



unispace

# EMEA Sustainability Strategy

Creating Sustainable Workplaces

2026

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# Forward

At Unispace, we believe in a world where sustainability drives success, and every decision we make must reflect the diversity and unique needs of the markets we serve. As a truly global company, we operate across countries with varying priorities, regulations, and dynamics. To guide our journey, we have embraced the UN Sustainable Development Goals, ensuring our approach is not only universal but also deeply local.

However, it is not just about a global framework—it's about relevance. Each market, each region, has its own nuances, and we must meet those needs while supporting our shared mission. The key is autonomy: every office and region take ownership, aligns with central goals, and executes with precision. Simplicity in strategy is paramount. We focus on a unified mission, clear targets, and transparency, ensuring the data we report is both credible and verifiable. This is how we stay true to the core values that drive us:

Care Deeply  
Take Action  
One Team  
Build Trust  
Bring Our Best

In EMEA, we've undertaken a thorough materiality assessment, ensuring our sustainability efforts are not only in sync with legislation and the UN's goals but are also tailored to meet the needs of the communities where we operate. Our focus spans across the most critical areas: our people, the communities we serve, carbon and energy efficiency, responsible sourcing, supply chain management, and circularity.

For us, sustainability is not an afterthought—it is the foundation of everything we do. It means delivering the highest quality with integrity, setting the highest standards, and being open and transparent in how we report our progress. We are upskilling our entire workforce, empowering each discipline to become a thought leader in how they contribute to our sustainable future.

At Unispace, sustainability is within our foundations as a business. It's how we create lasting impact—together.



**Penelope McCallum**  
Head of Sustainability, EMEA





# EMEA Sustainability Strategy

*Empowering People, Protecting Our Planet, and Building Profit with Integrity.*

## Our Commitment

At the heart of everything we do, our sustainability pillars are built on the foundation of our core business values. With long-term vision and short-term actions, we aim to lead and innovate in key areas that matter most. As we build on our successes and learnings, we remain committed to the UN Goals and evolving legislation within our region.



# Our pillars

## 1. People: Empower with Purpose *Inspired by: "Take Action" and "One Team"*

We believe that real impact begins with action. This pillar is all about improving the lives of individuals — whether through community engagement, promoting health, or advancing social equity. The collective power of a united team working together for good is where change begins.

## 2. Planet: Nurture Our World *Inspired by: "Care Deeply" and "Bring Our Best"*

Our planet is our responsibility. Nurturing it with unwavering care is not just a duty, it's a promise for future generations. This pillar drives our efforts to foster sustainability and develop practices that leave a positive, lasting imprint on our world. Every action we take is part of our commitment to building a healthier, greener tomorrow.

## 3. Prosperity: Build Trust for Growth *Inspired by: "Build Trust" and "Take Action"*

Sustainable growth requires more than just financial success. It's about building trust through ethical practices, transparency, and integrity. This pillar ensures that every business outcome is achieved with responsibility and respect for both people and the planet, creating long-term success that benefits everyone.

## Our Path

“Together, we will continue to take meaningful steps toward a more sustainable future, with every action aligning with our mission to protect, empower, and grow. By leading through trust, care, and purpose, we are setting the standard for responsible business in EMEA. We will report annually on progress and in accordance with the Global Reporting Initiative (GRI) standards.”



# Our Commitment – Supporting UN Goals

## Unispace: Committed to the UN Sustainability Goals

In 2015, the United Nations set forth a bold vision — a blueprint for peace and prosperity that spans across people and the planet. A shared commitment by UN Member States, it introduced the **17 Sustainable Development Goals (SDGs)**, a call to action to end poverty, improve health and education, reduce inequality, and spur economic growth, all while tackling climate change and safeguarding nature.

At the heart of this vision: **Leave no one behind**. These goals are simple, yet powerful — guiding nations, businesses, and individuals alike to find their place in building a better world.

But simple doesn't mean easy. Achieving these goals requires **leadership, investment, and determination**. It demands the active participation of all — businesses, governments, communities, and individuals. As we edge closer to 2030, the SDGs hang in a delicate balance. The time for action is now.

At **Unispace**, we are doubling down on our efforts. With a clear focus on areas where we can make the greatest impact, we are committed to aligning our priorities with the **UN Sustainable Development Goals**. Because we believe that **success is not just a possibility** — it's a shared responsibility.







# People, empower with purpose

Unispace takes purposeful action to improve the well-being of our people and supply chain through community engagement, training and health and social equity initiatives. All of which, insures a consistent unified team approach.

## SHORT TERM ASPIRATIONS - 2026

### Workforce

- Measure supply chain apprenticeships and graduates within the supply chain.
- Undertake quarterly Wellbeing initiatives.
- Measure diversity within teams (each management level) and benchmark.
- Staff to undertake sustainability training relevant to discipline.
- Support external events to showcase careers in the construction industry.
- Undertake an employee survey focussed on wellbeing and culture and measure our employee NPS score.
- Measure and report on total net new hires (split into diversity groups)

### Workplaces

- Promote the benefits of sustainable spaces through thought leadership events.
- Undertake strategic reviews within the industry to identify areas/trends for innovation and implement change.

### Supplier Diversity

- Support the upskilling of our supply chain through education and two leadership events with our supply chain.

### Community

- All staff to be allowed two days per person per year to support local communities and charities.
- Measure % of local supply chain across our projects. Those within 25 miles of our projects.





# People, empower with purpose

## LONG TERM COMMITMENT - **2030** ASPIRATIONS

### **Workforce**

Address the skill shortages and upskill Unispace staff to ensure we have the staff and skillset required to deliver workplaces of the future. Staff will be provided with a minimum 3-5 trg days per person. We will continue to measure, apprenticeships, turnover rate, workforce numbers and diversity, women on the board monitoring and measuring our skills matrix.

### **Supplier Diversity**

Have a diverse and skilled supply chain that have the capacity and capability to deliver sustainable workplaces. (measure diversity within the supply chain to include women owned, SME, BAME, veteran owned).

### **Workplaces**

Unispace to remain as an industry leader in delivering its unique offering from inception through to post completion of projects. Its staff to be thought leaders in all areas of sustainability and sit and lead on industry panels to continue to steer the industry in delivering future proof workspaces. We will measure no of innovations identified and implemented on our projects, no of published Peer papers produced and participation and support for industry bodies such as Green Building.

### **Community**

The Unispace Brand to be synonymous with quality and leaving positive legacies in areas where we have an impact by using local supply chains, materials and supporting local charities. We will measure localism within procurement and record charitable work and donations in our figures.







# Planet, nurture our world

Nurture our world - centred on deep care for the environment and the planet, fostering sustainability through the best efforts and practices to ensure a healthy world for future generations.

## SHORT TERM ASPIRATIONS - 2026

### Carbon

- Report on our 1,2 and scope 3 emissions through the CDP
- Verify our carbon data to ISO 14064-1 Toitu carbon reduce certification
- Implement a standard process for recording Scope 3 emissions
- Continue to verify a Net Zero road map that supports individual projects
- Commit to SBTi targets in line with Paris targets and submit for verification in 2026 to include both short term and Net Zero targets.

### Waste

- Measure waste from all projects and formulate a baseline for each studio
- Identify a recycling rate baseline for each studio
- Identify circular economy opportunities and promote and share initiatives throughout the business

### Nature

- Promote nature based design principles and ensure external and internal spaces support the philosophy of the Living Building Challenge and other relevant schemes. Produce a material data bank to support wider sustainable initiatives and certifications
- Identify carbon offset schemes that support nature-based solutions that harness the power of nature to reduce greenhouse gas emissions while also addressing societal challenges and improving human wellbeing





# Planet, nurture our world

## LONG TERM COMMITMENT - **2030** ASPIRATIONS

### **Carbon**

- To have Net Zero operations across EMEA
- To provide Net Zero options for all clients on all projects
- To be classed as a climate leader and listed on the climate leader A list under the Carbon Disclosure Project

### **Nature**

- All residual carbon to be offset through Nature based schemes that are verified and recognised using the Toitu certification
- Use of nature-based products to support local economies and reuse of waste materials

### **Waste**

- To have a waste diversion rate of 100%
- To have no single use packaging on projects
- To be a leader in circular design and ensure our material database only includes items that can be reused or repurposed
- Create new offerings to minimise waste long term through new markets/leasing or renting agreements
- To promote new products on the market that support the circular economy





# Prosperity, build trust for growth

This pillar focuses on driving profitable outcomes through ethical practices, integrity, and trust-building, ensuring long-term business success that aligns with both people and planet.



## SHORT TERM ASPIRATIONS - 2026

### **Ethical Practices**

- Undertake a materiality assessment of materials:
  - 100% of timber to be FSC/PEFC
  - Creation of a Material database for certified products
- Provide DEIB training to all staff
- Provide anti-corruption/bribery training to all staff
- Zero RIDDORS
- AFR
- Number of lost days

### **Integrity and Trust**

- Continue to report through and achieve Ecovadis ratings and maintain our ISO certifications

### **Long Term Success**

- Undertake CES's on all projects
- Achieve an NPS score of +60

### **Innovation**

- Identify innovation within the business and share initiatives with the wider business





# Prosperity, build trust for growth

## LONG TERM COMMITMENT - 2030 ASPIRATIONS

### **Ethical Practices**

- All business practices align and support our core values. Assessed through employee, client and supply chain engagement feedback
- Identified as an employer of choice through a recognised scheme
- Zero RIDDORS
- Report and publicly disclose our AFR and number of lost days

### **Integrity and Trust**

- Use local supply chains to support local communities on our projects with an aim of 25% of project turnover to be spent within the local economy
- Use our material bank to provide assurance on material through the use of EPD's, Iso certifications and FSC/PEFC
- Achieve Ecovadis Platinum for our processes and performance

### **Long Term Success**

- Industry leading >60 NPS score for the EMEA region and individual studios
- Growth and strong margins to support economic stability

### **Innovation**

- Be seen as a collaborative leader in Innovation and assist new products/processes/ideas to market
- Support industry groups and governments in discussions on future requirements
- Measure success of our innovation strategies through numbers implemented, new markets created and funding success





**At Unispace, transparency is at the heart of our sustainability journey. We're committed to not just celebrating our wins but openly sharing the full story—our successes and the challenges we face along the way. In the spirit of honesty, we will update our website throughout the year and share our progress through external platforms like the Carbon Disclosure Project, industry events and an end of year report in reference to the GRI index. This is more than just ticking boxes; it's about engaging in meaningful conversations, tackling the tough issues head-on, and being open about our ambitions, even when the road ahead isn't smooth.**

We believe that true progress comes from collective action. By sharing insights and learning from each other, we can push the boundaries of what's possible in our sector and drive forward the achievement of the UN Goals. Collaboration is key—without it, we won't make the strides we need. That's why we'll be fully transparent in our reporting, fostering an open dialogue with our clients, peers, communities, and supply chain.

We look forward to sharing it with you and continuing this journey together.



We are over 700 *thinkers, creators, innovators, and explorers* across 26 countries worldwide. We are passionate about people and the world around us.

We believe spaces should *spark brilliance* in the people who use them.

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Spark Brilliance.