

UNIVERSAL MUSIC UK SUSTAINABILITY REPORT

At Universal Music we are committed to advancing climate action across the recorded music industry.

Our efforts to combat climate change start with rigorous measurement and reporting systems, which in turn allow us to set targets, measure progress, and ensure continuous improvement of our environmental performance across our value chain.

STAYING ON TRACK

Universal Music Group published its first global carbon footprint in 2023, which was a vital endeavour capturing the global company's progress and ambition.

Universal Music UK recognises the UK government's ratification of the Paris Agreement, which limits global warming to no more than 2 degrees, preferably 1.5 degrees Celsius. In 2021 we were among the original signatories to the Music Climate Pact, a pact to reach net-zero by 2050 and to reduce our climate impacts in line with science in the interim.

It commits us to a number of high-level obligations, including the Science Based Targets Initiative, and it helps us to address our biggest environmental impacts in an efficient and collaborative way.

We've also been measuring our Scope 1, 2 and selected Scope 3 emissions from our London office for some years now.

INSPIRATION AND EDUCATION

As a creative organisation, we thrive on inspiration and ideas that we can collaborate on to power change. The Team Green forum was established back in 2007. Staff come together to brainstorm and steer many of the sustainability initiatives across the business. Team Green spearheads annual Green Weeks, events and talks, on subjects ranging across everything from the carbon emissions of food, to sustainable fashion, to bird watching.

Ongoing education across the company is fundamental to make collective progress in sustainability. Certified Carbon Literacy Training has been completed by a cohort of staff from across different areas of the business.

GETTING OUR HOUSE IN ORDER

Our UK company is based on the King's Cross Estate, which was officially declared carbon neutral in its construction in 2021. The Estate has committed to achieving net zero carbon by 2035. The office itself is a BREEAM Outstanding rated building — this is an international sustainability accreditation. We also have a 4* Creative Green Scheme accreditation from Julie's Bicycle (a pioneering non-profit organisation that mobilises the arts and culture sector around climate and ecological action), awarded in 2022.

Our building has a wonderful biodiverse roof garden, which is part of a habitat corridor that connects green spaces for nature in the borough of Camden.

ENERGY AND WATER

Our office's heating and hot water is supplied by the King's Cross Estate Energy Centre, a Combined Heat and Power Plant (CHP) and one of most advanced district energy networks in the UK, all powered by renewable energy. In addition, since 2016 we've been buying renewable electricity for all our buildings where we control the supply.

The office is lit by LED lighting and PIR sensors. LEDs require far less energy to emit light than typical bulbs, and PIR sensors rather than light switches reduce energy consumption in commercial buildings.

RECYCLING AND CLEANING

We recycle the majority of our waste, from coffee grounds to WEEE (Waste Electrical and Electronic Equipment). Our general waste goes to incineration, and the energy from this is delivered back to the National Grid. Nothing is sent to landfill.

Our cleaning company, Greenzest, has ambitious targets. As well as using innovative cleaning products, they are ISO 14001 certified. They have worked with an independent company to analyse their emissions and have been certified carbon neutral since November 2021, and have committed to be net zero carbon by 2035.

TRAVELLING BETTER

Emissions from aviation are a significant contributor to climate change. We work closely with our travel agent, using the latest technology to measure and monitor our travel and accommodation emissions. Almost all of our business trips to Paris are made by train, and we strongly encourage staff to also choose the train for travel to Brussels and Amsterdam. From 2019 - 2022 we worked with Ecolibrium to mitigate the carbon generated by the flights of our staff and artists.

Among the projects supported by Universal Music UK is Forest Carbon's Woodland Carbon Code certified project, on the Lowther Estate in Cumbria. In 2021, emissions were balanced through the REDD++ certified Peatland and Forest Conservation Project in Katingan, Indonesia—a decision we made as part of our ongoing commitment to climate justice.

On the ground, we promote cycling to work throughout the year with the provision of the tax efficient Cycle to Work scheme, free regular bike health checks, subsidised servicing, and secure space at our 4PS office for 186 bikes. We take part in Cycle to Work days and National Bike Week, offering free breakfasts to encourage staff to get involved.

FOOD FOR GOOD

Our King's Cross café is a hive of environmental initiatives, and the provider has declared a 2030 net zero target. The café works hard to source sustainable food and cut down on packaging.

We now have reusable lunch boxes alongside china plates, removing all disposable serverware from the cafe. Food waste is reduced with the use of innovative technology and imaginative menus with ingredients being repurposed for many different dishes. The café offers vegetarian and vegan food (alongside our long-standing Meat Free Mondays), fairtrade coffees and teas, and "keep cup" discounts.

There's no need for plastic-bottled water in the building, with filtered water available throughout, along with carafes and jugs for meetings.

PARTNERS FOR PROGRESS

Having measured our emissions, we know that, like many organisations, the vast majority comes from our value chain. In order to reduce these emissions, we need to work closely with our business partners to ensure a just transition. In 2023 our distribution partner moved to a BREEAM "Very Good" certified building, which was also certified net zero in its construction. We're constantly engaging with Universal Music Group offices and teams around the globe to share knowledge, and act, on the most environmentally friendly and efficient products and processes.

We work closely with others in the industry, such as the BPI, to bring about change more quickly. And we provide long term financial support for organisations working for change in the climate sector.

INVESTING IN OUR VALUES

We engaged a third-party company to review our company pension and ensure our investments are aligned with our values. This has resulted in multiple changes to fund investments in favour of those with ESG focus.

ONWARD JOURNEY

We know that on the journey to net zero, and to environmental sustainability, there will always be more to learn, more to change and more to act on. We will continue to share our progress along the way.