

Streamlined Energy and Carbon Reporting (SECR)

Year ended 31 December 2020

This report focuses on meeting the requirements of the Energy and Carbon reporting obligations under the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 (the 2018 Regulations) on Streamlined Energy and Carbon Reporting (SECR).

Environmental strategy and targets

At Unum, we recognise the important role we play in creating a more sustainable future for our colleagues, customers and communities. This commitment is core to our central value of doing the right thing. Whilst the direct impact from our own operations is small relative to other sectors, we consider it important and are committed to reducing the impact we have on the environment, and to support global efforts to keep temperature rise this century below 1.5°C.

Globally, Unum Group has a 3% per year carbon equivalent emissions reduction (CEER) target. The Group's approach to CEERs reductions is outlined within our annual Environmental, Social, and Governance (ESG) report and our Carbon Disclosure Project (CPD) public disclosure for greenhouse gas emissions. As we move forward in this work, we intend to further develop our targets to best support global initiatives.

Energy and carbon report

Reporting period

Reporting period is 1 January 2020 to 31 December 2020. Comparatives will be disclosed from 2021.

Reporting boundary

The reporting boundary for the Energy and Carbon Report is Unum European Holding Company (UEHC) and its subsidiaries which includes Unum Limited.

Measurement methodology

The reporting includes Scope 1 and 2 emission sources and Scope 3 emissions from business travel¹ (Category 6) and employee commuting (Category 7)*. The footprint is calculated in accordance with The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).

Outputs are in kWh and CO₂ equivalent (CO₂e) using the most up to date conversions factors from the Department for Business, Energy & Industrial Strategy (BEIS).

The energy and carbon footprint model and methodology has been externally verified by WSP, a US-based independent professional services firm.

1. Business travel emissions include commercial air travel and rental cars.

* Scope 1 emissions are direct emissions produced by the burning of fuels by UEHC.

Scope 2 emissions are indirect emissions generated by the electricity consumed and purchased by UEHC.

Scope 3 emissions are indirect emissions produced by UEHC's activity but owned and controlled by a different emitter.

	2020
Energy consumption (kWh)	
Electricity	1,937,387
Natural gas	782,585
Transport energy	-
Total	2,719,972

Greenhouse gas emissions	
Scope 1 emissions (metric tonnes CO ₂ e)	265
Scope 2 emissions location-based (metric tonnes CO ₂ e)	495
Scope 2 emissions market-based (metric tonnes CO ₂ e)	-
Scope 3 emissions (metric tonnes CO ₂ e)	3,603
Total	4,363

Intensity ratio	
Emissions per employee (metric tonnes CO₂e per person)	5.4

Environmental impact commentary and achievements

The effects of the Covid-19 pandemic contributed to our carbon emissions performance in 2020. To ensure the health and wellbeing of our colleagues, Unum took the decision to scale back all but essential office-based activities in March 2020 and almost all of our employees have been working remotely using technology from their homes, with no requirements for business travel.

To minimise our emissions whilst our offices remained open for essential workers, we closed off large areas of our buildings, thereby reducing our electricity consumption and other associated environmental impacts.

Having learned valuable lessons from the way we operated during the pandemic, recognising our changing approach to how we utilise office space, and making greater use of technology in the workplace, as well as to support our ongoing commitment to building an inclusive, diverse and flexible workforce, we have permanently closed our regional offices in London, Birmingham, Bristol and Glasgow, reducing the associated emissions. Employees previously based in those offices have transitioned to remote working and we will continue to utilise our technology platforms to support employee engagement and collaboration.

In early 2020, prior to the start of the pandemic, we initiated a Green Working Group, sponsored by one of our Executive Committee, to understand what we could do to reduce our carbon footprint within our main office locations. However, due to the pandemic and offices remaining closed, the initial projects identified by the group were temporarily paused with a view to them recommencing in 2021. In the interim, the group has supported several successful internal engagement campaigns to encourage employees to live more sustainably whilst working from home, and as we plan to return to our offices when it is safe to do so, they will be involved to ensure our new ways of working reflect our ongoing sustainability commitments.

We have also continued our Workplace Strategy programme which reflects our “waste less, recycle more” approach to minimising waste by providing centralised waste and recycling stations that make it as easy as possible for our employees to reduce waste and recycle properly.

We aim to continue to sustainably manage and reduce the carbon from our operational footprint in 2021 through ongoing reviewing of our post pandemic flexible working arrangements and seeking to better understand and manage our need to travel for business; working with our suppliers to investigate ways to increase our consumption of renewable energy; and inspiring our colleagues and suppliers to take personal responsibility to minimise their carbon footprint.

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