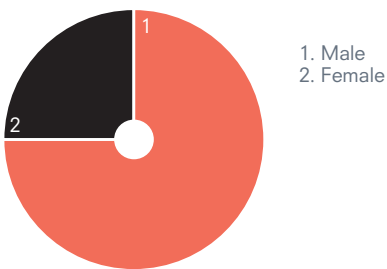


## Our people

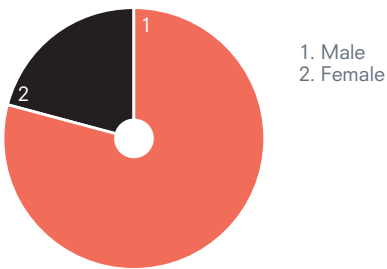
### Employee gender diversity

#### Board



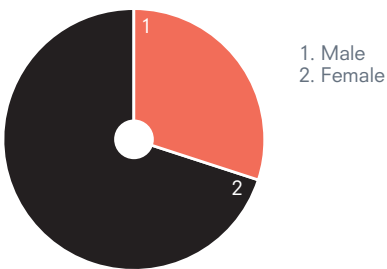
6  
2

#### Senior management (excluding Board)



19  
5

#### Remaining team



29  
67

The success of the projects we deliver relies in turn on our ability to harness the intelligence, imagination and audacity of our people. These values underpin everything we do and our goal is to nurture them by providing a culture where people are proud to work for us. This can only be achieved by fostering a strong sense of belonging among our employees, connected by strong internal communications and high levels of engagement.

People thrive when they are inspired so we challenge our employees to think creatively, and encourage them to further their professional and personal development. Our learning and development policy and performance management frameworks combine to provide a clear process that defines employees' roles and responsibilities, as well as the progress they are expected to make against targets set by the management team in order to deliver the business strategy. To continue to get the best out of our team, we also encourage them to stay healthy, by offering a wide range of benefits designed to promote wellbeing.

**100%**

of employees received some form of training and professional development, including webinars and workshops delivered by external providers.

**4**

employees are studying for further education qualifications including RICS, CIPD, MA in Construction Management and ICSA (Institute of Chartered Secretaries and Administrators).

**95%**

of employees enrolled in our Vitality wellbeing programme. All staff are also offered subsidised gym membership and free yoga classes.

To extend these learning opportunities outside the workplace we are offering four work experience placements at U+I in the year ahead, two of which will be given to students in local schools near our projects so we can support the communities in which we work. We have also formalised our partnership with the Reading Real Estate Foundation, centred on an internship programme for young people. The programme targets those who would not normally consider a career in property, recognising the value that a diverse range of backgrounds can bring to our Company and the property sector as a whole.

Finally, in the year we formalised our community giving activities by establishing a charitable committee and Matching Charity Giving Policy for our chosen charity Shelter. The policy establishes our commitment to support employees by providing up to two days' paid leave a year for volunteering and matched giving of up to £1,000 for team efforts.

Mayfield, Manchester staff onsite



We've added 'people first approach' to our strategy to acknowledge that above all we are a people business. We are committed to cultivating a top team – attracting and retaining the best talent, whilst also maintaining a trusted partnership network so we can be the partner of choice for any project.

[+ http://www.uandiplc.com/investors/our-strategic-priorities](http://www.uandiplc.com/investors/our-strategic-priorities)

[+ Our Strategic Objectives p.24-25](#)