Streamlined Energy and Carbon Reporting (SECR)

Year ended 31 December 2024

Unum UK meets the requirements of the Energy and Carbon reporting obligations under the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 on Streamlined Energy and Carbon Reporting (SECR).

Energy and carbon report

Reporting period

The reporting period is 1 January 2024 to 31 December 2024.

Reporting boundary

Our SECR report includes emissions for Unum UK which comprises Unum European Holding Company Limited (UEHCL) and its subsidiaries.

Measurement methodology

The disclosure includes:

(i) Scope 1 emissions: these are direct emissions produced by the consumption of fuel and refrigerants by Unum UK;

(ii) Scope 2 emissions: these are indirect emissions generated from the purchased electricity used in our offices;

(iii) Scope 3 emissions: these are indirect emissions produced by Unum UK's activity but owned and controlled by a different emitter. The Scope 3 categories included are: fuel and energy related activities (Category 3), waste and recycling generated in operations (Category 5), business travel (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 CO_2 equivalent (CO_2e) using the most up to date conversion factors from The Department for Energy Security and Net Zero (DESNZ).

Greenhouse Gas Emissions

		2024	2023
Greenhouse gas emissions (tCO_2e)			
Scope 1 emissions from purchased fuels and refrigerant use		**70**	65
Scope 2 emissions from electricity use	Market-based	**5**	28
	Location-based	**268**	265
Scope 3 emissions from waste, business travel[1] and employee commuting		**607**	518
Total greenhouse gas emissions	Market-based	**682**	611
	Location-based	**945**	848
Intensity ratio(s)			
Emissions per employee (Location based tCO_2e per person)		**1.0**	0.9
Emissions: Scope 1 & 2 (Location based tCO_2e/£m GWP)		**0.5**	0.5
Total Emissions (Location based tCO_2e/£m GWP)		**1.3**	1.3

Unum UK's total energy consumption for 2024 was 2,302,523 kWh (2,274,110 kWh green/28,413 kWh non green). Energy consumption for 2023 was 2,283,796 kWh (1,726,266 kWh green/557,531 kWh non-green). The Company operates in the UK and, as such, the emissions stated are for UK and offshore emissions, with no additional global emissions.

The location-based method of calculating emissions reflects the average emissions intensity of grids on which energy consumption occurs.

The market-based method reflects emissions from electricity that companies have purposefully chosen. Market-based emissions may be significantly lower, or nil, if the entity has entered into contractual arrangements for renewable energy.

1. Business travel emissions include emissions from commercial air, rail, and road transportation and hotel stays of Unum employees for business-related activities.

Scope 1 and Scope 2 emissions:

Overall, total scope 1 and scope 2 location-based emissions increased slightly to 338 tCO_2e in 2024 (2023: 330 tCO_2e) and total scope 1 and scope 2 market-based emissions reduced to 75 tCO_2e in 2024 (2023: 93 tCO_2e). Within this:

1. Scope 1 emissions increased to 70 tCO_2e in 2024 (2023: 65 tCO_2e). Emissions decreased by 47 tCO_2e from switching our natural gas contract to 100% biogas contract, however this was more than offset by a 58 tCO_2e increase in emissions arising from a refrigerant leak in one of our offices during Q4.
2. Scope 2 market-based emissions reduced to 5 tCO_2e in 2024 (2023: 28 tCO_2e) following the switch to a new 100% renewable energy tariff for our Basingstoke and Dorking offices from March 2023. The remaining 5 tCO_2e of emissions relates to our rented London office space.
3. Scope 2 location-based emissions remained broadly consistent to prior year, rising slightly to 268 tCO_2e (2023: 265 tCO_2e). The increase was due to (i) a rise in occupancy of our Dorking and Basingstoke offices as we continued to embed our hybrid working model and (ii) inclusion of electricity for a full year from our rented London office space.

Scope 3 emissions

Scope 3 emissions have risen overall to 607 tCO_2e in 2024 (2023 518 tCO_2e), which is mainly attributable to a rise in business travel (both locally and internationally). We have also seen an increase in average office occupancy during 2024, following the embedding of our hybrid working model which requires employees to work in the office for a minimum of 2 days per week. Additionally, we have included a newly reported category, Category 3 (fuel and energy related activities).

We will continue to monitor and reduce travel-related emissions where feasible, in addition to educating our employees to enable them to choose the most sustainable options. However, as Unum Group is a global organisation with headquarters in the US and a business in Poland, as well as the UK, we believe it continues to be important that some business-to-business contact is needed in-person to successfully collaborate and build relationships.

Carbon offsetting

Consistent with prior years, the entirety of our 2024 location-based emissions continue to be fully offset through our offsetting projects undertaken in partnership with Ecologi (our business emissions carbon offsetting partner). In 2024 we expanded our offsetting projects to include both carbon avoidance (historical) and carbon removal projects with 3,388.5 tCO_2e (2023: 2,734 tCO_2e) and 637.92 tCO_2e (2023 473 tCO_2e) offset respectively to date. To complement our commitments to supporting biodiversity, we also introduced habitat restoration into our portfolio of projects supported, with 230m2 of wildflower meadows, wetlands, heathland and woodland restored and conserved to date.

Looking ahead to 2025, our focus is on continuing to manage down our Scope 1, 2 and 3 emissions where possible, further improving reporting accuracy and processes for other material Scope 3 categories and inspiring and educating our employees to become further involved in the organisation's efforts to minimise our environmental footprint. We will continue to purchase renewable energy contracts and offset the entirety of our location-based emissions into credible carbon avoidance and removal projects. We will also continue to work on embedding sustainable practices throughout the organisation to reduce our impact. Finally, we will continue to improve our onsite biodiversity through various employee-led initiatives.