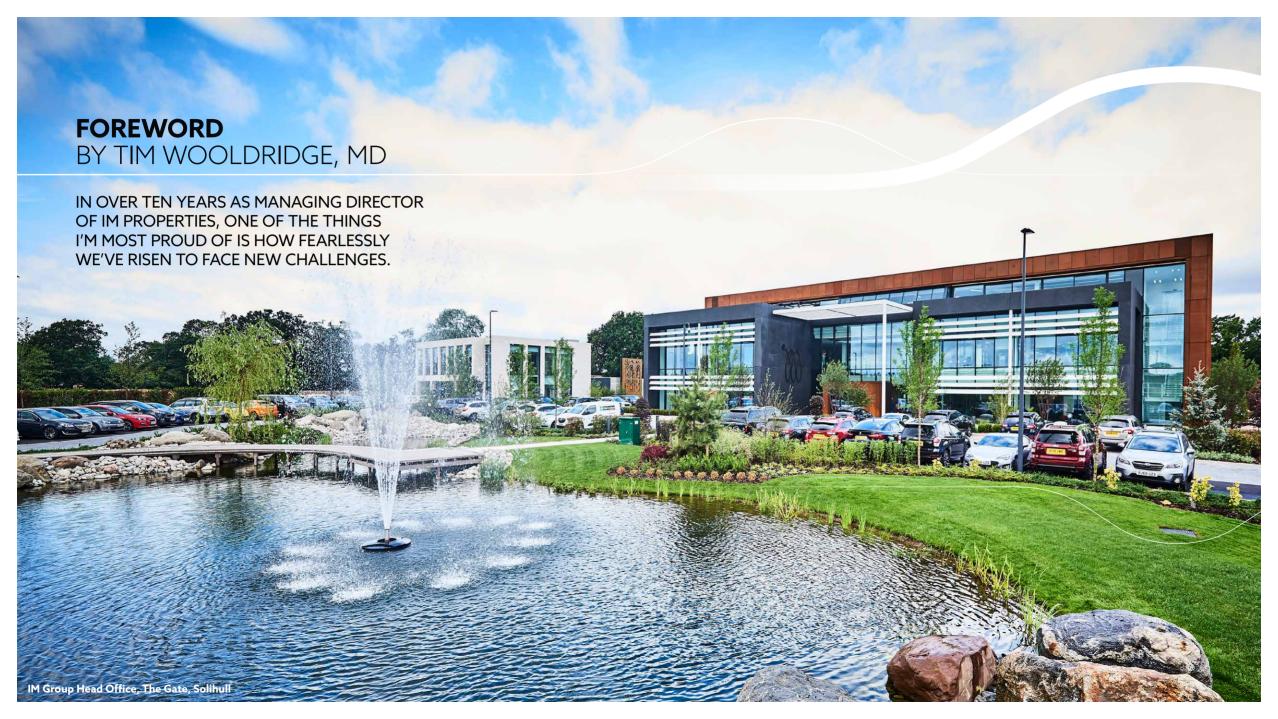




PEOPLE, PLACE, AND PLANET: OUR PATHWAY TO 2030 AND BEYOND

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We've been agile and ready to shift tack in changing winds – no mean feat for a company of our size and scale. So, I'm confident that, just as we've done in the past, we'll succeed in tackling today's challenge, which, arguably, is the most important one yet: helping to look after our planet.

There's no ignoring the fact that the effects of climate change are very real, and increasingly influential – on our weather, our wildlife, and our way of living. And with the recent publication of the Intergovernmental Panel on Climate Change Report, together with the UK's intention to achieve carbon Net Zero by 2050, now is the time to act.

As one of the UK's largest privately owned property companies, we acknowledge that we have a significant role to play in helping to decarbonise our economy and create a cleaner, greener, more responsible future – which is why we are proud to be launching our new sustainability framework.

We're pledging that, over the next decade (with our objectives set for 2030, in line with the UN Sustainable Development Goals), sustainability will be at the heart of how we work. Calling on our experience, financial strength and strategic decision making, we'll deliver better value, build stronger relationships with our stakeholders and, crucially, leave a beneficial legacy in the communities where we work.







We have already made some great strides – most recently, a range of sustainable developments, including the UK's first Electricity Cost Neutral Urban Logistics building and our groundbreaking logistics development of 3m sqft at Mercia Park, achieving Net Zero Carbon Construction in line with the UK Green Building Council requirements. We've attracted young, exciting, and responsible occupiers, such as Lounge and Gymshark, to our sites, and have continued to support environmental and social initiatives through our community funds. We also negotiated a Green Loan facility with Lloyds Bank to improve the energy efficiency of our investment portfolio. But this is just the start...

This document details our long-term sustainability vision and the actions that IM Properties are going to take over the next 10 years and beyond to achieve it. Our plans are ambitious, but we wouldn't have it any other way. We'll need to come together, as we've always done, to be at our innovative, collaborative, and forward-thinking best; I'm confident that we'll not only achieve our targets but end up stronger than ever before.

Tim Wooldridge Managing Director



We're proud of the work we have done over the last decade. But we're not ones to sit back, which is why we're implementing our new sustainability framework - to ensure that, over the next decade to come, we continue to improve, to progress and to evolve.

So where do we start? With outlining both our purpose: to create a sustainable future together, and our vision: to be innovative in creating sustainable developments, fit for the future. It's crucial to keep our purpose and vision at the forefront of our plans as we

forge ahead, as we strongly believe that managing for the long term is key to our success.

Our core values of Integrity, Commitment, Respect and Togetherness underpin everything we do. In line with the delivery of our sustainability goals, we expect these values to be upheld in the interactions we have with our stakeholders, the communities where we operate, and with each other.

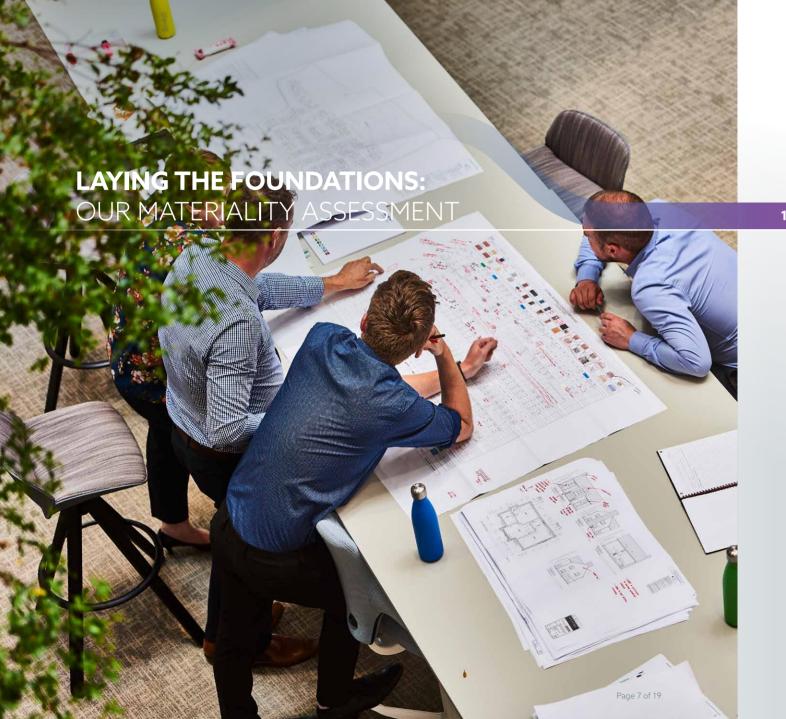
ALWAYS ACTING WITH THE CHARACTER OUR STAKEHOLDERS DESERVE, FURTHERING THE POSITIVE REPUTATION OF THE IM GROUP OF

COMPANIES

WE WILL BE
ACCOUNTABLE FOR
OUR SUCCESS AND
WILL STRIVE TO FIND
SOLUTIONS FOR
ENVIRONMENTAL AND
SOCIAL CHALLENGES

TREATING OUR
STAKEHOLDERS AS
EQUAL PARTNERS,
GIVING ATTENTION
AND CONSIDERATION
TO THEIR VIEWS

WE ARE A TEAM BUILT
AROUND TRUST,
WHO SHARE IN BOTH
THE SUCCESSES AND
CHALLENGES WE FACE



To help create our sustainability framework, we needed to understand the economic, environmental, and social issues that have the biggest impact on our business and our stakeholders. To do this we have conducted a formal materiality assessment, comprised of the following three-step process:

1. IDENTIFICATION

2. PRIORITISATION

3. VALIDATION

Identification of key issues based on industry research, peer & competitor analysis, and stakeholder input Prioritisation of issues using a formal materiality matrix based on internal & external stakeholder feedback Validation of the results with the IM Properties Leadership Team

Following this assessment, we identified the following key material issues:

- Wellbeing
- Social Value
- Innovation & Smart Buildings
- Climate Change Mitigation and Adaptation
- Energy Generation & Renewable Energy
- Biodiversity

These were then used as the building blocks in establishing the ambitions and priorities for our Sustainability Framework. We will continue to conduct regular materiality assessments to monitor the relevance of these ambitions and priorities and whether the framework needs to be revised to meet new challenges as they arise.

PARTNERSHIPS & PRACTICES Working with 722 Working with others Wellbeing ENABLING AND INSPIRING BEHAVIOURS Doing business in the right way PEOPLE & Carbon Energy Education Engagement 000 CAPATING AOSITIVE CHANGE DELIVERING DELENOP THE FUTURE PROPERTIES SUSTAINABLE **FUTURES** donny & Enterprise TO DO BUSINESS PRISTONS BARTNERS HIPS & PRACTIC Strengthening Communities

MAPPING THE ROAD AHEAD: OUR SUSTAINABILITY FRAMEWORK

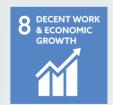
Guided by the findings from the materiality assessment, we have developed a sustainability framework which sets out our ambitions to 2030. The three central themes to our sustainability framework are People, Place and Planet, Each theme has a long-term ambition underpinned with key objectives. We know that we cannot deliver our ambitions alone and therefore Partnerships & Practices are also at the heart of our plans.

Our plans also align to the UN Sustainable Development Goals (SDGs), which provide a blueprint to achieve a better and more sustainable future for all.

To find out more about the UN SDGs visit: https://sdgs.un.org/goals























Our people are our greatest asset, so it's crucial for the success of our sustainability framework that we're all on board together and pulling in the same direction. Our 2030 ambition is to enable and inspire sustainable thinking from our employees, occupiers, and customers, to suppliers, industry and regulatory bodies, and the communities in which we work.

We will do this by setting commitments, focusing on three key pathways:

1. Wellbeing

It is recognised now, more than ever that businesses and workplaces have a responsibility to look after the wellbeing of their staff. We want to ensure that we are leading by example when it comes to putting the physical and mental wellbeing of our staff first, by maintaining a genuine and consistent approach to wellbeing within our own organisation.

We will formalise an internal wellbeing and inclusion strategy by 2023

In order to support our staff and continue to attract and retain the best talent, we will further the work we are already delivering around staff wellbeing. We will set out a defined wellbeing and inclusion strategy with key milestones, which will aim to drive employee engagement and make our staff feel valued

2. Encouraging sustainable behaviours

Setting our ten year framework is not just a statement of intent, but signals a way of working which will continue to be engrained into our organisation going forward. Encouraging sustainable behaviours has our customers at the forefront of our thinking and will involve continuing to share ideas and best practice, and challenging ways of working to understand how we can improve performance and share our knowledge with occupiers, customers and key stakeholders.

We will commit to a programme of research with our customers, occupiers & homeowners to understand best ways to engage them on sustainability starting in 2022

Given the different service lines within IM Properties, we want to gain a thorough understanding of how we effectively communicate about sustainability. We are part of a varied group of businesses operating within a complex real estate sector, and want to ensure we are communicating effectively, at the right time and in the right way with those with whom we

interact with. We will look to build on our existing relationships to carry out a short term programme of research to help improve our customer experience, understand customer needs when it comes to sustainability and remain best in class in our associated fields.

We will host an annual sustainability day to inspire & encourage customers, occupiers, suppliers and colleagues on sustainability from 2022

We will dedicate a day to learning and challenging perceptions around sustainability trends whilst looking forward to see what might impact us both as individuals and as a business. Hosted initially as an internal event for our staff to help empower and encourage ownership of our targets, we want to use our annual sustainability day to ensure all areas of the business remain engaged and aware of the impact they can have on delivery. We would take key learnings from the day to share with a wider external audience to keep the conversation active around sustainability awareness and action, and the impact it has.

3. Collaborating & Communicating

Fundamentally, our business is built on the relationships we have with our occupiers and key stakeholders, without whom we could not be successful. We want to continue to monitor our performance, and improve the way we do business by having an open and honest dialogue with our stakeholders.

We will carry out post occupancy surveys with all new customers by 2023

We recognise the importance of data in relation to our performance. This target sets out a commitment to carry out post occupancy surveys with all new customers in order to build positive, long term relationships and understand ongoing needs. It gives us opportunity to gain essential constructive feedback about our product and service, through idea sharing and open dialogue with our customers.

We will produce and distribute an annual sustainability performance report, starting in July 2023

This commitment will enable us to make continuous improvement on our framework by analysing our data and outcomes. By producing an annual report, we can reflect on where we are making the most impact and reassess our targets to ensure that they fit with our business operations and align with the objectives of key stakeholders.











As a property company we're aware that, while the overall impact of our developments is a positive one, benefitting the local economy through jobs, training, and local investment, they can also be controversial among some host community members. It is therefore crucial we take the time to understand the communities' current and future needs, and make sure we are leaving a positive lasting legacy. Our 2030 ambition is to create positive change in the communities where we work.

We will do this by setting commitments, focusing on three key areas:

1. Strengthening Communities

Business has an important role to play supporting and sustaining communities beyond bricks and mortar. Our projects and investments can be used as a force for good, either through provision of capital that allows new community projects to take place or existing ones to be sustained, or through the application of our time, energy and expertise.

We will establish an IMP Community Fund by 2022.

We will partner with an established community foundation, drawing on their experience and understanding to deliver financial support to local communities. Building on the learning and good practice gained from our existing project funds, this fund will run alongside those to create a structured and fair way of giving across all service lines, to support community projects and grassroots organisations who provide invaluable service to the communities we invest in

We will empower our colleagues to support communities, committing 2 days paid volunteering per colleague annually

Recognising the value that giving creates for individuals who give and receive, we will provide opportunity and encourage all staff to offer their time and expertise, empowering them to create positive change and impact for individuals, organisations and communities.

2. Economy & Enterprise

Contributing to flourishing economies and supporting those most disadvantaged or furthest from the job market, resonates strongly with our business. Through modifying our behaviours and using our projects, sites and supply chain to connect need with opportunity, we can ensure that we are leveraging our investment to greatest effect.

We will engage with a strategic partner to embed social enterprises into our procurement process

As a business we are committed to supporting the communities and economies we operate in. By aligning our business spend and procuring through social enterprises we know our money will be reinvested into local economies, supporting our aim to create positive change underpinned by our values.

We will establish an IMP Work ready programme by 2023, to support individuals into employment

Our projects can support a wide range of employment opportunities in design, delivery and operation. Our work ready programme will be created to support individuals who wish to upskill and re-skill by providing training, advice and work placement opportunities to increase their knowledge, experience and confidence. By working with an experienced strategic delivery partner, the programme will provide practical hands on learning coupled with training on employability skills.







3. Education & Skills

Our parent group has at its heart an objective to ensure that every child is brought up in an environment where they are given the opportunity to reach their maximum potential. We have the opportunity to complement this activity through our projects and investments, not only through supporting life skills, but by inspiring a new generation of professionals, practitioners or trades people in the world of the built environment.

We will establish an IMP Education Programme by 2022

Supporting the life prospects of children, the purpose of the education programme will be to provide young people with access to essential employability and business skills workshops to help improve their future careers. Working with our education partner, Grace Foundation, the programme will help learners to identify and develop essential skills for life and the world of work.

The IMP Education Programme will exceed 5000 meaningful interactions by 2030

By engaging and working with schools, colleges and universities and with the support of our supply chain, we will deliver a range of meaningful interactions to inspire and enthuse young people on a range of topics related to life skills and the built environment. Interactions will be delivered in a number of ways including presentations, career workshops, experiences and interactive role-specific sessions.





We know that we must play our role in supporting the UK on its transition to low carbon economy. Amid ever increasing concern over climate risks, we have set a commitment that by 2030, we will be a Net Zero carbon company and all our developments will be Net Zero ready meaning we will implement Net Zero construction, and design all our developments to meet Net Zero operation. It's ambitious, but this statement of intent builds on our track record, having already secured a Green Loan facility with Lloyds Bank to improve the energy efficiency of our investment portfolio, and our new partnership with UK Green Building Council.

We will deliver developments that are fit for the future, by setting commitments focusing on three key areas:

1. Managing Energy & Carbon

With the construction and operation of buildings accounting for around 30% of the UK's carbon emissions, it's clear that as a property company, we have got a significant role to play. We are committed to becoming a Net Zero carbon company by 2030 focus on reducing our controlled emissions, advancing Net Zero developments and engaging with our customers and occupiers on energy efficiency. Our commitments are:

Transparency and accountability are important to us, which is why, we will develop our net zero roadmap, setting science-based targets, and having third-party verification of all of our energy, business travel, and waste data to enable annual reporting of our business's own energy performance.

All new commercial buildings will be designed to be Net Zero ready and full Net Zero operation by 2025, where IMP retain direct responsibility for procuring regulated energy, such as offices with landlord-managed areas.

More than ever, it's crucial that new home owners are able to play their part in reducing the UK's carbon emissions, so all new domestic dwellings will be designed to be Net Zero ready by 2030, and we will deliver our first Net Zero ready Spitfire homes by 2025.

It's not just our own developments that will need to adhere to our sustainability efforts – we will also integrate managing energy and carbon into our investment decision-making from 2021, and develop a Net Zero roadmap for our investment portfolio by 2023.

We will also reduce carbon emissions across the entire development project lifecycle, working in partnership with our supply chain, and by 2025 we will work with our occupiers to minimise energy use and carbon emissions.







2. Building & Procuring Responsibly

Responsible building from the resources we use, eliminating waste and respecting the local community are key principles we adopt on all our developments. We also advocate the principle of responsibility in our procurement from the standards we set, materials we buy to the evaluation & selection of our supply chain partners. Our commitments are:

It's important not only that we consider the impact of our materials and resources, but that we support suppliers who are trying to do the right thing. By 2022 we will integrate social, environmental, and ethical considerations into our procurement, by implementing an IMP Sustainability Supplier Code of Conduct.

The same goes for our valued partners, who we will work with to research, identify and trial new innovative technologies on our developments which support environmental sustainability.

At the end of the chain, of course, are our construction projects. Our responsibility will be look to improve resource efficiency during construction, by preventing waste and optimising the use of materials on all developments.

3. Building & the Natural Environment

We know that safeguarding the natural environment could have significant impacts on climate change, economies, and health. Research has shown even more so over the past year that nature can have a positive impact on your physical & mental wellbeing. That's why we are committed to making nature integral to our environment, wellbeing, and economy. We will do this by:

The natural environment will be a key consideration on all new developments and throughout the development process – ensuring we're mindful not just of our carbon impact, but of our physical one, too.

By 2023 we will consider setting and place by adopting the principles of the Building with Nature Standard on all new developments.

By 2030 we will support the planting of over 1 million trees in the UK through our developments.

Partnerships & Practices

Underpinning the three themes of People, Place and Planet is partnership & practices. We believe doing business the right way contributes to a fair and just society and that working with others is a fundamental part of addressing the environmental & societal challenges we face.

We will achieve this by:

Doing business in the right way

Working in accordance with our values & policies coupled with strong governance and leadership, we will promote a culture of responsible business attitudes and behaviours. By complying with all relevant legislation, standards and policies and ensuring environmental & social issues are a key consideration of the business decision making we will future proof our business and meet external expectations.

Working with others

Collaborating with peers, cross sector businesses, charities and none government organisations is key to enabling us to deliver on our sustainability commitments. By working together, we can find innovative solutions to tackling the systemic challenges we face.

Our partners include:



As a member of the UKGBC, we are part of a growing network of organisations who provide a unified voice to improving the sustainability of the built environment sector.



As a member of the HBF and the Future Homes Taskforce, we have committed with our peers to a sector wide sector-wide climate and environmental roadmap for high quality homes & places.



As a member of BBP we are working alongside other leading commercial property owners to improve the sustainability of existing commercial stock here in the UK.



For carbon we cannot reduce or replace through our operations, we support carbon reduction projects. Working with Climate Impact Partners we identify both UK & international projects which align with our sustainability framework.

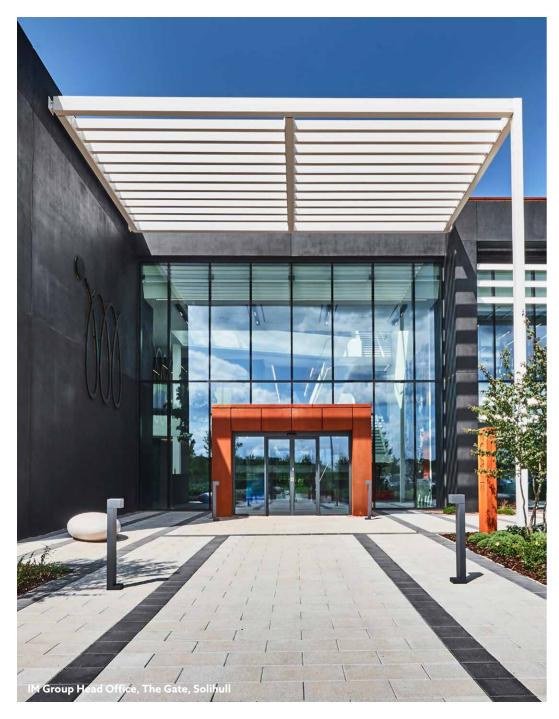


Working with Planet First, a social enterprise providing energy management services across our portfolio which will bring cost & carbon benefits.



Grace Foundation was founded in 2003 and is funded by the IM Group. It provides holistic education experiences. IMP are working with Grace Foundation on their school engagement experiences to enhance personal development and wellbeing.





Integrity is one of our core values, and being a trusted partner is important to us. We believe that clear policies, strong governance structures and clear lines of communication with external experts and partners will enable us to deliver on our 2030 sustainability commitments, while continuing to challenge and evolve our thinking.

To ensure we're acting at the levels of care, accountability and engagement we expect, we've established the following operational arrangements:

Policies

IM Group have published several responsible business policies, in compliance with regulations. These include:

- Whistleblowing
- Anti Bribery & Corruption
- Environment
- Equality, Diversity & Inclusion
- Modern Slavery
- Community & Charitable Giving

In addition to these, we will develop further policies & standards to support the ongoing implementation of the sustainability framework.

Internal Governance

To make sure we're achieving our sustainability targets, we formed the following governance framework:

At the top, the IMP Leadership Team, led by our MD, Tim Wooldridge, will be responsible for overseeing the delivery and management of our 2030 Sustainability framework, reviewing sustainability performance, managing budgets and holding the Sustainability Steering Committee (SSC) to account.

The SSC will be made up of colleagues from across all divisions of the business. Their role is to ensure delivery of our annual plans ensuring accountability at all levels of the business, engaging & communicating progress internally and reporting externally on our sustainability performance.

Each arm of the IMP business - strategic land, investments, developments, and housebuilding - will have ownership & accountability for delivering the objectives and commitments relevant to their business activities.

LEADING THE WAY:OUR CLOSING STATEMENT



On the surface, it's a blueprint for how we plan to conduct business in a more sustainable way over the next decade. Yet it's more than just that. It demonstrates how across our business we are fully invested in the idea of a healthier, more innovative, and more responsible future. It's optimistic, ambitious and bold. It's a vision of the future we're incredibly excited about, and we hope you are, too.

This agenda calls upon us all to work together to ensure it's success. We will need to commit fully to the goals and targets we have set ourselves and demand nothing but the best from one and other. Given our track record of delivery and the proven skill and dedication of our workforce, by working collaboratively with our external stakeholders and partners, there's no doubt that we will get there.

The start of this decade presented unforeseen and unprecedented challenges of a different kind, but now we're able to get back to doing what we do best: building for the future, a sustainable future.





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