

Environmental Policy Statement



As a purpose-led, values-driven Responsible Business, Unum UK is committed on our responsibility to act against climate change and is dedicated to reducing our environmental impact.

This statement shares how Unum integrates environmental considerations and objectives within our decisions and how we aim to factor sustainability issues into our day-to-day business aligned to our UK Responsible Business Framework.

This statement outlines our current commitments in this area and our future ambitions for continual improvement.

Current commitments

We have a clear governance structure in place in the UK, with the UK Responsible Business team reporting to the Unum UK CEO, Executive Committee (ExCo) and ultimately the Unum UK Board. The team supports ExCo in developing strategic focuses for our environmental and social programmes, coordinates local action across the UK business and aligns with the Unum Group Sustainability Strategic Framework.

We currently raise awareness of environmental issues and action sustainability commitments across all levels of the business by:

- Complying with all applicable environmental statutory legislation and with any other regulatory, customer, or third-party requirements to which the organisation subscribes
- Measuring and analysing our business carbon footprint and taking steps to reduce it year on year
- Providing employees with the option to offset all or some of their direct carbon emissions through our carbon offsetting platform Ecologi, part of our flexible benefits offering
- Fully embedding hybrid working as our new way of working post-pandemic, with our employees actively encouraged to minimise business travel and commuting, and work in ways and locations that best suit them
- Promoting the use of public transport, with direct links to Unum's Basingstoke office and a shuttle bus operating between Unum's Dorking office and Dorking train station at peak times

- Conducting effective waste management strategies that promote waste minimisation, reuse, recovery and recycling
- Conducting employee training where necessary in relation to environmental issues
- Partnering with our catering function to provide a sustainable menu, measuring progress of carbon emission savings and reduction of food waste
- Encouraging reusable cups and water bottles, rather than single-use plastic cups, by providing one of each to every new employee
- Providing three paid volunteering days a year (equivalent to 24 hours) to all employees, with our employees actively encouraged to dedicate some of these towards environmental activities
- Engaging our employees through Unum's Sustainability Champions Network which is open to all employees and where new ideas to improve our environmental impact are shared and actioned
- Partnering with and supporting charitable organisations that are making a positive impact on the environment and addressing climate change issues
- Engaging employees with wellbeing programmes linked to environmental benefits.

Future ambitions

Our vision of success for Unum UK is to deliver growth and profit in a way that has minimal impact on the environment. To do this we aim to:

- Introduce a holistic 'Responsible Business' supply chain process, which addresses environmental measures
- Support our charity partners, customers and suppliers to improve on their environmental impact
- Establish a long-term Net Zero transition plan and share how we aim to continue reducing our carbon footprint
- Make environmental considerations a part of every business decision
- Explore how to build environmental considerations into all employee performance review processes
- Continue a robust review of Unum Group's investment portfolio.



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Chief Executive Officer

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or visit [Responsible Business](#) >

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