

The Universities Superannuation Scheme believes a responsible approach to property investment will protect and enhance the value and returns of its investments needed to fulfil its commitments for its members and beneficiaries. It is therefore the objective of the fund to reduce any environmental and social impacts generated by its investment and management activities, including those that may affect climate change. In addition, USS endeavours to exert a positive influence on its existing portfolio, and the market, actively encouraging improvements in environmental and social performance through a structured programme of activity:

Responsible governance and management procedures

- Monitoring progress towards meeting RPI commitments and targets, continually driving improvement in our performance;
- Maintaining established internal governance procedures, including an RPI Working Group led by the Sustainability Manager, which reviews the implementation and ongoing appropriateness of the RPI policy and objectives, and monitors progress towards meeting the commitments therein.

Responsible engagement

- Integrating environmental and social considerations into the selection of managing agents, consultants and suppliers, and working with them to promote the successful implementation of our RPI policy;
- Communicating with our key stakeholders including tenants about our policy, objectives and performance, and maintaining an appropriate level of employee awareness of RPI issues.

Responsible investment strategy

- Taking action to understand and mitigate environmental and social risks relevant to each of our portfolios;
- Setting portfolio and asset-specific RPI goals in our annual portfolio and property business plans, and tracking performance against these.

Responsible property and asset management

- Investigating the risk of environmental and social impacts when considering direct and indirect investments and aiming to mitigate them following purchase;
- Promoting socio-economic, biodiversity and community opportunities relevant to each of our portfolios;
- Integrating RPI considerations into the design and specification of major refurbishments and new developments, and into the selection of advisers, agents, consultants, developers, valuers and contractors, and other key stakeholders during the development process;
- Placing an emphasis on the consistent assessment, measurement and monitoring of our most significant environmental and social impacts, against agreed key performance indicators (KPIs);
- Reducing landlord controlled consumption of energy and water, minimising the production of waste and increasing recycling rates;
- Including sustainability performance information where relevant into marketing materials and dialogue with occupiers and buyers.

Signed on behalf of the RPI Working Group