | 16,766 | 16,408 | 15,666 | 5% | 77.5 | 74.0 | 5% |
| | Fuels | 5,299 | 5,396 | 4,773 | 5,396 | -12% | 91.5 | 103.5 | -12% |
| | Total energy | 23,801 | 22,162 | 21,180 | 21,062 | 1% | 100.1 | 99.5 | 1% |

Total like-for-like emissions have fallen, despite an increase in total energy consumption. This is due to a number of factors. The decarbonisation of electrical grid supplies has contributed to the relative decoupling of consumption and emissions. Meanwhile, the like-for-like calculation method excludes recent improvements in data coverage for new assets, and includes an adjustment for the colder weather experienced in 2021.

Scope 1 emissions for student accommodation have risen, contrary to the wider trend of falling total emissions. This rise in student emissions is thought to reflect covid restrictions causing lower occupancy in the reference year, rather than a material change in the performance in the current reporting year.

Savings in gas consumption from efficiency improvements to the Elephant Central energy centre are counterbalanced by generally increased electricity consumption associated with higher occupancy. The net effect is an improvement year-on-year for Get Living's total energy consumption, which excludes tenant electricity.

Environment, social and governance continued

Sustainability in Action: The Lab E20



In July, we launched The Lab E20, a new space for experiential retail, cultural exhibition and creative workspace, with a focus on positive fashion and sustainable living.

The Lab E20 was co-launched and co-curated by RÆBURN, a collaborative, creative fashion studio that promotes responsible design, positive fashion and creative tech.

The Lab E20 has been designed to engage with a wide range of local stakeholders, placing an innovative space at the heart of East Village that brings together creatives, collaborators, residents and the local community to work towards a more sustainable neighbourhood.

By positioning East Village as the gateway to East London's emerging Fashion District, we have been able to combine the creative activities that support Get Living's placemaking strategy with East Village's ambition to be a sustainable place to live.

The Lab E20 Events

Since the launch of the Lab E20 in July 2021, there have been over 1,000 visitors taking part in a programme of nearly 100 events, including 10 activities aimed at local children, and 12 educational panel discussions.

As part of our partnership with RÆBURN, The Lab E20 hosted PREVIEW: a six-month programme of events and experiences with various cultural partners. These include D-Lab Studios, an existing East Village commercial tenant who works within communities to encourage creativity and innovation, for the benefit of people, places and the planet; LOANHOOD, a fashion rental app founded in response to the climate crisis; and the Fashion District Festival, a five-day celebration of sustainability and innovation launches in and around Stratford.

Other examples of events that took place included a custom t-shirt workshop with a local school and an architectural summer school.

The Future of The Lab E20

After a successful first 6 months, we are looking to further explore the opportunities that the space has to offer, both strengthening existing relationships and widening our partnerships to bring in further brands that share our sustainable goals. We will work closely with local schools, social enterprises, and organisations to connect well-being with sustainability, hosting workshops and events that facilitate community action towards more sustainable living.



THE
LAB
E20
LONDON'S NEW
COOPERATIVE HUB

Our social value

We want our neighbourhoods to grow and thrive



At Get Living, we care deeply about the communities we operate in and we want our neighbourhoods to continue to grow and thrive.

We want to be a force for good in our neighbourhoods and create genuine value beyond financial returns. We strive to be the exemplar of best practice around social value in the Build to Rent sector.

Since its inception, Get Living have given more than £500,000 of support for charitable and community causes and as we all recover from the impacts of pandemic, it is even more important that we work in partnership with our communities and stakeholders to deliver social value outcomes that respond to local needs.

Our Social Value Policy

To ensure residents, neighbours, visitors and environment receive what they need to thrive in the long-term, Get Living will explicitly make service, investment and operational decisions based on how delivery of these activities can create additional economic, environmental and social benefits – together defined as social value.

Building a robust social value foundation is vital for Get Living, especially as our existing assets mature and we bring new neighbourhoods into our portfolio.

Establishing this foundation needs to start with an internal social value framework that is reflective of our narrative, and that of the wider stakeholders. The framework must be scalable to reflect in site maturity.

We are pleased to report that Get Living's first Social Value Policy was adopted this year and we are now taking a series of short, medium and longer-term actions to maximise social value delivery. The first step is to define our Themes, Outcomes and Measures to align with the 'National TOMs Framework' for social value.

Elephant and Castle Community Hub



Established prior to the pandemic, in space accessible to the local community, the Elephant and Castle Community Hub has continued to thrive as a virtual entity throughout 2021 allowing the community to continue to connect online.

The virtual hub has reached over 15,000 people since March 2020 with 25,000 views for online events and activities including quizzes, virtual performances and choir sessions. As Covid restrictions have come and gone, the Community Hub has moved to a hybrid model with a mix of online and in-person events. Each week there are 13 activities, plus weekly recorded videos of cooking recipes and Latin Dance Aerobics hosted via Zoom or Facetime. The Elephant and Castle Community Hub has partnered with the charity, Disability Sports Coach to offer online Yoga and Dance activities for people with physical limitations.



Meanwhile, some of the Elephant and Castle community groups have performed at our Castle Square monthly events, such as Elephantastic, Black History Month, Animated Historic Tour, Halloween and the Christmas Extravaganza.

Get Living has funded a virtual Community Hub throughout lockdown with a full time Community Director appointed to manage a programme of free activities supporting the Elephant and Castle community with a programme that promoted physical and mental wellbeing. We are working on plans to reopen the Community Hub as a physical space from around Autumn 2022.

Upside Down Dance



Funding from Get Living has enabled local community dance classes that contribute towards physical and mental health for young people in Southwark, allowing them to thrive and gain confidence in a fun environment.

Retribe



Through Get Living's support Retribe run sessions with inspirational people that reach an online audience of over 1,000 and support up to 25 people for weekly face to face meetings to work on personal development and support.

Our social value continued

East Village Inspiring Communities Fund



The Inspiring Communities Fund was established by Get Living in 2015 and distributes grants to support the local community in East Village to build community togetherness, improve health and wellbeing and engage local residents, particularly children and young people, in arts and cultural activities. Each year, £28,000 is available to distribute in grants of up to £3,000 to support community based organisations.

Through the Inspiring Communities Fund, Get Living has awarded 70 grants totalling £115,852 to organisations delivering activities that make a real difference to the lives of local people. So far, the fund has achieved the following:

- Granted around £42k to improve people's health and wellbeing
- Granted around £55k to increase arts and cultural activities
- Granted around £42k supporting in bringing the community closer together

In 2021 Get Living supported 11 organisations through the Inspiring Communities Fund which included Eat Club Limited, Salaam Peace, Clapton Community Football Club, Rise.365, Newham Poetry Group, Newham Music, Olympic Park Brownies and Guides, Ekota Care Trust Limited, Core Arts, Waltham Forest Disability Resource Centre and Rosetta Arts. These groups support everything from healthy eating, to young peoples groups to arts and wellbeing groups and all offer a variety of support to the local community in and around East Village.

Our Parks



Get Living has funded Our Parks in East Village since 2014 to provide free exercise classes in East Village and the wider Stratford community including yoga, bootcamp and boxercise.

"Our Parks is proud to have had 7 years of working with Get Living to train and contribute to positive physical, mental and social health outcomes of 1000's of residents in E20 and neighbouring areas. We truly believe that East Village is the best place to live in London."

Action Funder

At New Maker Yards Get Living has pledged to donate £20,000 via the 'ActionFunder' funding platform. ActionFunder matches sources of funding with charities and community projects. So far £18,000 has been committed to fund five programs in the Salford area:

- **Don't Walk Past** – a voluntary outreach group, who go out in teams, five nights a week, in Manchester and the surrounding areas, to feed, clothe, support and provide essential items to the homeless, to help make their lives on the streets easier.
- **Mona Street Community Garden** – a former car park transformed into a community garden in Salford. The funds have supported the redesign of the garden which will provide a space for workshops, learning, charitable events, fun days, feasts and seasonal events.
- **The Sebene Project** – an organisation fighting knife crime and gang violence by empowering young boys about their identity, mental health and heritage through discussions, culture and music in a safe space.
- **Islington Mill Foundation** – a Salford based arts organisation who organise local community projects. Funding has been committed towards their 'Bee Corner' project which transforms neglected spaces into havens for bees and people.
- **Incredible Edible Salford/Growing Togetherness and Friends of Buile Hill Park** – a community garden project in the heart of Salford Park. Get Living's commitment will help fund the allotments, which increase the access to growing spaces for the local community and educate people about growing their own food.



Corporate governance report

Enhanced and adaptable governance, supporting Get Living's strategy

Introduction

Effective corporate governance is a key requirement for the Group. For the year ended 31 December 2021, 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.

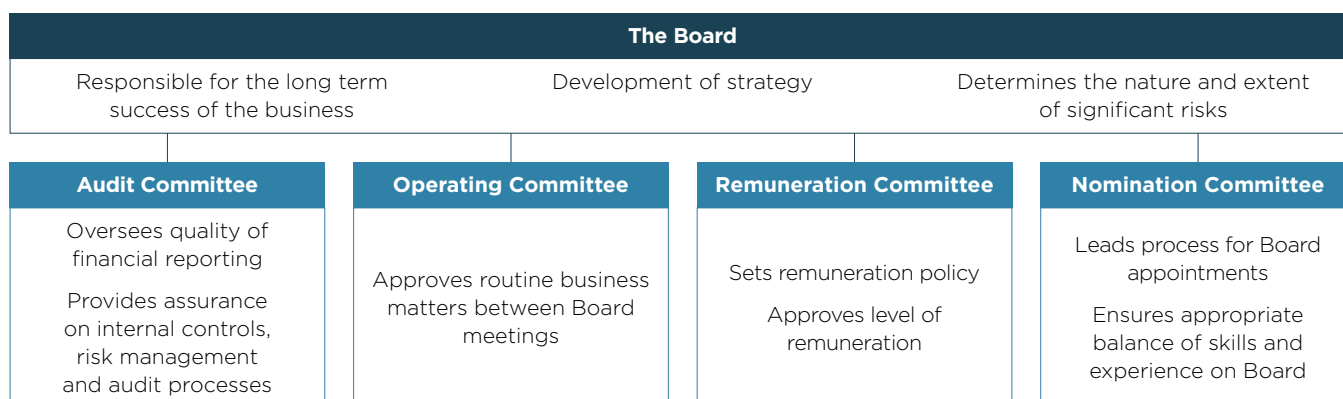
The Board meets at least four times per year and has adopted a schedule of reserved matters for decision making.

The Board has established an Audit Committee, Nomination 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 in 2021.

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.

Our governance structure



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

Wates Principles adoption

The Board considers that Get Living successfully applies the Wates Principles, through the corporate governance practices described above.

Principle One Purpose and leadership

The Board has agreed the implementation of a five-year strategy which supports our vision to build the exemplary UK PRS platform delivering quality homes to our residents whilst contributing to local communities and ensuring that Get Living values, strategy and culture align with our overall purpose.

Principle Two Board composition

The Board currently comprises three Non-executive Directors, all of whom are independent from the management team of the Group. The Nomination Committee reviews the structure, size and composition of the Board and its committees and makes recommendations with regard to any changes considered necessary in the identification and nomination of new directors, the reappointment of existing directors and appointment of members to the Board's committees. It also acts as a forum to assess the roles of the existing directors in office to ensure that the Board and Executive team are balanced in terms of skills, knowledge, experience and diversity. The Chairman is responsible for the effectiveness of the Board.

Principle Three Director responsibilities

The Board meets on a quarterly basis and has delegated the day-to-day operation of the business to the Executive Team. The Executive Team meets monthly to review the operational performance of the business.

The Board and Executive Team have a clear understanding of their accountability and responsibilities. To assist in discharging their duties, the Board has established an Audit Committee, Nomination Committee and Remuneration Committee and has delegated appropriate levels of authority to the Executive Team. The delegated authorities and reserved matter procedures support effective decision-making and independent challenge. The Group has clear corporate governance practices in place, with clear lines of accountability and responsibility.

Principle Four Opportunity and risk

Strategic opportunities are identified through the five year strategy planning process which includes input from all areas of the business. The five-year plan is reviewed and approved by the Board on an annual basis.

The Executive Team regularly reviews risks and how these are mitigated and managed across all areas of Get Living's business activities. Risk is considered at every level of the Group's operations and the risk management process ensures prompt assessment and response to risk issues that may be identified at any level of the Group's business.

Principle Five Remuneration

The Board promotes executive remuneration structures aligned to the long-term sustainable success of the Group, taking into account pay and conditions elsewhere in the business. 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 recommends remuneration levels to the Board consistent with prevailing market conditions, peer group companies and roles and responsibilities.

Principle Six Stakeholder relationships and engagement

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. The Board and Executive team are responsible for overseeing meaningful engagement with stakeholders, including employees, and having regard to their views when taking decisions.

Principal risks and uncertainties

Managing risk and internal controls

Get Living continued to strengthen its ability to manage risk and uncertainty over the last year and the business showed resilience throughout the Covid-19 pandemic.

We have managed our business through the pandemic, dealing with profound changes that have impacted the Group's core activities and changed the way we engage with stakeholders.

The Executive Team regularly reviews risks and how these are mitigated and managed across all areas of Get Living's business activities. Like all businesses, the Group faces a variety of risks that have the potential to impact its performance and ability to realise value in neighbourhoods. These include external factors that may arise from the markets in which the Group operates, government policy, sustainability and general economic conditions, as well as internal risks that arise from the way in which the Group is managed and chooses to structure its operations.

Risk is considered at every level of the Group's operations and the risk management process itself is actively being enhanced to ensure prompt assessment and response to risk issues that may be identified at any level of the Group's business.

The Audit Committee is responsible for reviewing the Group's systems of risk management and their effectiveness on behalf of the Board.

The Group has a range of internal controls and operational procedures that are designed to manage risk as effectively as possible, but it is recognised that risk cannot be totally eliminated. Staff employed by the Group are intrinsically involved in the identification and management of risk and the Risk Profile is updated regularly to encourage open participation and communication. Significant risks are recorded in the Risk Profile and are assessed and scored. The Risk Profile is discussed at each quarterly Board meeting.

The Executive Team recognises that it has limited ability to control certain external risks that the Group faces, such as government policy, but keeps the possible impact of such risks under review, taking mitigating action where possible, and considering them as part of the overall decision-making process.

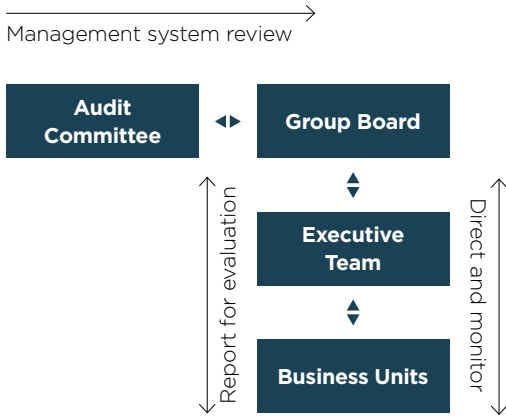
The principal risks are assessed on a current and future basis, looking at the short to medium term.

The Executive Team has considered emerging risks and their potential impact on the Group. In this regard, we have recently added geopolitical issues to the Risk Register as tensions escalate across the globe in light of the Ukraine crisis. Whilst geopolitical risk was not regarded as a Principal risk and uncertainty for 2021, it is included in the section that follows.

Our Process



Risk Management Process Flow



C Sustainability

Inherent risk rating
High

Residual risk rating
Medium High

◀▶ No change

◀▶ No change

Risk description

Impacts of environmental events and ESG requirements on operations and net zero carbon obligations. Also, the potential impact of sustainable lending requirements on the Group's ability to meet current and future commitments or refinancing of debt facilities as they become due.

Commentary on risk in the year

We have established an ESG Committee in the period to enhance Get Living's ESG strategy and have been actively looking at opportunities to reduce our carbon footprint within our neighbourhoods.

Get Living was awarded the top, 5-star, GRESB rating for the second year running in recognition of sustainability performance. Get Living was also recognised as lead peer among UK build-to-rent sector peers (UK Residential Multi-Family) due to high performance across all measures, demonstrating a clear commitment to ESG transparency and sustainability performance throughout our neighbourhoods. The sustainability risk scores consider the potential financial impact of these risks.

Mitigation

The Get Living management team is committed to sustainability, actively working towards improving ESG policies and the Group appointed a Head of Net Zero in 2021 to maintain these.

Our neighbourhoods create wider social, environmental, and economic benefits because we recognise that neighbourhoods anchored in their locality and sensitive to the local environment are more vibrant places to live and where people choose to live for longer.

The Get Living management team receives regular updates on changes to sustainability requirements through active engagement with industry bodies and our professional advisor group.

Stakeholder engagement

Our approach to engagement



Our employees

Our business success will be determined by our employees. Our employees are those who are directly employed by Get Living. We actively encourage career progression within the business, so supporting the learning and development of employees is a priority. We celebrate having a dynamic and diverse team, with everyone working together in a flexible working culture. Diversity, inclusion and good communications are central to our offer, and we provide a range of support for employees.

Why we engage

We recognise the importance to our business success of retaining and attracting an engaged, diverse and knowledgeable group of employees.

How we engage

The HR team provide training programmes, leadership and general development programmes to provide career opportunities for our teams and staff appraisals to support succession planning and retention for key roles. As a business, we commit to being an inclusive, diverse and anti-racist organisation where everyone feels inspired, supported and included to realise their full potential.

We undertake employee engagement surveys and promote wellbeing activities.

Outcomes of engagement

As a business we have experienced high retention levels relative to the market average. Our employee satisfaction results also improved across the business in our latest engagement survey. As part of our pledge to reduce carbon emissions, we offer employees a cycle to work scheme and continue to promote health and wellbeing across the business, providing a variety of health benefits to all staff.



Our contractors and suppliers

Our contractors and suppliers are those who provide goods and services to Get Living. We have relationships with suppliers providing a large range of products and services, from cleaning to construction and have a collaborative approach to our supply chain.

Why we engage

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.

The Group pays special attention to the top suppliers in each category to ensure the most cost-effective, efficient, and sustainable solutions across all operations.

How we engage

The procurement manager maintains close relationships and regularly meets with suppliers. Get Living encourages suppliers to raise any issues or concerns they have about their relationship with the Group, their contracts or the workforce.

We require our suppliers, contractors and service providers to support anti-slavery initiatives and have implemented effective controls to mitigate the risk of slavery and human trafficking from occurring within our supply chains.

Outcomes of engagement

For all suppliers operating under our contractual terms rather than the suppliers own, we include contractual clauses to ensure the supplier and any sub-contractors or sub suppliers comply with the law on anti-slavery and human trafficking.



Our residents

Our residents are those who live within our neighbourhoods and includes their guests. Residents want us to understand their changing requirements and provide affordable and sustainable homes and responsive services, that provide a great home experience.

Why we engage

We engage with residents across all our neighbourhoods to provide services that deliver mutually beneficial outcomes.

How we engage

We engage regularly through our Welcome Offices situated at each of our neighbourhood branch offices, allowing residents to walk in and engage directly with the customer service team over any concerns or issues. We also hold social events for our residents to encourage them to get to know us and each other. In addition, we use events and surveys to ensure we stay close to our residents.

Outcomes of engagement

We now provide pet friendly homes across all Get Living neighbourhoods as resident priorities changed during the pandemic, increasing demand for pet friendly homes by 120%.

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 are those who operate businesses within our neighbourhoods, such as retail and leisure brands and their shoppers and visitors. Retailers want us to understand their changing requirements and provide affordable and sustainable space, and responsive services, that help them compete, grow and develop. Consumers, visitors and residents want us to provide fabulous space and services that add to their shopping and leisure experience.

Why we engage

We engage with retailers across all our neighbourhoods to ensure services are provided that deliver mutually beneficial outcomes.

How we engage

We engage regularly through meetings and surveys to ensure we keep close to our retailers.

Outcomes of engagement

Get Living launched The Lab E20, London's new creative hub, designed by Christopher Raeburn. Based in East Village, The Lab E20 is a new flagship for experimental retail cultural exhibition and creative space with a focus on positive fashion and sustainable living.



Our investors

Our investors are those who own shares in Get Living. We communicate our plans clearly and act on them effectively, working to realise long-term sustainable value in neighbourhoods.

Our shareholders are entitled to receive dividends from the Company and elect the Directors of the Company, among other matters.

Why we engage

Institutional investors, in particular are constantly evaluating their holdings in the Group as part of their portfolios. Providing insightful information about the Group's strategy, projects and performance is crucial for their assessment of the Group. The Group pays special attention to maintaining regular and transparent dialogue with shareholders, in order to ensure that every shareholder is treated and informed equally.

How we engage

The Board currently comprises three Non-executive Directors, all of whom are independent from the management team of the Group and investor nominees.

Get Living regularly meets with the investors and provides regular financial reports.

Outcomes of engagement

We adopted the Wates Corporate Governance Principles ("Wates Principles") in 2021 as our framework for disclosure offering increased transparency for investors and other stakeholders.



Our communities

Our communities are those who live in areas where we work, 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. Working in collaboration with our partners, our community support is wide-ranging. We always listen to and consult with residents, businesses and community groups when we develop a new neighbourhood.

Why we engage

The wellbeing of local communities is directly related to Get Living's business success and the Group believes that community events and activities create unique opportunities.

How we engage

We encourage our team to be mentors and offer work experience to local schools. We have regular dialogue with local communities and communicate through local engagement frameworks.

Outcomes of engagement

In 2021, more than a dozen of the senior Get Living team became mentors to young talent in partnership with Aletto Foundation, a social mobility charity. The energy, ambition, and astute perspective that these young people show will shape our future. We have also supported at least 59 young athletes in London and Manchester in partnership with Sport Aid. The young athletes have been nominated to Get Living by their respective National Governing Bodies.

EPRA performance measures

Get Living Plc reports the Company's sustainability indicators based on EPRA's (European Public Real Estate Association) latest recommendations: Best Practice Recommendations on Sustainability Reporting, third version September 2017.

Overarching recommendations

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, 2021 to December 31, 2021.

Environmental Sustainability 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

| EPRA Sustainability Performance Measure | | Portfolio | Corporate offices |
|---|---|--------------------|-----------------------|
| | | 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 (tCO₂e) and greenhouse gas intensity is reported as kilograms of CO₂ equivalent (kgCO₂e).

Like-for-like measures exclude all assets not held for the full two-year period from January 1, 2020 to December 31, 2021 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 organisational boundaries for this indicator.

EPRA 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.

EPRA sustainability best practice recommendations compliance table

EPRA Sustainability Performance Measure

| | | 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 programmes | ✓ | 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.

Absolute Energy, Building Energy Intensity, GHG Emissions and GHG Intensity for Own Office Occupation
Absolute and like-for-like energy for Own Office Occupation

| Energy reported in kWh | | 2020 | | | | 2021 | | | | 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 | 32,973 | 100% | 32,973 | 100% | 33,743 | 100% | 32,973 | 100% | 2.3% | 0.0% | |
| | Proportion of electricity from renewable sources | 0% | | 0% | | 0% | | 0% | | | | |
| | % of electricity estimated | 100% | | 100% | | 100% | | 100% | | | | |
| DH&C-Abs DH&C-LfL | Own Office Occupation | Get Living obtained district heating | 151 | 100% | | 100% | 0 | 100% | 0 | 100% | -100% | |
| | | Proportion of district heating from renewable sources | 0% | | 0% | | 0% | | 0% | | | |
| | | % of district heating estimated | 100% | | 100% | | 100% | | 100% | | | |
| Fuels-Abs Fuels-LfL | Own Office Occupation | Get Living obtained fuels (natural gas) | 47,553 | 100% | 47,553 | 100% | 48,034 | 100% | 48,034 | 100% | 1.0% | 1.0% |
| | | 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 | 48.1 | 100% | 48.1 | 100% | 48.8 | 100% | 48.3 | 100% | 1.4% | 0.6% |
| | | % of energy and associated GHG estimated | 100% | | 100% | | 100% | | 100% | | | |

EPRA performance measures 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 | | 2020 | | | | 2021 | | | | 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) | 8.7 | 100% | 8.7 | 100% | 8.8 | 100% | 8.8 | 100% | 1.0% | 1.0% |
| | | Total indirect GHG emission (GHG Protocol Scope 2) | 7.0 | 100% | 7.0 | 100% | 7.2 | 100% | 7.2 | 100% | 1.8% | 1.8% |
| 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) | 9.4 | 100% | 9.4 | 100% | 9.5 | 100% | 9.5 | 100% | 1.4% | 1.4% |

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 activity in the last 24 months.

Narrative on performance:

Absolute and like-for-like energy and GHG emissions: Total consumption of electricity and fuels obtained by Get Living Plc for the main offices is estimated based on total electricity and fuel consumption for all landlord areas and therefore does not reflect granular electricity 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 and fuel consumption for all landlord areas and therefore is not representative of the actual offices change in consumption.

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 | | 2020 | | | | 2021 | | | | 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 | 8,163,884 | 100% | 8,163,884 | 100% | 8,341,077 | 100% | 8,297,340 | 100% | 2.2% | 1.6% |
| | Electricity submetered to Student Accommodation | 362,688 | 100% | 362,688 | 100% | 350,082 | 100% | 350,082 | 100% | -3.5% | -3.5% |
| | Proportion of electricity from renewable sources | 0% | | 0% | | 0% | | 0% | | | |
| | % of electricity estimated | 0% | | 0% | | 0% | | 9% | | | |
| DH&C-Abs DH&C-LfL | Residential | | | | | | | | | | |
| | Get Living obtained district heating | 39,769 | 100% | | 100% | | | | | | |
| | 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) | 5,348,001 | 100% | 5,348,001 | 100% | 5,260,224 | 100% | 5,260,224 | 100% | -1.6% | -1.6% |
| | Gas submetered to Student Accommodation | 923,948 | 100% | 923,948 | 100% | 1,282,524 | 100% | 1,282,524 | 100% | 38.8% | 38.8% |
| | Proportion of fuels from renewable sources | 0% | | 0% | | 0% | | 0% | | | |
| | % of fuels estimated | 1% | | 1% | | 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 | 41.3 | 100% | 41.1 | 100% | 41.4 | 100% | 41.3 | 100% | 0.4% | 0.3% |
| | % of energy and associated GHG estimated | 0% | | 0% | | 0% | | 6% | | | |

EPRA performance measures 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 | | 2020 | | | | 2021 | | | | 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) | 984 | 100% | 984 | 100% | 968 | 100% | 968 | 100% | -1.6% | -1.6% |
| GHG-Indir-Abs GHG-Indir-LfL | Total indirect GHG emissions (GHG Protocol Scope 2) | 1,743 | 100% | 1,733 | 100% | 1,771 | 100% | 1,733 | 100% | 1.6% | 0.0% |
| Building GHG Intensity for owned assets (Residential) (kg CO ₂ e/m ² /year - GIA) | | | | | | | | | | | |
| GHG-Int | Building GHG Intensity (GHG Protocol Scopes 1 and 2) | 8.3 | 100% | 8.9 | 100% | 8.3 | 100% | 8.9 | 100% | 0.4% | -0.6% |

Data coverage notes for owned assets:

Absolute energy and Scope 1 and 2 GHG emissions: Data for the district heating supply has been excluded from the 2021 disclosure due to the energy being procured by a third party with limited data availability and quality. Get Living aim to improve access to data in 2022. The district heating reported for 2020 only covers landlord areas at East Village (shared services and common areas). Gas is procured by Get Living Plc at building level for the boilers and then supplied to the residents through heat meters. Residents procure their own electricity, therefore residents' electricity and district heating have been excluded from the analysis, whereas 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.

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 2021.

Increased occupancy has led to relative increases in absolute consumption of electricity and some gas supplies. As a consequence, absolute greenhouse gas emissions have also increased over the reporting period. The effect of increased occupancy on metrics has been partially counterbalanced by weather fluctuations, which reduced consumption during an unusually warm period in March 2021.

Increased occupancy has also increased carbon intensity relative to floor area, despite energy efficiency improvements (in Elephant Central) and the ongoing decarbonisation of the National Grid electrical supplies.

Calculations for energy or carbon intensities relative to revenue or occupancy have not been prepared at this time.

Absolute energy and GHG emissions: Total Get Living Plc obtained gas consumption, and resulting Scope 1 GHG emissions, have decreased by 1.6%. Total Get Living Plc obtained electricity consumption has increased slightly by 2.2%. This outpaced the decrease in the carbon content of the United Kingdom's grid electricity, resulting in an increase in Scope 2 emissions of 1.6%.

Absolute and like-for-like water consumption and Building Water Intensity for own office occupation and owned assets

Absolute and like-for-like water consumption for own occupied offices & owned assets (Residential)

| Water reported in m ³ | | 2020 | | | | 2021 | | | | 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 | 2,057 | 100% | 2,057 | 100% | 2,400 | 100% | 2,400 | 100% | 16.7% | 16.7% |
| | | % of water estimated | 100% | | 100% | | 100% | | 100% | | | |
| Water-Abs Water-LfL | Residential | Total Get Living obtained water | 772,505 | 100% | 772,505 | 100% | 876,573 | 100% | 876,573 | 100% | 13.5% | 13.5% |
| | | Water Submetered to residents | 299,676 | 58% | 299,676 | 100% | 328,954 | 58% | 328,954 | 100% | 9.8% | 9.8% |
| | | % of water estimated | 0% | | 0% | | 0% | | 0% | | | |
| 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 | 1.23 | 100% | 1.23 | 100% | 1.43 | 100% | 1.43 | 100% | 16.7% | 16.7% |
| 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 | 2.4 | 100% | 2.52 | 100% | 2.7 | 100% | 2.45 | 100% | 13.5% | -2.8% |

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, except for a few plots at East Village where the water meters are in the residents' apartments and not accessible, leading to only 58% of residents water consumption being reported.

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 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 increased by 13.5%. This was primarily driven through increased occupancy, as newer units, such as those at Middlewood Locks and N08 at East Village, continue to be filled. The trend also reflects the relaxation of covid restrictions in 2021. 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 increased for the same reasons indicated above.

EPRA performance measures continued

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 | 2020 | | | | 2021 | | | | 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 | | |
| Total | 20.4 | 100% | 13.3 | 100% | 16.9 | 100% | 14.2 | 100% | -17% | 7% |
| Recycled | 10.2 | 50.1% | 7.8 | 50.1% | 9.4 | 56% | 8.5 | 55.9% | -8% | 9% |
| Incineration (with and without energy recovery) | 4.7 | 23.0% | 0.0 | 23.0% | 1.8 | 10% | 0.0 | 10.4% | -62% | -100% |
| Landfill (non hazardous) | 0.0 | 0.0% | 0.0 | 0.0% | 0.0 | 0% | 0.0 | 0.0% | 0% | 0% |
| Materials Recovery Facility | 5.5 | 26.9% | 5.5 | 26.9% | 5.7 | 34% | 5.7 | 33.6% | 4% | 4% |
| % of waste estimated | 100% | | 100% | | 100% | | 100% | | | |
| Coverage of applicable properties | 100% | | 100% | | 100% | | 100% | | | |

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

| Waste reported in tonnes | | 2020 | | | | 2021 | | | | 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 | Residential | | | | | | | | | | |
| | Total | 2,627 | 100% | 760 | 100% | 1,559 | 100% | 855 | 100% | -41% | 13% |
| | Recycled | 1,087 | 41.4% | 452 | 59.5% | 776 | 50% | 538 | 63% | -29% | 19% |
| | Incineration (with and without energy recovery) | 1,235 | 47.0% | 2 | 0.2% | 466 | 30% | 0 | 0% | -62% | -100% |
| | Landfill (non hazardous) | 1 | 0.0% | 1 | 0.1% | 0 | 0% | 0 | 0% | -100% | -100% |
| | Materials Recovery Facility | | 0.0% | | 0.0% | 0 | 0% | 0 | 0% | 0% | 0% |
| | % of waste estimated | 305 | 11.6% | 305 | 40.1% | 317 | 20% | 317 | 37% | 4% | 4% |
| | Coverage of applicable properties | 9% | | 8% | | 0% | | 0% | | | |
| Waste-Abs Waste-LfL | Commercial – Under Landlord Responsibility | | | | | | | | | | |
| | Total | 100% | | 100% | | 100% | | 100% | | | |
| | 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 | 0% | | 0% | | 0% | | 0% | | | |

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 Q1-3 at the time of reporting for 2021. This is therefore excluded from like-for-like. Middlewood locks has been included in like-for-like reporting, however data for Block G, part of the Phase 2 development, has been excluded as it is a new building in Q4 2021.

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.

EPRA performance measures continued

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

| Type of Certification | 2020 | | | | 2021 | | |
|--------------------------|--------------------------------|--------------------------------|---|-----------------------------------|--------------------------------|---|-----------------------------------|
| | 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 | 99.97% | 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).

Social Performance Measures**Employee gender diversity**

| Impact Area | EPRA Code | Units of Measure | Indicator | 2020 | | 2021 | |
|---------------|---------------|------------------------------|--|--------|------|------------|------------|
| | | | | Female | Male | Female | Male |
| Diversity-Emp | Diversity-Emp | % of male & female employees | Employees on the organisation's Board of Directors | 33% | 67% | 40% | 60% |
| | | | Employees in the organisation's Senior Management | 33% | 67% | 40% | 60% |
| | | | All employees | 50% | 50% | 49% | 51% |

Narrative on performance:

Get Living Plc believes that a diverse perspective is key to success. Female representation on our board has increased to 40% in 2021.

Gender pay ratio

Employee Gender Pay Ratio

| Impact Area | EPRA Code | Units of Measure | Indicator | 2020 Mean | 2021 Mean |
|-------------------------|---------------|--------------------|--|-----------|------------|
| Employee gender pay gap | Diversity-Pay | Gender Pay Gap (%) | Mean (average) percentage by which female pay is lower than male pay | -13% | -7% |

Narrative on performance:

For all employees, Get Living Plc discloses the mean percentage pay gap between female and male pay. In 2021, Get Living Plc reported a decrease in the business's mean gender pay gap.

Employee training and development and Employee performance appraisals

Employee Training, Development and Performance

| Impact Area | EPRA Code | Units of Measure | Indicator | 2020 | 2021 |
|---------------------------------|-----------|----------------------|--|------|-------------|
| 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. We have also revamped the process for 2021. Training is key to our retention and success.

New hires and turnover

| New Hires and Turnover | | | | 2020 | | 2021 | |
|---------------------------------|--------------|-----------------------|--------------------|--------|------|--------|------|
| 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 | 42 | 34% | 40 | 26% |
| | | | Employee turnover | 27 | 20% | 40 | 27% |

Narrative on performance:

We have continued to make impactful hires through 2021 due to planned increases in our portfolio size and transferring skills over from our investors.

Employee health and safety

| Employee Health and Safety | | | | 2020 | 2021 |
|----------------------------|-----------|--------------------------|---------------|------|------|
| Impact Area | EPRA Code | Units of Measure | Indicator | | |
| Employee Health and Safety | H&S-Emp | Per 100,000 hours worked | Injury rate | 0% | 0% |
| | | | Lost day rate | 0% | 0% |
| | | | Absentee rate | 0% | 0% |
| | | | 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 programme of audit and assurance.

In 2021, Get Living reported no reportable Health and Safety incidents for employees, as for 2020. Despite the Covid-19 pandemic, the absentee rate has been negligible compared to the total number of hours worked and as such has been reported as 0.

Asset health and safety assessments and compliance

| Asset Health and Safety assessments and compliance | | | | 2020 | 2021 |
|--|------------|------------------|---|------|------|
| Impact Area | EPRA Code | Units of Measure | Indicator | | |
| 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.

EPRA performance measures continued

Community engagement, impact assessments and development programmes

Community engagement, impact assessments and development programmes

| Impact Area | EPRA Code | Units of Measure | Indicator | 2020 | 2021 |
|---------------------------------------|-----------|------------------|---|------|-------------|
| Asset community engagement programmes | Comty-Eng | % of assets | % of assets under operational control that have implemented local community engagement, impact assessments, and/or development programmes | 100% | 100% |

Narrative on performance:

Get Living Plc has a corporate community programme that applies across all activities and assets. Further detail of which are included within the 'Our Social Value' section earlier in this report.

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.

Governance Performance Measures Composition of the highest governance body

Composition of the highest governance body

| Impact Area | EPRA Code | Units of Measure | Indicator | 2020 | 2021 |
|---------------------------------------|-----------|------------------|---|-------|--------------|
| 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 | 4 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.

Process for nominating and selecting the highest governance body

Nominating and selecting the highest governance body

| Impact area | EPRA Code | Units of Measure | Indicator | EPRA Recommendations | 2020 | 2021 |
|---|------------|-----------------------|---------------------------------------|---|--|------|
| Nominating and selecting the Board of Directors | Gov-Select | Narrative description | Composition of the Board of Directors | Report the nomination and selection processes for the Board of Directors and its committees and the criteria used for nominating and selecting Board members, including whether and how: <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 | The Nomination Committee reviews the structure, size and composition of the Board and its committees and makes recommendations with regard to any changes considered necessary in the identification and nomination of new directors, the reappointment of existing directors and appointment of members to the Board's committees. <p>It 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> <p>The Nomination Committee seeks to ensure that all Board appointments are made on merit and measured against objective criteria and with due regard for the benefits of diversity on the Board.</p> | |

Process for nominating and selecting the highest governance body continued

Narrative on performance:

The Nomination Committee leads the process for board appointments and makes recommendations for appointments to the Board. The Nomination Committee membership includes independent non-executive directors in line with best practice. The Nomination Committee’s key objective is to ensure that the Board comprises individuals with the necessary skills, knowledge and experience to ensure that it is effective in discharging its responsibilities.

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

Process for managing conflicts of interest

Processes for managing conflicts of interest

| Impact area | EPRA Code | Units of Measure | Indicator | 2020 | 2021 |
|--|-----------|-----------------------|---------------------------------------|--|--|
| 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 | |

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 2021.

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

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