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Welcome to IM Properties’ (IMP) inaugural sustainability report. We’re excited to share our story to date and how we’re implementing our sustainability strategy and commitments, alongside our ambitions for the future.

This report covers our recent progress to create a more sustainable business – one that supports our customers, our supply chain and our occupiers in advancing their own sustainability behaviours. Unless otherwise stated, data included is from the 2022 calendar year and for UK operations only.

At IMP, we are working to create a sustainable future together, delivering innovative projects, residential schemes and a modern asset portfolio that’s fit for the future.

As is the nature of our industry, many of our projects are often bound by long timescales. It is therefore especially important that we are designing and building for the challenges of tomorrow in the work we do today. With this in mind, following the 2022 launch of our Sustainable Futures strategy, I am excited to share our inaugural sustainability report.

This report covers our first-year progress towards our 2030 goals to create a more sustainable business – one that supports our customers, supply chain and occupiers in advancing their own sustainability behaviours through and within our developments. This work has been motivated by rising demand for a more sustainable approach to real estate, from planning regulations to changing customer requirements. We know our own ambition to provide developments that are sustainable and fit for the future needs to meet these demands.

We have an ambition to have fully Net-Zero carbon developments by 2030<sup>1</sup> and reduce our corporate Scope 1&2 emissions in line with the Science Based Target Initiative, placing sustainability at the heart of our work. This won’t be easy, but we are no stranger to challenges. With every new project we gain experience and generate new knowledge. In 2022, we delivered our first Net Zero carbon construction project with the Mercia Park development and completed our first Net Zero ready refurbished building, Bourn, in Coventry<sup>1</sup>.



Not only is this mission our driving force, it is also an opportunity to raise industry standards and support our supply chain in the shift to a low-carbon economy. To accomplish such a feat, we will need to act collectively. We are working with external providers to develop a Net Zero roadmap aligned with the Science Based Targets initiative (SBTi) to further guide actions across our business. And, to ensure our roadmap is as effective as possible, we are taking the time to understand the ongoing challenges, best practice and evolving regulations that surround climate action.

The approach we take will see us continue to work closely with our supply chain, the people and companies that use our buildings and the communities that live and work around them. We continue to enhance our processes, understanding current and future community priorities to inform developments and have trialled a new approach to local needs analysis for commercial developments. And, through our increased focus on ensuring projects create social value – such as job creation, skills and training investment, increased social enterprise spend and Community Funds – with support from our supply chain partners we collectively delivered over 1,000 volunteering hours during 2022.

With our portfolio of projects, I am confident we will achieve our commitments. I’m excited to watch IMP continue to grow as an innovative industry leader – one that supports the sectors we operate in and that continues to create developments that are fit for the future.

A handwritten signature in black ink, appearing to read 'Tim Wooldridge'.

**Tim Wooldridge**  
Managing Director

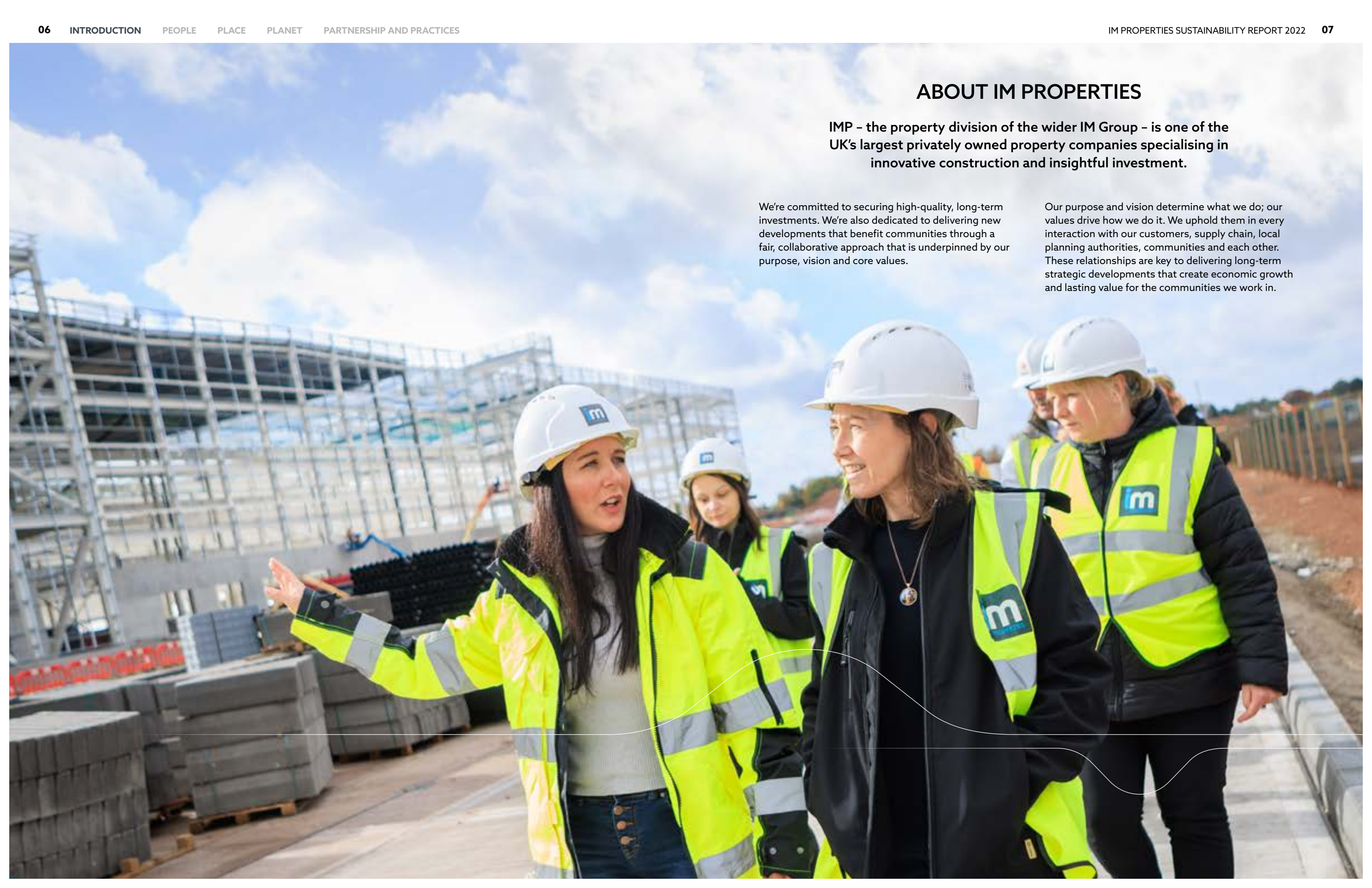
1 We align with the UK Green Building Council’s definition of Net Zero carbon buildings.

# ABOUT IM PROPERTIES

**IMP – the property division of the wider IM Group – is one of the UK’s largest privately owned property companies specialising in innovative construction and insightful investment.**

We’re committed to securing high-quality, long-term investments. We’re also dedicated to delivering new developments that benefit communities through a fair, collaborative approach that is underpinned by our purpose, vision and core values.

Our purpose and vision determine what we do; our values drive how we do it. We uphold them in every interaction with our customers, supply chain, local planning authorities, communities and each other. These relationships are key to delivering long-term strategic developments that create economic growth and lasting value for the communities we work in.



A strategy for sustainable development

The business parks, real estate assets and homes we create and maintain are essential to local economic and societal growth. As such, it's crucial we develop them responsibly. As planning regulations, local requirements and customer demand for sustainability continue to rise, we are challenging ourselves to innovate so that we can stay ahead of the curve.

Sustainability is at the heart of our decision-making, from how we operate to the assets we invest in. Our Sustainable Futures strategy guides action across IMP to ensure we leave a positive legacy beyond the physical boundaries of our property developments. Sustainable Futures will also help us maintain our competitive advantage as our sector increasingly embraces the benefits of applied sustainability amid a UK transition to a low-carbon economy.

OUR PURPOSE:

To create a sustainable future together

OUR VISION:

To be innovative in creating sustainable developments, fit for the future

OUR CORE BUSINESS VALUES:

Integrity, Commitment, Respect and Togetherness

Our business:

Development

We take a long-term view on development, placing exceptional build quality and ongoing stakeholder engagement as the foundations of our approach. To ensure we're constantly leveraging best practice, we explore new products and innovative approaches to see what value we can add for occupiers.

Our developments in the UK and overseas include large-scale commercial employment parks. Wherever we develop properties, we want to do so with integrity, creating spaces that benefit local communities. It's why we proactively engage stakeholders early on and throughout the process to understand community needs and sentiment.

Investment

IMP's Investment Team is responsible for our UK property portfolio and embeds sustainability into every decision – from acquisition through to the operation and maintenance of assets. The team is continually drawing on the latest technology and innovations to provide best-in-class working environments. They are also responsible for fostering and growing open, collaborative relationships with managing agents and occupiers to ensure assets are utilised to their full potential.



IM Land

IM Land oversees the acquisition and design of residential development sites, often working in collaboration with our Investment, Development and Residential teams. The IM Land team has a wide range of experience, including working for major PLC housebuilders, financial and professional services and local government. By bringing together local planning authorities, housebuilders, occupiers and developers to help plan delivery, we facilitate strategic growth and unlock investment opportunities for residential housing delivery.

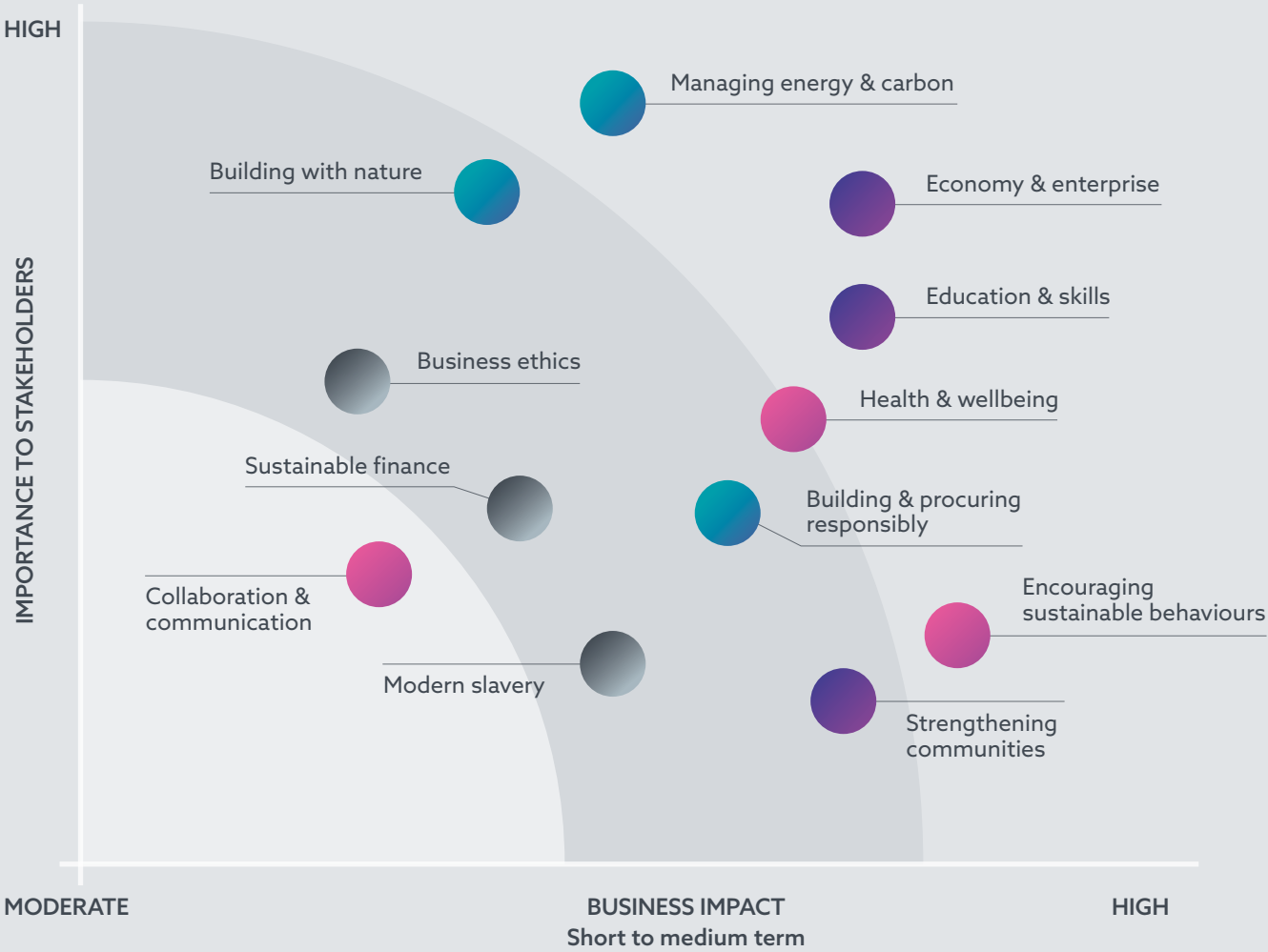
Spitfire Homes

Spitfire Homes specialises in the creation of sustainable, high-quality homes across the Midlands. Driven by a design-led approach to deliver new homes that our customers can be proud of, we combine stylish interiors with considered layouts to create homes that are as practical as they are beautiful.

# MATERIAL ISSUES AND STAKEHOLDER ENGAGEMENT

To develop our sustainability framework, we first needed to understand the economic, environmental and social issues that have the biggest impact on our business and stakeholders. To do this, we conducted a formal materiality assessment.

## 2021 MATERIALITY ANALYSIS



Key

PEOPLE

PLACE

PLANET

PRACTICES

Our materiality assessment comprised the following steps:

- 1. Identification:** Industry research, peer and competitor analyses and stakeholder input informed identification of our key issues.
- 2. Prioritisation:** We used a materiality matrix to prioritise these topics based on further feedback from internal and external stakeholders.
- 3. Validation:** Before publishing, our findings were validated by IMP's Leadership Team and other key stakeholders. During this process, issues were tested and modified by an internal, cross-divisional committee.

Several issues were identified as being most material to IMP and our stakeholders. We will continue to review our assessment to ensure it is relevant and covers the issues that impact our stakeholders

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



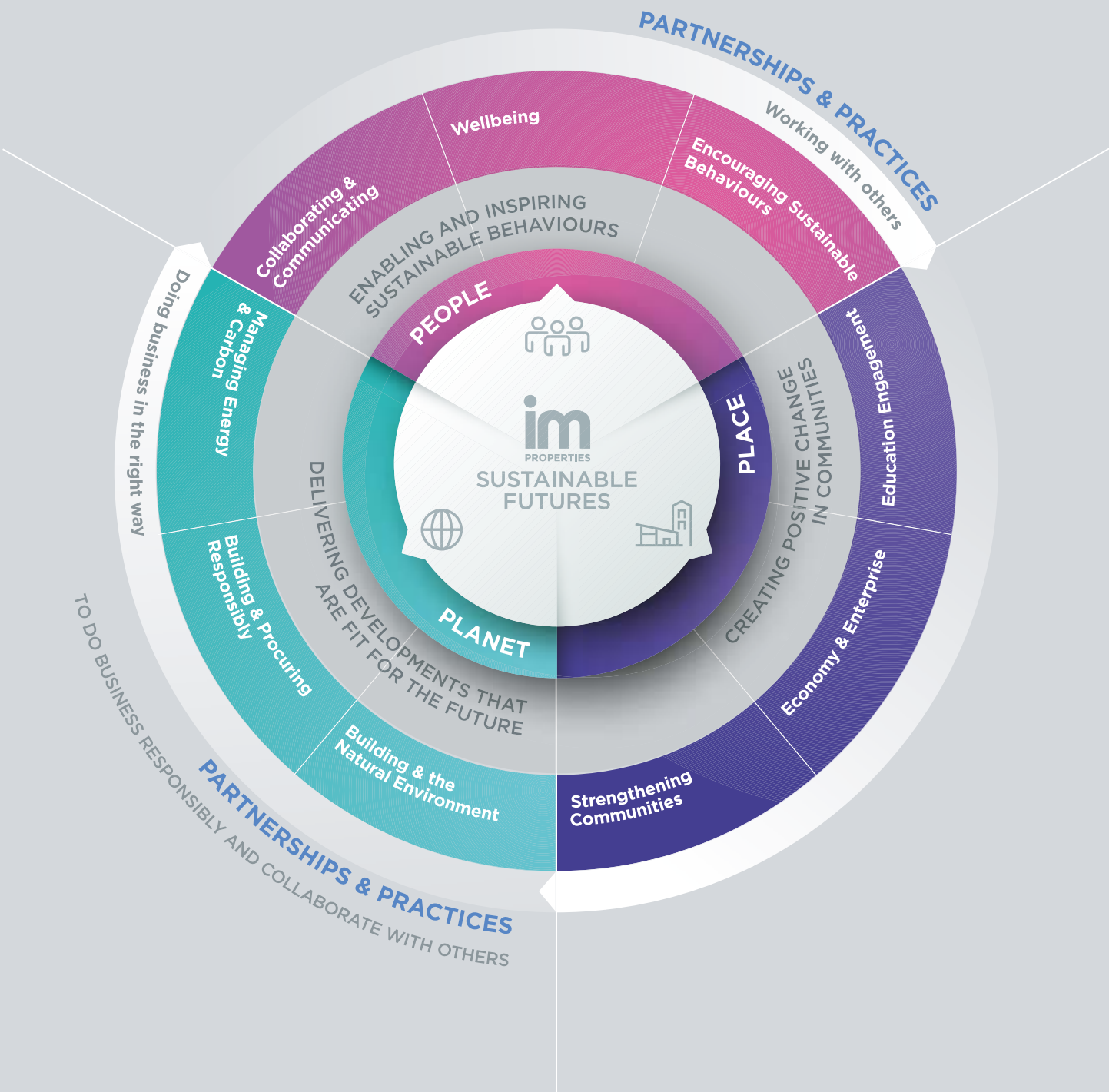
## Stakeholder engagement

Understanding broad stakeholder sentiment was key to identifying our material issues, which is why we engaged with various groups – including occupiers, managing agents and planning consultants – each with their own priorities. During 2020 -2021, we conducted an online survey and hosted several insight groups to hear their thoughts and ensure their priorities were fully considered. Beyond informing our materiality assessment and sustainability work, the process also gave us the opportunity to explore stakeholder needs and strengthen relationships for future delivery.

# OUR SUSTAINABLE FUTURES STRATEGY

IM Properties is a ‘place maker’; we make the spaces where people live, work and play. The work we do helps shape the evolution of cities, towns and suburbs – and we take that responsibility seriously.

That’s why our thinking is always future focused. Every project starts by asking: ‘Who is this for? How will they use it? How can we make it work better, for more people, for longer?’



## Our Sustainable Futures strategy is the formal expression of that ethos.

Developed using materiality assessment findings and ongoing internal collaboration, Sustainable Futures is centred around three pillars: People, Place and Planet. Each pillar has a long-term ambition, underpinned by three key objectives. We know we cannot deliver on these ambitions alone, so encircling the whole framework is our commitment to Partnerships and Practices.

Sustainable Futures objectives also align with the UN Sustainable Development Goals (SDGs). It's how we'll ensure our goals go beyond bricks and mortar to become part of the bigger picture.



Supporting UN Sustainable Development Goals:

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



## GOALS OVERVIEW

Our Sustainable Futures pillars are supported by a series of commitments – building blocks for success that were informed by our materiality assessment. As community needs evolve, we anticipate these targets will also need to grow and change in the future.

Key

Making progress >>

Complete >I

Off track □

Sector	Our commitments <sup>1</sup>	Comments	2022 progress
People	We will formalise an internal wellbeing and inclusion strategy by 2023.	Established an employee working group. Completed an all-employee survey. Continuing to develop the strategy.	>>
	We will commit to a programme of research with our customers, occupiers and homeowners to understand the best ways to engage them on sustainability, starting in 2022.	Work continues through discussion, customer surveys and the introduction of 'green lease clauses'	>>
	We will host an annual Sustainability Day to inspire and encourage customers, occupiers, suppliers and colleagues on sustainability from 2022	Engaged colleagues at our 2022 Sustainability Day. Hosted interactive days with industry partners UKGBC and BBP.	>>
	We will carry out post-occupancy surveys with all new customers by 2023.	Spitfire Homes continued to engage homeowners post-completion.	>>
	We will produce and distribute an annual sustainability performance report, starting in July 2023.	We have published this document, our first annual sustainability report.	>I
Place	We will establish an IMP Community Fund by 2022.	The IMP Community Fund will launch in early 2023. It will be administered by the <a href="#">Heart of England Community Foundation</a> .	>I
	We will empower our colleagues to support communities, committing two days of paid volunteering per colleague annually.	We've formalised our staff volunteering programme and over 1,000 volunteer hours in 2022.	>I
	We will engage with a strategic partner to embed social enterprises into our procurement process.	Researched potential strategic partners and already engaged with several Social Enterprises.	>>
	We will establish an IMP Work Ready Programme by 2023, to support individuals into employment.	Trialled an IMP Work Ready programme at Mercia Park with results subject to review for 2023.	>>
	We will establish an IMP Education Programme by 2022.	IMP Education Programme established and continued partnership with the Grace Foundation.	>I
	The IMP Education Programme will exceed 5,000 meaningful interactions by 2030.	Supported 590 meaningful student interactions in 2022 and became a regional partner with Solutions for the Planet.	>>

<sup>1</sup> While these goals are specific to IMP, many of them are commitments that are shared at the wider IM Group level, including paid volunteering opportunities and the delivery of a wellbeing and inclusion strategy. Additional commonalities exist between IMP and IM Group in our commitment to driving a lower carbon economy and integrating sustainability into how we operate.

Goals overview continued

Key

Making progress>>

Complete>|

Off track□

Sector	Our commitments <sup>1</sup>	Comments	2022 progress
Planet	We will develop our Net Zero roadmap, setting science-based targets, and having third-party verification of all our energy, business travel and waste data to enable annual reporting of our business's own energy performance.	Our Scope 1, 2 and 3 carbon emissions are included in this report. We are developing a Net Zero roadmap, to be shared in 2024.	>>
	All new commercial buildings will be designed to be Net Zero ready and in full Net Zero operation by 2025, where IMP retains direct responsibility for procuring regulated energy, such as offices with landlord-managed areas.	Delivered our first Net Zero construction project – Mercia Park. Delivered our first Net Zero Ready project at Bourn, Coventry.	>>
	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.	Trialled onsite renewables and battery storage technologies. Developing design concepts for our first Net Zero homes at Fairmont, Bishop's Cleeve.	>>
	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.	Engagement with tenants and occupiers via provision of 'green lease clauses'. Net Zero roadmap in development.	>>
	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.	Avoided around 42,000 tonnes of embodied CO <sub>2</sub> e through innovation. Offset 114,000 tonnes of CO <sub>2</sub> e associated with the development schemes that completed in 2022.	>>
	By 2022 we will integrate social, environmental and ethical considerations into our procurement, by implementing an IMP Sustainability Supplier Code of Conduct.	Supplier code of conduct in development.	□
	We will work with our valued partners to research, identify and trial new innovative technologies on our developments that support environmental sustainability.	Trialled several new technologies, including Wondrwall smart home technology, solar panels, battery storage and low-carbon concrete mixes.	>>
	We will look to improve resource efficiency during construction, by preventing waste and optimising the use of materials on all developments.	Achieved 97% waste diversion from landfill at our refurbishment project at Bourn.	>>
	The natural environment will be a key consideration on all new developments and throughout the development process.	Blue and green infrastructure are considered on all schemes and form an essential element of our planning submissions.	>>
	By 2023 we will consider setting and place by adopting the principles of the Building with Nature Standard on all new developments.	Building with Nature award received for our work at Blythe Valley Park Residential.	>>
	By 2030 we will support the planting of over 1 million trees in the UK through our developments.	Planted 125,000 trees to date on our UK developments.	>>

<sup>1</sup> While these goals are specific to IMP, many of them are commitments that are shared at the wider IM Group level, including paid volunteering opportunities and the delivery of a wellbeing and inclusion strategy. Additional commonalities exist between IMP and IM Group in our commitment to driving a lower carbon economy and integrating sustainability into how we operate.

# People

People are our greatest asset. Behind every IMP project are teams of knowledgeable, passionate, inspired employees and a network of long-standing supplier partners. It is important we nurture this talent, creating workplaces that attract, retain and develop the best people, so together, we can deliver built environment projects with a lasting positive legacy.

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- 3 GOOD HEALTH AND WELLBEING
- 4 QUALITY EDUCATION
- 8 DECENT WORK AND ECONOMIC GROWTH
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

# HEALTH AND WELLBEING

To be the best employer we can be, we must go beyond protecting the physical and mental health and wellbeing of our people; we need to enhance it too.



Our commitments	Progress
We will formalise an internal wellbeing and inclusion strategy by 2023.	Completed an independent assessment and all-employee survey.
	Established an employee-informed Wellbeing Committee.
	Formalising our internal wellbeing strategy targeting key areas of improvement highlighted by staff.

## HELPING EMPLOYEES THRIVE

A healthier workforce is a happier, more productive workforce. At IMP – and the wider IM Group – we want to equip employees with the resources they need to support their own wellbeing. It's why we signed up to the West Midlands Combined Authority's Thrive at Work programme.

Not only does bronze accreditation validate the high health and safety standard we already maintain; it also pays note to the framework we have in place to drive continuous improvement.

Learn more about [what we did to achieve bronze-level Thrive at Work recognition](#)

The programme represents a commitment to creating workplaces that promote employee health and wellbeing. Through it, we received bronze-level accreditation – certification that recognises our efforts to help employees make better choices across four themes:

- ENABLERS OF HEALTH
- MENTAL HEALTH
- MUSCULO-SKELETAL HEALTH
- HEALTHY LIFESTYLES



OUR APPROACH

We seek to engage employees on the issues that matter to them, utilising communication routes like employee feedback and ‘climate’ surveys. During 2022, we set up a Wellbeing Steering Committee, comprising cross-company employees who meet regularly to translate survey insights into actions for enhancing employee health and wellbeing.

Addressing employee needs

In August 2022, we initiated an employee survey across the business. 74% of all employees responded, highlighting, among other topics, opportunities to bring more physical and mental health focus into our workspaces.

Key findings highlighted that, while sentiment is generally very positive, areas for improvement included enhancing employee wellbeing – particularly through flexible working – the appraisal system and opportunities for ongoing personal development and learning. In response, we are now creating new resources to support better work/life balance.

We are also creating a new wellbeing and inclusion strategy, which we will formalise in 2023. It is our hope that the strategy will drive even greater engagement, with in-person events and online thought pieces that centre around physical, mental and financial wellbeing. In 2023, we aim to launch an improved benefits portal, with enhanced information on pension contributions, work perks and the addition of annual holiday purchasing. Then, in 2024, we will look to deliver a consistent calendar of events, with regular activities such as Pilates, mindfulness classes and health education pieces to promote employee health and wellbeing.

Refreshing health and safety management

In 2022, we undertook an in-depth review of our existing health and safety policy for our Development and Investment businesses to ensure it continues to be robust and current. The review was conducted by an internal working group with support from external health and safety experts. The findings informed various updates to help ensure we continue to deliver zero harm across our business, with particular focus given to enhanced safety performance monitoring and reporting.

The new policy will be communicated to all employees in 2023, with drop-in sessions available for anyone with questions or feedback.

Health and safety policies are well established within Spitfire, and we have continued to focus on keeping our people safe and well when working on site. We continue to keep all subcontractors working on our Spitfire sites up to date with information and Health and Safety Executive (HSE) guidance via Spitfire Homes ‘news flash’. These bi-monthly updates cover key health and safety topics that affect our sector.

74% RESPONSE RATE TO EMPLOYEE SURVEY (83% IMP response rate)



DIVERSITY AND INCLUSION

We recognise the value in promoting diversity and inclusion – in creating space for the unique views, experiences and contributions each employee, supplier and partner brings to our projects. It’s why we’re committed to ensuring everyone is treated fairly, advancing workplaces where people feel supported to be their true selves.



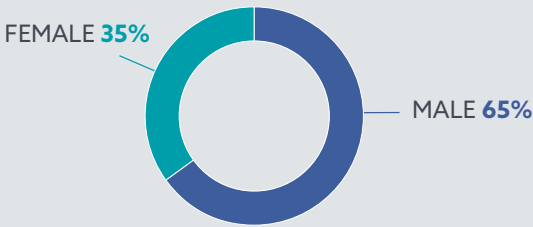
OUR APPROACH

To be the most effective business we can be, we must create an inclusive workplace culture. Without this, we will miss out on a whole spectrum of creativity and insights that may be critical to our future success.

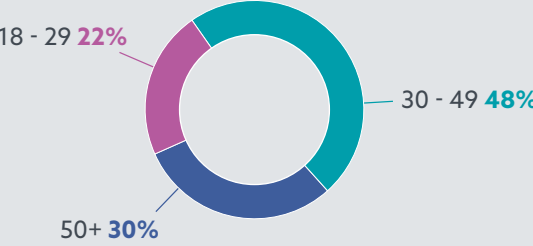
As an industry that has historically lagged in terms of diversity, creating space for more equal representation is more important than ever. We recognise that tackling long-established conventions will be challenging and will take time. We also recognise that it will require a targeted, incremental approach. With this in mind, we are focusing initial efforts on enhancing age diversity, looking to invest in engaging more promising young talent.

2022 Diversity at IM Properties

GENDER DISTRIBUTION



AGE PROFILE



# TALENT ATTRACTION AND RETENTION

We look to attract the best industry talent, and to retain them so we can continue growing together. Overall, our ambition is to inspire a new generation of professionals, practitioners and tradespeople in the built environment sector.



## OUR APPROACH

We provide stimulating, challenging career opportunities that enable people to develop their skills within a supportive environment. We strive to create an open culture, encouraging honest, constructive dialogue and following our values of integrity, togetherness, respect and commitment to guide how we work together.

As well as supporting our existing workforce, we want to develop a pipeline of future talent. To this end, we partner with local schools and colleges through organisations like the Grace Foundation, encouraging young people to consider careers in the construction industry and built environment.

## Team feedback and engagement

To ensure we’re continually improving the employee experience, we regularly check in with our people to gather feedback on what we are doing well and where we can still grow. In August 2022, we initiated our first IM Group employee survey – something we aim to conduct every two years. With an 83% IMP response rate, the results showed most employees enjoy their job, are happy with levels of autonomy and think their role makes good use of their skills. Survey feedback also showed people value their teams, the company ethos and the opportunity to make a real difference.

There are, of course, always areas for improvement. Through the survey, we heard from our people that they would like a better performance review process and more career development opportunities. In response, we are developing initiatives that address this gap, including a new learning and development framework.

Other areas for improvement include the performance review process, communication of our strategic direction and enhanced employee support. As we move into 2023, we will work to address these areas with new appraisal processes and line manager training on how to develop promising talent.



91% OF THE IMP TEAM FIND THEIR WORK MEANINGFUL

## SHAPING FUTURE TALENT

With a growing number of young professionals joining IMP – and the industry more widely – Spitfire Homes identified a need to help develop the next generation of business leaders and senior managers. Throughout 2022, Spitfire ran their inaugural Talent Development Programme to support those identified

as having leadership potential within the business. Through a tailored curriculum and mentorship opportunities, participants were equipped with the skills and knowledge required to progress their personal and professional development.



## INSPIRING SUSTAINABLE BEHAVIOUR

We're on a mission to make more of our properties sustainable by design. To achieve this, we need buy-in from employees, customers, occupiers and tenants. It's why we draw on their insights in everything we do and why we maintain open communication channels to inspire more sustainable behaviour.

Our commitments	Progress
We will commit to a programme of research with our customers, occupiers and homeowners to understand the best ways to engage them on sustainability, starting in 2022.	Introduced 'green lease' clauses for our Investment business.
	Planned a series of sustainability workshops for our Managing Agents which will commence in 2023.
We will host an annual Sustainability Day to inspire and encourage customers, occupiers, suppliers and colleagues on sustainability from 2022.	Engaged colleagues at our 2022 Sustainability Day.
	Hosted additional interactive collaboration days with both UKGBC and BBP.

### OUR APPROACH

The built environment is responsible for over 25% of UK carbon emissions<sup>1</sup>. As such, we recognise the importance of engaging people throughout our value chain to promote more sustainable attitudes.

In our properties, we connect with occupiers to understand their needs and how they use our assets, and to identify improvements that could deliver sustainability benefits. Internally, we engage employees in taking shared responsibility for strategy progress.

### Green lease clauses

In 2022, we introduced 'green lease' clauses for our Investment business to identify strategies for managing the environmental performance of properties within our portfolio. The clauses generate greater cooperation and data-sharing between landlord and tenant, with insights helping us understand overall business performance and informing future sustainable developments.

We aim to incorporate green lease clauses into all new letting contracts, to encourage collaboration between IMP and tenants and support the sharing of data and efficient use of our buildings.

<sup>1</sup> Source: [UKGBC Net Zero Whole Life Carbon Roadmap](#).

Smart technologies

We believe, to encourage occupiers and tenants to act more sustainably, we need to equip them with the tools to do so. The construction industry is continually evolving new and updated technologies to advance efficient property performance. We work to stay at the forefront of this progress, trialling innovative solutions such as Wondrwall’s intelligent home management and renewable energy technology in our Spitfire homes, that improve experiences for customers, occupiers and tenants.

To keep up to date on the latest developments, we leverage memberships with both the Better Buildings Partnership (BBP) and the UK Green Building Council (UKGBC). These platforms provide opportunities for learning, industry collaboration and sharing of best practice. They also support access to innovative technologies and occupier engagement strategies to promote energy efficiency, renewable technologies adoption and greener transport options.

Sustainability Day

In 2021, we hosted our first internal Sustainability Day to introduce employees to our vision for Sustainable Futures. We marked the celebration with staff hampers of ethically sourced, sustainable food, products and stationery.

In 2022, we again held a Sustainability Day to deliver progress updates while inspiring shared ownership for strategy advancement. Throughout the day, we shared key insights into how IMP is progressing against the pillars of our strategy as well as plans for the year ahead, with presentations from some of our key deliver partners Heart of England Community Foundation and Climate Impact Partners. Moving forward, we intend expand our Sustainability Day to include suppliers and other external partners to share our commitments and learnings more widely.



COLLABORATING AND COMMUNICATING

Strong communication – with our teams, our occupiers and our communities – is fundamental to the success of our projects and is built into the way we work.



Our commitments	Progress
We will carry out post-occupancy surveys with all new customers by 2023.	Spitfire Homes continued to engage homeowners post-completion, and we are seeking to apply learnings to a similar process for commercial properties.
	Research and occupier engagement to identify opportunities to future proof Fore Business Park.
We will produce and distribute an annual sustainability performance report, starting in July 2023.	Published our first annual sustainability report.

OUR APPROACH

There’s no one-size-fits-all approach to good communication. Across service lines, we seek to deepen our understanding of how we can most effectively communicate with different stakeholder groups. One such method is post-occupancy surveys, which drive new development innovations and ensure occupier needs are met.

Post-occupancy surveys

For many years, Spitfire Homes has used post-occupancy surveys as a standard route for gathering customer sentiment. Throughout 2022, Spitfire Homes continued to conduct surveys with their homeowners. These consisted of snapshot surveys, issued after each stage of the customer journey – from reservation onwards – to understand what we’re doing well and where we can improve. Following completion, we conduct an additional survey to gather more detailed feedback.

Insights from 2022 identified that prospective homeowners weren’t always aware of sustainability features. To address this, we have shared several publicly available videos to educate our customers about how improved Energy Performance Certificate (EPC) ratings, air source heat pumps and on site electric vehicle charging points make our new homes better equipped, more efficient and cheaper to run. Our customer surveys also measure customer satisfaction using the Net Promoter Score (NPS). In 2022, we were proud to receive an NPS of 61. As we move into 2023, we will replace post-completion surveys with the National House Building Council’s new homes survey. We will take learnings from Spitfires ongoing customer survey practice to introduce this to other business areas.

Sustainability reporting

As part of our commitment to regular and transparent communication, we are committed to sharing annual sustainability reports. This report marks the first of those. Intended for our stakeholders, they will continue providing transparent reporting updates to help keep us accountable for progress.



FORE BUSINESS PARK

Togetherness is more than a core value at IMP, it’s a critical tool for success. To drive sustainability at Fore Business Park, we’re working closely with occupiers and external consultants to identify opportunities for innovation. This collaboration will also help build our understanding of the costs and steps required to achieve Net Zero operation at the site.

As part of this work, we conducted an audit and produced a detailed report that shares the risks and opportunities associated with future-proofing Fore Business Park as part of our long-term investment strategy.

The audit considered building energy consumption and performance, as well as associated carbon emissions. It also assessed provision of electric vehicle infrastructure, water efficiency, waste management, occupant wellbeing and links to adjacent green open space, and green building certifications. This research will inform our next steps and guide conversations with tenants.



# Place

Wherever we operate, we want to be more than property developers; we want to be recognised as valued community members and builders of communities. Our 2030 ambition is to create positive change where we work, benefitting communities through jobs, skills training and local investment.

Strengthening communities	36
Economy and enterprise	43
Education engagement	47



# STRENGTHENING COMMUNITIES

We want to harness our projects and investments as a force for good, leveraging capabilities to strengthen and empower our communities, now and into the future.



Our commitments	Progress
We will establish an IMP Community Fund by 2022.	The IMP Community Fund will launch in 2023 and will be administered by the <u>Heart of England Community Foundation</u>
We will empower our colleagues to support communities, committing two days of paid volunteering per colleague annually.	<div>Introduced a 15-hour staff volunteering offering.</div> <div>Delivered over 1000 hrs of community volunteering, with additional support from our supply chain.</div>

## OUR APPROACH

Wherever we build, we are joining a community. We are creating homes that will foster new neighbourhoods, and workplaces that will transform the local economy. That’s why we believe each project is an opportunity to reinvigorate existing communities and help establish new ones.

When we initiate projects, we look beyond property development to deliver positive social value through targeted community actions too. Because we know no two communities are the same, we seek to locally tailor our efforts to fit unique, varied needs.

Our approach to delivering social value aligns with guidance developed by the UKGBC.

### A stronger approach to local needs analysis

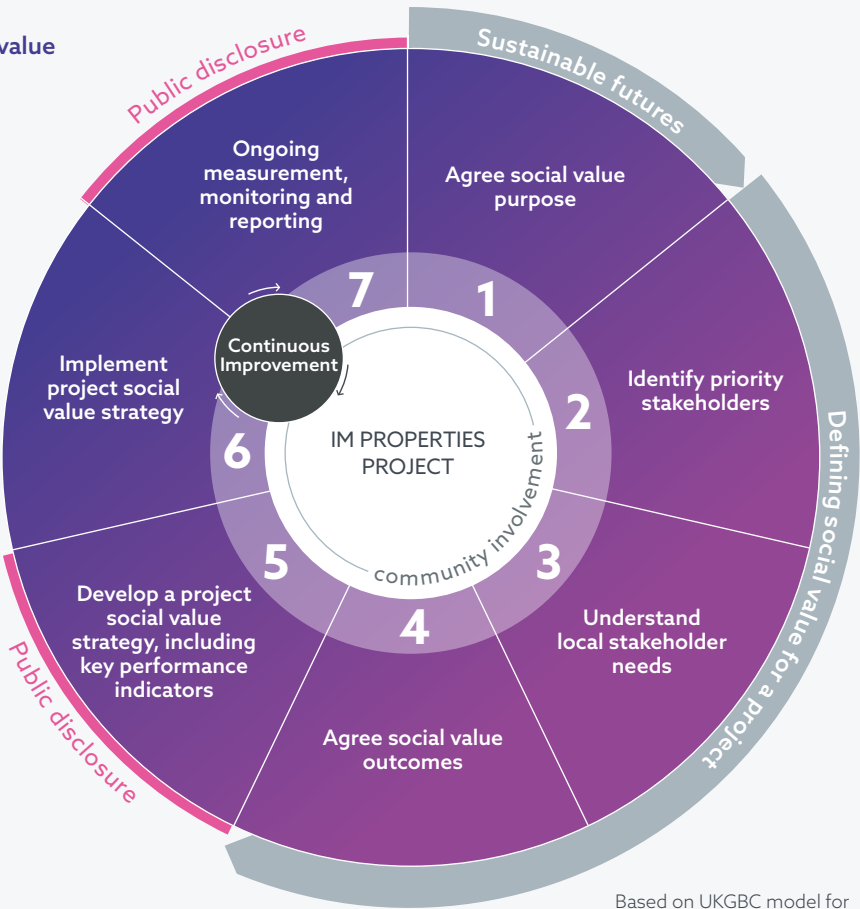
In 2022, we introduced a new approach to local needs analysis to better understand current and future community priorities and inform a more efficient, project-specific process.

Our Director of Planning and Communities leads early engagement with local communities during the feasibility and planning application process. We also have a dedicated Social Value Manager (SVM) to support project teams, engage delivery partners and help coordinate community activity. This include managing the IMP Community Fund and our ongoing relationship with the Heart of England Community Foundation. For our house building projects, engagement with local communities starts at the planning stage with a local consultation through to starting on site via the construction team.

### Giving back with Community Funds

One way we strengthen the areas around our developments is through empowering local organisations with the funding they need to support local needs via specific project Community Funds.

Seven steps to social value



Based on UKGBC model for delivering social value

INVESTMENT AS A FORCE FOR GOOD AT PEDDIMORE

In 2018, we were selected as Birmingham City Council’s preferred development partner for Peddimore, a best-in-class logistics, manufacturing and employment centre. With a brief to deliver sustainable economic and social value, the project was a chance to showcase what community-focused development can do.

We’re delivering social value, in part, with a £270,000 Peddimore Community Fund administered for us by the Heart of England Community Foundation. Since 2018, the Fund has awarded 43 Grants totalling £97,554, to positively impact over 35,500 lives.

Grantees have included the Salus Fatigue Foundation, which supports those with chronic fatigue – an increasingly important service as the potential long-term impacts of COVID-19 have become apparent. The Fund has also supported organisations like Forge Farm Allotments, the Community Environmental Trust and Up Creative.

Our own people also initiated fundraising activities. This included organising and participating in marathons and hikes to support St Basils, a local homeless charity, as well as helping boost mental health services. By the end of 2022, we had

raised over £165,000 through Peddimore-related fundraising initiatives. In the same timeframe, employees volunteered over 2,000 hours to activities in communities immediately surrounding Peddimore – well above our original target of 500 hours.



Find out more about our work with Salus Fatigue Foundation



Find out more about our work with Up Creative

OUR PEDDIMORE FUND HAS SUPPORTED 43 GRANTS IMPACTING OVER 35,000 LIVES

The IMP Community Fund

Historically, we have launched project-specific funds for large-scale, long-term projects, where we felt we could add the greatest benefit. In early 2023, we will launch an IMP Community Fund to ensure any community can access support for funding.

The Fund will be administered by the Heart of England Community Foundation, with funding decisions made by a volunteer panel of IMP employees. It will target projects that address priorities aligned with our Sustainable Futures framework.



People

Promoting positive change projects that support health and wellbeing; and promote inclusion and diversity within the community.



Place

Strengthening community projects that promote and encourage community cohesion; tackle social isolation and/or help to build social networks; and help raise aspirations and provide learning opportunities for children, young people, adults and families.



Planet

Enhancing natural environment projects that promote education and awareness of sustainability; encourage resource efficiency by reduction, recycling and reusing waste materials; and support environmental initiatives including wildlife and habitat creation.

MERCIA PARK:  
APPROACHING SUSTAINABILITY  
HOLISTICALLY

During 2020, we began construction on Mercia Park – a 3.5 million sq ft employment park in northwest Leicester. The campus, which is set to house logistics facilities for both Jaguar Land Rover and DSV Group, was designed with environmental and social sustainability in mind. The project achieved practical completion in 2022.



3,000 JOBS  
CREATED

Giving back to the community

There’s a difference between being in a community and being an active member of one. That’s why, when we conceived the Mercia Park project, we set clear plans for transforming the region for the good of the local community.

To deliver social impact, we created a £350,000 Mercia Park Community Fund. The Fund provided grants of up to £5,000 to projects dedicated to empowering local community members and protecting the region’s natural environment.

During the three-year construction phase, the Fund supported 48 organisations and impacted over 40,000 lives by helping advance projects such as a green gym, new community allotment sheds and a breast cancer rehabilitation group.



View our Mercia Park Community Fund Stories on YouTube:

- [In The Pink](#)
- [Orchard Allotment Society](#)
- [Coneyberry Millenium Green Trust](#)

Creating better futures at Mercia Park

Wherever we develop, we look to address issues such as under- and unemployment through job creation and training. During Mercia Parks development, we partnered with lead contractor Winvic to deliver a study employment scheme for residents. Throughout the project, we supported 38 unemployed job seekers through eight pre-employment training programmes. We also created 30 apprenticeship, work experience and work placement opportunities.

From start to finish, Mercia Park supported more than 3,000 jobs, with over 70% going to people from the East and West Midlands region. We also conducted onsite training courses for unemployed jobseekers to attain industry-specific credentials, with 73 people gaining construction qualifications in total.

Net Zero construction

As well as creating positive social value, Mercia Park was designed for greater environmental performance. Units 1–5 of the site were our first Net Zero carbon construction developments and have been built in accordance with the UKGBC’s Net Zero Carbon Buildings Standard. We achieved this, in part, through enhanced material sourcing decisions such as opting for steel with lower embodied carbon and replacing our standard concrete mixes with lower carbon options. We also took steps to reduce onsite construction traffic. Taken together, these efforts helped save over 28,000 tonnes of CO<sub>2</sub>e.

Additionally, as part of the development, we created over 12 hectares of woodland. As well as providing valuable wildlife habitat and helping sequester carbon, the woodland features over 4km of public pathway for occupiers and local residents alike to enjoy.

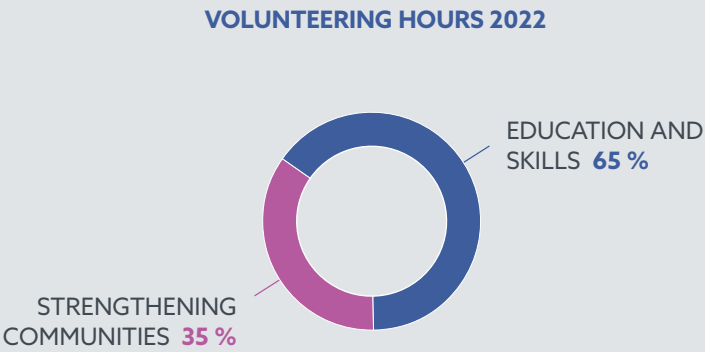


£350K  
COMMUNITY FUND  
48 ORGANISATIONS  
SUPPORTED



Making it personal

IMP's community spirit is driven by our generous, passionate employees. They're the ones going the extra mile to fundraise and volunteer for important local causes. In 2021, we increased our volunteer offering to 15 hours per employee. Throughout 2022, IMP employees and supply chain partners collectively achieved over 1,000 volunteer hours.



COMMUNITY CARE IN ACTION

In Birmingham, Jericho helps people overcome employment barriers through social enterprise. In 2022, 15 IMP volunteers supported Jericho in developing a six-bed home as a safe space for vulnerable women – particularly survivors of domestic violence and human trafficking – to heal, rebuild and regain their confidence. Employees spent over 80 hours painting, decorating and cleaning the home and its garden space. Suppliers from the Spitfire supply chain also provided materials and pro bono labour to support efforts.

Another group activity in early October saw employees help clean up the garden of Appleby Magna parish church hall in Leicestershire, to create a safe, inclusive and welcoming space for community members.



[View our project movie on YouTube here](#)



ECONOMY AND ENTERPRISE

We want to help advance economies wherever we operate; one way we do this is by empowering local people and enterprises with valuable opportunities for growth.



Our commitments	Progress
We will engage with a strategic partner to embed social enterprises into our procurement process.	Researched potential strategic partners.
	Procuring office suppliers through social enterprise WildHearts.
We will establish an IMP Work Ready programme by 2023, to support individuals into employment.	Trialled the IMP Work Ready programme on our Peddimore project.

OUR APPROACH

Strong supplier relationships, built on mutual trust, are key to successful project delivery. Wherever possible, we use local suppliers and contractors, including small businesses and social enterprises, with a particular emphasis on supporting disadvantaged individuals.

Procuring for social impact

We recognise the significant opportunity we have to make a difference through our sourcing decisions. Procuring from small, local businesses – including social enterprises – and encouraging our supply chain partners to do the same is just one more way we bring Sustainable Futures to life and unlock greater social impact from our projects.



SIGNS THAT DO GOOD

Nuneaton Signs is a social enterprise with a simple focus: making and selling signs. What sets them apart from competitors is their purpose: to provide meaningful and rewarding employment activity for people with disabilities.

IMP has engaged Nuneaton Signs to produce various items, like branded high-vis jackets. Together with our main Mercia Park contractor Winvic, we purchased more than £60,000 of signage – an order that enabled Nuneaton Signs to employ more people with disabilities to cover the increased demand.

By partnering with Nuneaton Signs, we're helping a small business grow; they, in turn, reinvest 100% of profits into creating employment opportunities for more people with disabilities.



[View our Nuneaton Signs social enterprise spotlight movie on YouTube here](#)

Supporting employment opportunities

Generating new jobs wherever we have a project has always been a priority. To help more people access opportunities in our industry, we developed and trialled our first IMP Work Ready scheme – a training programme aiming to support unemployed individuals through upskilling or reskilling. Developed with an external partner, our vision for this initiative was to provide practical hands-on learning coupled with employability skills. During the pilot at Mercia Park, we encountered various challenges, including that participants found it difficult to reach the site via public transport. Additionally, a trial at Peddimore was impacted by lower than anticipated recruitment levels.

We are now analysing findings and feedback from employee partners to understand where we can enhance the programme to create the most valuable experience for participants. We are also looking at the potential to expand training to cover areas such as logistics and warehousing to address the growing skills gap. We remain committed to our Work Ready programme and intend to launch the next iteration at the end of 2023.

IMP WORK READY IN ACTION

One example of how IMP Work Ready supports people is Sky – a previously unemployed jobseeker who found the programme through his local job centre. Having completed onsite training and work experience with the Mercia Park Engineering

Team, Sky moved into a full time apprenticeship scheme with our principle contractor, Winvic. Sky's apprenticeship is sponsored by IMP and will lead to a Level 4 Site Supervisors qualification from Burton and South Derbyshire College.



EDUCATION ENGAGEMENT

Every child deserves to grow up in an environment that encourages them to reach their maximum potential. This belief is the driving force behind our community education work.

Our commitments	Progress
We will establish an IMP Education Programme by 2022.	<b>Established the IMP Education Programme.</b>
	<b>Continued partnership with the Grace Foundation on tailored efforts to engage local schools.</b>
The IMP Education Programme will exceed 5,000 meaningful interactions by 2030.	<b>Supported 590 meaningful student interactions by the end of 2022.</b>
	<b>Became a Midlands Regional Partner for Solutions for the Planet.</b>

OUR APPROACH

Supporting the development of potential employees of the future and raising awareness of employment opportunities in the construction sector is good for communities and good for business.

By leaning on the expertise of community groups, we have established, and become involved in, several targeted educational initiatives. We also actively encourage and provide opportunities for our employees to support youth education and skills development. This includes activities such as student mentoring, CV writing and work experience.

Building future opportunities for young people

We continue to develop the IMP Education Programme to streamline our work around raising the aspirations of young people. Through it, we partner with local organisations, such as the Grace Foundation (founded by IM Group), to develop students’ core employment skills. This includes creating valuable workplace experiences for young people and helping them develop key skills, such as interview techniques, crafting a CV and understanding career pathways in the built environment.

OVER 590  
MEANINGFUL  
STUDENT  
INTERACTION  
IN 2022



Inspiring the next generation

The Grace Foundation exists to transform young people’s lives through holistic education. Today they work with ten schools, impacting over 10,000 young people every day. As part of our ongoing partnership with the Foundation partnerships and practices, during 2022 we developed several activities for National Careers Week. Our team put their expertise to use, inspiring the next generation of property and construction professionals through mock interviews, career workshops and site visits.

Throughout the year, we also inspired young scientists, engineers and technical experts by sponsoring the Solutions for the Planet (S4TP) school programme in the Midlands region. Aimed at students aged 11 to 14, the programme is delivered through employee volunteering and mentoring.

Building Birmingham Scholarship

Since 2019, we have partnered with Birmingham City Council on the Building Birmingham Scholarship (BBS). This scholarship was created to help students overcome challenges to pursuing higher education in built environment subjects, including financing, access to employment and work placements. Through it, we’re helping young people cover costs, alongside connecting students to IMP employees and supply chain partners to provide mentoring, industry experience and placement opportunities.



THROUGH BUILDING BIRMINGHAM SCHOLARSHIPS



BOOSTING CAREER PROSPECTS

The BBS programme has proved successful with both participants and IMP employees, including current Spitfire trainee, Zekariye Yusuf.

“The Building Birmingham Scholarship is an exceptional opportunity for students interested in pursuing a career in the construction industry. I had the privilege of being a part of the BBS programme for three years during my time at university.

The programme allowed me to work on exciting projects, learning from experienced professionals across different departments and gaining valuable insights into the working life of a Quantity Surveyor.

The scholarship has been transformative for me, and it provided the direction and opportunities that have led me to pursue the right path for my career with Spitfire Homes as a Commercial Graduate.”

Zekariye Yusuf, former BBS scholar and current Spitfire Graduate Trainee



# Planet

Property development has a key role to play in helping communities grow and flourish. To safeguard this role for the future, we must look at the current impact development has on the planet. We’re embedding responsible sourcing considerations, delivering biodiversity net gain, reimagining property designs for energy efficiency, promoting onsite renewables and using low-carbon technologies – minimising our footprint today to ensure our projects remain fit for the future.

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# MANAGING ENERGY AND CARBON

We have an ambition to become a Net Zero carbon company by 2030. To realise this, we are taking targeted steps to reduce our controlled emissions.

42,000 TONNES  
CO<sub>2</sub>e AVOIDED  
EMISSIONS THROUGH  
INNOVATION

Our commitments	Progress
We will develop our Net Zero roadmap, setting science-based targets, and having third-party verification of all our energy, business travel, and waste data to enable annual reporting of our business's own energy performance.	<p>We are developing our Net Zero roadmap, to be shared in 2024.</p> <p>Our carbon emissions (Greenhouse Gas Emissions 1, 2 and 3) are included in this report.</p>
All new commercial buildings will be designed to be Net Zero ready and in full Net Zero operation by 2025, where IMP retains direct responsibility for procuring regulated energy, such as offices with landlord-managed areas.	<p>Delivered our first Net Zero construction project – Mercia Park.</p> <p>Delivered our first Net Zero ready refurbishment project at Bourn, Coventry.</p>
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.	<p>Trialled onsite renewables, solar panels and battery storage technologies.</p> <p>Developing design concepts for our first Net Zero homes at Fairmont, Bishop's Cleeve.</p>
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.	<p>Avoided around 42,000 tonnes of embodied CO<sub>2</sub>e through project innovation<sup>1</sup>.</p> <p>Offset 114,000 tonnes of CO<sub>2</sub>e associated with development schemes in 2022.</p> <p>Achieved carbon neutral certification in 2022.</p>
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.	<p>Ongoing engagement with tenants and occupiers and provision of 'green lease clauses'.</p> <p>Developing a Net Zero roadmap for our investment portfolio, due to be completed by 2023.</p>

1 Reported total carbon savings in 2022 on practical completion of Mercia Park and Bourn.

OUR APPROACH

When it comes to delivering on Net Zero, our priority is preventing carbon emissions from being produced. We apply our ‘avoid, reduce, offset’ approach to every project. To understand how we can achieve the greatest savings, we evaluate embodied carbon emissions resulting from building design, materials specification and other construction and property management activities. Not only does this help us identify areas for improvement; by proactively evaluating emissions, we can also safeguard our business and stay ahead of evolving legislation.

Where avoidance or reduction is unfeasible – due to present technological gaps – we rely on high-quality, verified offsets to address any remaining emissions. We procure Gold Standard carbon credits from [Climate Impact Partners](#) that meet the principles of the UKGBC Renewable Energy Procurement and Carbon Offsetting Guidance. As innovation advances, we will rely less on offsetting to mitigate emissions.

Mapping our path to Net Zero

Mapping our path to Net Zero and achieving year-on-year CO2e and Green House Gas reductions will require us to ensure ongoing visibility and accountability, whilst remaining focused by aligning our pathways with SBTi’s. Getting there will require collective effort from our employees, customers and supply chain and working with external providers to develop a plan structured around three areas:

- 1. **Reduce direct (Scope 1 and 2) emissions:** Our first step is understanding our current footprint, establishing robust data capture, monitoring, measurement and verification.
- 2. **Advancing Net Zero across all activities:**<sup>2</sup> To achieve Net Zero, we must consider new building design, construction processes and existing building upgrades. These insights will guide decisions on onsite renewables provision and the need for high-quality offsets.
- 3. **Engaging customers and occupiers on energy efficiency:** Our responsibility doesn’t stop when we sign the lease or hand over the keys. We intend to leverage new innovations and technologies as they become available, working with occupiers to help them use their building in more energy-efficient ways.

In 2022, we achieved ‘carbon neutral’ status, offsetting corporate operational emissions in line with the Greenhouse Gas Protocol and ISO 14064. This was verified by an independent third-party assessment.

The CarbonNeutral Protocol gives businesses a rigorous and transparent framework to deliver carbon neutrality for their business, products and/or activities. Carbon neutrality is achieved by calculating a carbon footprint and reducing it to zero through a combination of efficiency measures in-house and supporting external emission reduction projects. In 2022, we achieved ‘carbon neutral’ status, offsetting corporate operational emissions in line with the Greenhouse Gas Protocol and ISO 14064.

This was verified by an independent third-party assessment.

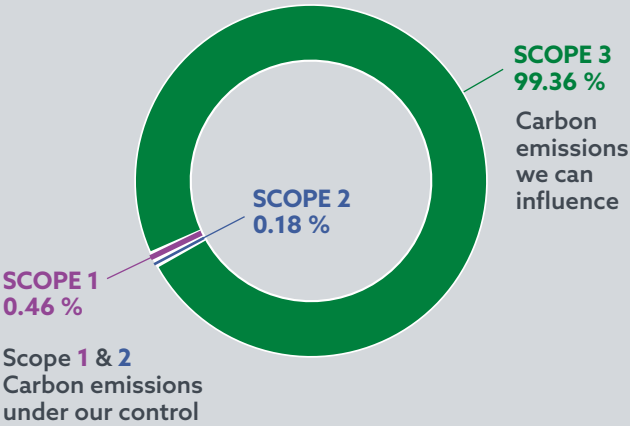


Identifying and measuring carbon emissions

**SCOPE 1:** Direct emissions that occur from sources we own or control.

**SCOPE 2:** Indirect emissions from the generation of electricity we buy and use.

**SCOPE 3:** ‘Other’ indirect emissions that result from sources we don’t own or control. Over time we will broaden our Scope 3 reporting to give a fuller picture of the impact of our work, and work closely with our supply chain to influence change and decrease emissions.



Greenhouse gas emissions for the period 1 January 2022 to 31 December 2022 (UK Operations only)

SCOPE 1 emissions in metric tonnes CO <sub>2</sub> e	563
Purchased Gas	155
Gas Oil	353
Propane	7
Butane	2
Owned transport and Fuel Card	46

SCOPE 2 emissions in metric tonnes CO <sub>2</sub> e	223
Purchased electricity (Location based)	223

SCOPE 3 emissions in metric tonnes CO <sub>2</sub> e	121,022
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Capital goods - As built emissions on practical completion<sup>4</sup>

Manufacture of construction products (life cycle stage A1-A3)	88,294
Construction site energy use (life cycle stage A5)	25,360

Upstream transport and distribution<sup>5</sup>

Transportation of materials to site (life cycle stage A4)	4,057
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Waste generated from operations<sup>6</sup>

Construction site waste (life cycle stage A5)	2,205
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Subtotal embodied carbon for project on practical completion in 2022	119,916
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Business travel - employee-owned vehicles	139
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Business travel (rail / taxi / flights)	37
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Downstream leased assets<sup>7</sup>

Downstream leased assets – IMP Investment portfolio (estimated)	931
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Total gross emissions in metric tonnes CO <sub>2</sub> e	121,808
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3 The scope 1 and 2 data as shown in this report has been validated since the 2022 SECR was released earlier this year. The validated and revised data is now available as part of SLR Consulting’s [independent assurance statement](#), which has identified additional carbon. This addition is due to the SBTi requirements for introducing additional Green House Gas accountability alongside market based data.

4 Capital goods: this Scope 3 category (as defined by the GHG protocol) is the emissions from our development project and housing schemes that achieved practical completion during the reporting period. CO<sub>2</sub>e emissions associated with Spitfire Homes is estimated using an industry average figure of 50 tonnes CO<sub>2</sub>e per home. We report emissions from building lifecycle stages A1-A3 (manufacture of construction products) and A5 (construction site energy use).

5 Upstream transportation and distribution: this Scope 3 category is lifecycle stage A4 (transportation of materials/products to our development sites only).

6 Waste generated from operations: this Scope 3 category relates to our contractors’ emissions from the management of construction waste on our development projects (only) that have completed during the reporting period.

7 Business travel: this Scope 3 category includes emissions from business travel not captured in Scopes 1, such as the use of employee-owned vehicles for business travel.

8 Downstream leased assets: this scope 3 category includes emissions from landlord-controlled energy provided to ‘common areas’ in office and retail space. The figure is estimated using the BBP Real Estate Environmental Benchmark (REEB) data August 2021.

2 The extended timescale of our projects means we anticipate achievements to fluctuate year-on-year as we progress from various planning stages that are likely to impact such areas as our Scope 3 emissions.

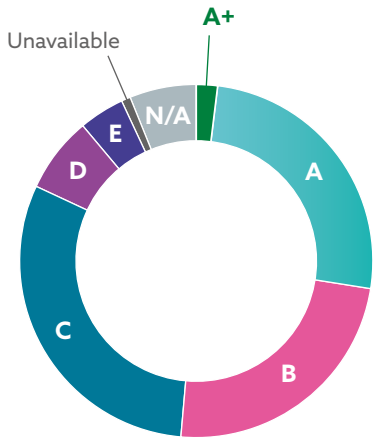


MEES Regulation

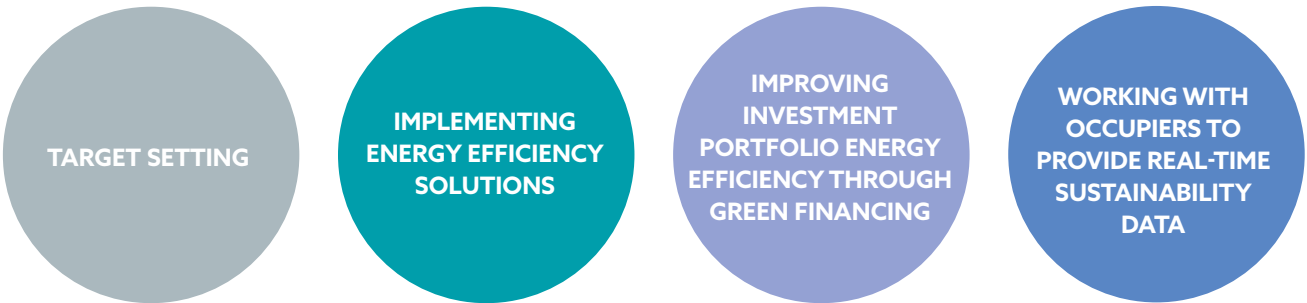
On 1 April 2018, the Minimum Energy Efficiency Standards (MEES) came into effect. The regulations stipulate that it is unlawful to contract new leases of commercial or residential properties with an EPC rating of 'F' or 'G' (including sub-leases and lease renewals). From April 2023, this will extend to all leases.

IM PROPERTIES INVESTMENT PORTFOLIO  
% EPC RATING 2022

A+ 2%	C 31%
A 26%	D 7%
B 24%	E 4%



ACTIONS TO ENHANCE ENERGY EFFICIENCY:



Investing in energy efficiency and renewables

Energy efficiency, onsite renewables and grid decarbonisation will prove critical as we move towards Net Zero. As with emission reductions, the first step on this journey is developing a better understanding of current property portfolio energy intensity.

While reducing energy consumption and increasing building efficiency has long been a focus for IMP, it has been heightened by recent increases in UK energy costs for consumers and businesses.

In 2022, we established actions to enhance energy efficiency, including:

- target setting;
- implementing energy efficiency solutions;
- improving investment portfolio energy efficiency through green financing; and
- working with occupiers to provide real-time sustainability data.

We have also engaged market-leading organisations to advise on renewable energy management, monitoring and procurement in line with UKGBC guidance.

To achieve at-source emission reductions, we are improving EPC ratings for our buildings to comply with Minimum Energy Efficiency Standards. We are also investing in smart technologies that deliver greater energy efficiency. For example, Spitfire Homes has decided to stop installing gas boilers in new build properties, opting instead for air source heat pumps and smart technologies that drive energy efficiency. Read more about how [Spitfire is conserving power](#).



AFFORDABLE HOMES, MADE SMART

Spitfire Homes sites already feature air source heat pumps and electrical vehicle charging points as standard, and we are always looking for new technologies to enhance sustainability performance.

In Eckington, Worcestershire, we are working with the Rooftop Housing Group on a pilot, through which we have fitted affordable homes on site with technologies designed to drive energy efficiency.

The homes feature [Wondrwall](#) smart technologies, such as solar panels, battery storage and infrared heating that reduce energy consumption. We are now monitoring the impact of these features, with results to be collated in late 2023.



[Air source heat pumps](#)  
[EV charging](#)

Adapting to an ever-changing climate

In reference to 2022 Task Force on Climate-related Financial Disclosures (TCFD) recommendations, we have focused on the physical and transition risks climate change poses to our business, as well as the opportunities IMP has to mitigate those risks.

Physical risks

Risk type	Risk threat	Opportunities to mitigate risks
Severe weather events – floods	Damage to property, impact on business operations for occupiers.	Ensuring all development projects and housing schemes consider flood risk. Incorporating sustainable drainage systems and other flood risk mitigation measures into landscape design.
Severe weather events – extreme heat	Damage to buildings, overheating and occupier comfort.	Considering nature-based solutions and future-proofing assets to prevent overheating and ensure occupier comfort.

Transitional risks

Risk type	Risk threat	Opportunities to mitigate risks
Technologies	Low-carbon products, particularly materials, aren’t developing at pace to meet demand or are cost prohibitive.	Increasing use of smart building technology to reduce energy demand and CO <sub>2</sub> emissions. Incorporating nature-based solutions into project design. Leveraging onsite renewables and smart grid technologies.
Policy	Future Homes standard – gap between requirements and supply chain and skill capabilities. Increased government regulations mean older assets may become stranded, low value or obsolete.	Early action from Spitfire Homes to implement air source heat pumps and other smart building technologies. Supporting development of trusted and competent supply chains to meet increasing demand. Improving whole-life performance of buildings, including replacing old assets. Collective ownership and investment in energy efficiency between asset owners and occupiers.
Market	Occupier demand for high-quality, energy-efficient and low- or zero-carbon buildings, which is leading to increased demand for new builds. This is more costly and less sustainable than retrofitting existing facilities.	Supporting the transition to a low- carbon- built environment and continuing to ensure our asset portfolio reflects occupier demand, wants and needs.
Legal and reputational	Inferior carbon offset schemes and bad press represent reputational risks and limit scope for timely action.	The IMP offset scheme provides high-quality, independently verified ‘golden standard’ offsets.

Focusing our efforts

For IMP, the two areas we will prioritise as we strive to make our portfolio more resilient are energy efficiency and carbon reduction. Occupier engagement is also an important part of our strategy. We are using technology to explore and implement new customer-based initiatives and working with occupiers to minimise energy use and carbon emissions.



# BUILDING AND PROCURING RESPONSIBLY

From design to occupation, we’re changing the way we think about building. This starts with driving responsible procurement practices. It continues with ensuring sustainable practices are upheld throughout the development process.

Our commitments	Progress
By 2022 we will integrate social, environmental, and ethical considerations into our procurement, by implementing an IMP Sustainability Supplier Code of Conduct.	Continued developing an updated Supplier Code of Conduct.
We will work with our valued partners to research, identify and trial new innovative technologies on our developments that support environmental sustainability.	Trialed several new technologies, including Wondrwall smart home technology, solar panels, battery storage and low-carbon concrete mixes.
We will look to improve resource efficiency during construction, by preventing waste and optimising the use of materials on all developments.	Achieved 97% waste diversion from landfill at our Bourn site.

## OUR APPROACH

Across every development project, we take a holistic approach to responsible building and procurement – working with the local community, supporting our supply chain and reducing our environmental impact.

An integral component of our success is the strong relationships we have developed with key suppliers over the years and, whenever possible, our work with local businesses. [Learn more about our commitment to local sourcing.](#)

During 2022, we drafted a Supplier Code of Conduct that will be mandatory for all suppliers. It sets clear social, ethical and environmental obligations in line with our sustainability commitments. The Code of Conduct, which will be rolled out in late 2023, is further underpinned by our modern slavery and anti-bribery and corruption policies, which help ensure we align with industry best practices and continue operating in compliance with regulations.

## Environmental compliance and management

Going beyond regulatory and statutory compliance to meet our environmental commitments represents both a challenge and a valuable opportunity for IMP. For example, in Spitfire Homes, we have decided not to install a gas connection or gas-powered boilers, opting instead for air source heat pumps on new build homes since 2021. This is well in advance of the Government Future Homes standard – particularly Building Regulations Part L for fuel and power conservation – which will become mandatory in 2025. By proactively taking this step, Spitfire Homes is future-proofing its buildings and embedding the potential for Net Zero emissions in operation. All Spitfire Homes are handed over to our customers with a 100% renewable energy tariff.

We anticipate our progress in this area will be balanced by the rate of sector change as our long-timeline projects rely on emerging technologies and stakeholder partnerships.

## Building the right way

Crucial to environmental protection is ensuring we select the right materials, using resources responsibly during construction and contributing to a circular approach. This includes optimising material use to avoid waste, prevent surplus and promote opportunities for recycling.

We work with suppliers and partners during construction to ensure they have good practices in place, relying on their self-reporting to understand their efforts in onsite waste management, as well as water, materials and energy use. To improve our own reporting and transparency, we are working on a more systemic approach to capture the same data across different construction sites.



**BOURN: OUR FIRST NET ZERO READY BUILDING**

We partnered with contractor Overbury to refurbish the Bourn office in Coventry – making it our first ever Net Zero ready building.

To achieve this, we replaced the existing gas supply with all-electric power. We installed solar panels to meet around 12% of building energy demand, with the remainder met through 100% renewable energy procurement. From a materials perspective, we sustainably sourced timber, gypsum and glass and used air comfort paints.

Various processes helped reduce construction-related emissions. For example, we worked with Overbury to source, where possible, tradespeople and workers from within a 30-mile radius – minimising transport-

**Smarter building, better performance**

Sustainable properties need to work for as many people as possible. This includes, in part, leveraging smart technologies that drive greater efficiency and help us gather insights about where we can improve the occupier experience.

The Bourn building is equipped with a high-tech entry system that grants occupiers and their guests access through a dedicated mobile app – secure technology developed by app builder Locale and run on Bourn's high-speed Wi-Fi and connectivity. An integrated monitoring and evaluation system lets occupiers manage their personal energy consumption. Additionally, the site's waste management system encourages more sustainable behaviours by tracking waste per occupier – and adjusting individual waste management costs accordingly.

The site also boasts 16 electric vehicle charging points (with infrastructure planned for a further 46) and a secure cycle hub with space for 56 bikes, alongside high specification shower and changing facilities. These features have been included, not only to offer safe parking options, but also to encourage sustainable travel and ensure Bourn is ready for a low-carbon future. These decisions were informed by discussions with existing and incoming occupiers of IMP's other properties regarding the desired sustainability features of buildings.

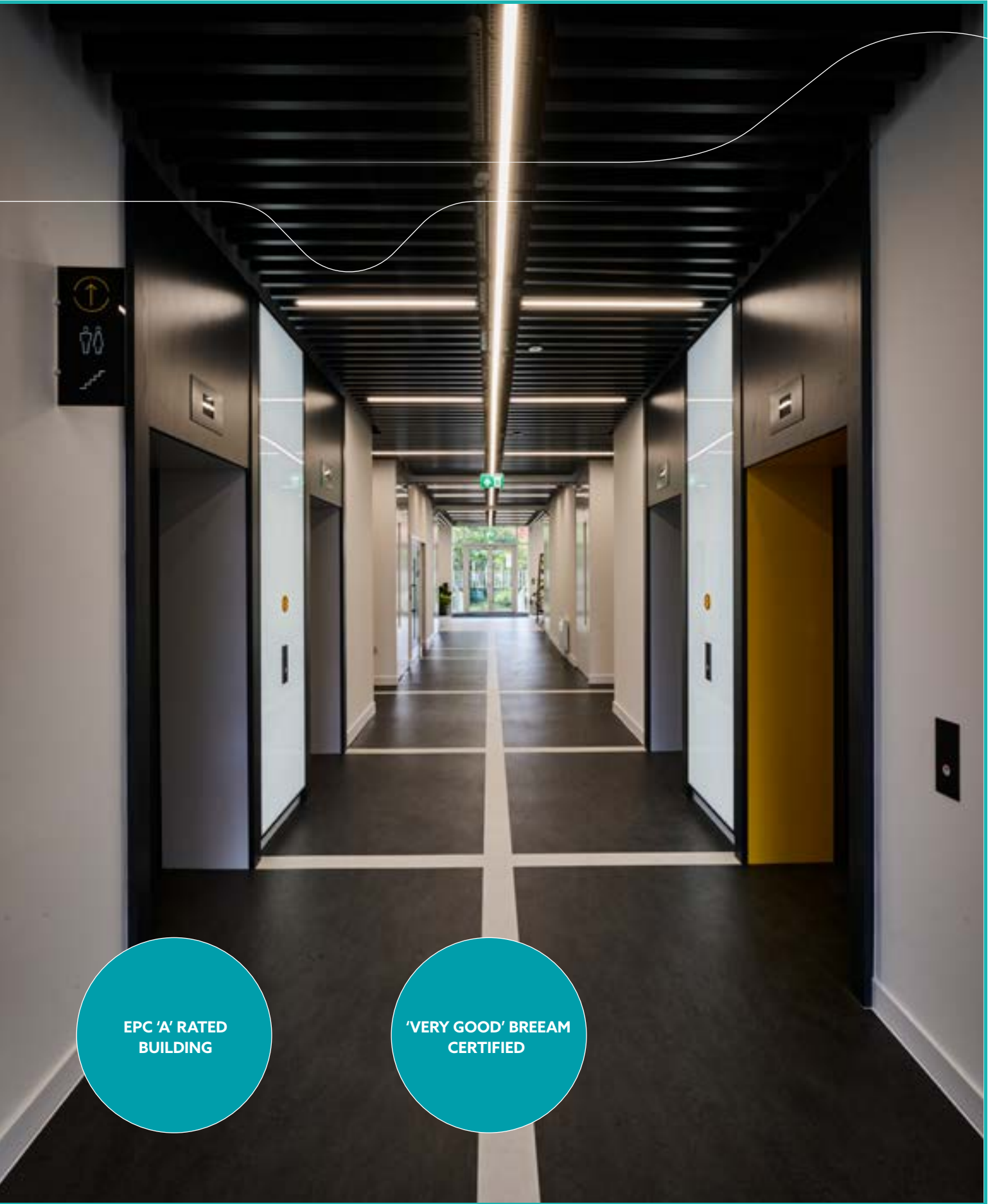
related emissions. We also invested in enhanced onsite waste management and recycling plants and only worked with carbon-neutral waste contractors. As well as reducing emissions, these steps resulted in 97% of waste being diverted from landfill.

By retrofitting an existing site rather than building a new one, we managed to avoid 14,000 tonnes of CO<sub>2</sub>e, and offset a further 1,130 tonnes – embodied carbon savings of 87%. In recognition of the upgrades, Bourn received various external acknowledgements, including:

- an EPC rating of A (up from a previous rating of D);
- a BREEAM Very Good rating; and
- Considerate Constructors Scheme credits for local labour recruitment efforts.



12% OF BUILDING  
ENERGY NEEDS FROM  
ON SITE RENEWABLES



# BUILDING AND THE NATURAL ENVIRONMENT

We have committed to making nature integral to our developments, embracing its positive impact on occupier wellbeing while ensuring the protection of natural habitats.

Our commitments	Progress
The natural environment will be a key consideration on all new developments and throughout the development process.	<b>Blue and green infrastructure are considered on all developments and house building schemes, and form an essential element of planning proposals and applications.</b>
	<b>Mercia Park features 12 hectares of woodland – with 40,000 trees planted – to create habitat for local biodiversity.</b>
By 2023 we will consider setting and place by adopting the principles of the Building with Nature Standard on all new developments.	<b>Building with Nature award received for our work at Blythe Valley Park.</b>
By 2030 we will support the planting of over 1 million trees in the UK through our developments.	<b>Planted 125,000 trees to date in the UK through our developments.</b>



## OUR APPROACH

When approaching a new property development or enhancing our existing portfolio, we always look for ways to improve the natural environment. For example, we are working to introduce biodiversity net gains (BNGs) on many of our development projects, ahead of 10% BNG requirements, which will become mandatory in November 2023. BNG is a strategy for developing land in ways that contribute to nature recovery and ensure wildlife habitat is in a better state than before development.

## Enhancing biodiversity

We have begun adopting Building with Nature Standard principles for all new developments, creating better places for people and wildlife alike.

The type of sites being developed are often agriculture conversions with limited or poor-quality biodiversity. In a bid for net neutral or positive impact on nature surrounding our development sites, our team and specialist landscape architects and ecologists consider key species and habitats of regional relevance, leveraging ecological surveys to support this. This begins early in the project process with an assessment of sites' current biodiversity scoring. We can then vary our site designs to minimise impact and achieve a positive biodiversity outcome.

On all our schemes, we incorporate both green and blue infrastructure<sup>9</sup> – including green open spaces, nature corridors and enhanced water management features. Not only are these considerations important from a habitat, landscape and visual perspective; they also provide nature-based solutions for sustainable drainage systems that help manage water run-off and prevent flooding.

125K TREES  
PLANTED TO DATE

<sup>9</sup> Green infrastructure: natural and semi-natural features that deliver environmental benefits, such as open spaces, woodlands and green roofs; blue infrastructure: water systems, including ponds, lakes, wetlands, and water treatment facilities.



BUILDING WITH NATURE AT BLYTHE VALLEY PARK

Blythe Valley Park, a hybrid mixed-use business park development in Solihull, sits among a 122-acre country park with a network of walkways and cycle paths. When IM Land began developing the residential phase in 2018, we took a whole lifecycle approach that involved enhancing the site with green and blue infrastructure solutions.

Today, the park features a system of ponds, swales and wetlands (with accessible bridges) that were installed to protect the River Blythe. It is a rich habitat for wildlife – from resident swans in the lake, to bug hotels, bat boxes and wild grass areas that attract an array of insects and butterflies.

During 2022, our commitment to enhancing Blythe Valley Park for environmental sustainability was officially recognised with the Building with Nature design award. Our work to increase Blythe’s biodiversity and create an environmentally rich space has since continued. We’re investing £4 million in landscaping and play equipment as part of the residential landscape works. Several large play areas are being installed, as well as 10 smaller ones that form a walking trail around the park.

Wildlife habitat areas have also been expanded, with IM Land constructing habitats beyond the required baseline to be delivered in line with planning obligations. These natural areas will not only provide valuable habitat but will also help combat climate change by sequestering CO<sub>2</sub> as they grow.



# Partnerships and Practices

To help create a more fair and just society, we start by looking internally – at what we can do to evolve a more fair and just business.

To achieve this, we require a strong governance foundation, on which all our sustainability efforts are built. We aim to leverage strategic partnerships with organisations that share our commitment to addressing some of today’s most complex environmental and social challenges.

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# PARTNERSHIPS

TogetherNESS is one of our core values. This is reflected in how we work as an internal team but it’s also clear in how we pursue industry and community collaborations to deliver on our purpose and sustainability commitments.

## OUR APPROACH

While we want to maintain our competitive edge, we recognise that sustainability issues do not exist in silos, so neither should our approach to addressing them. Wide-reaching impact can only come about through collective action, which is why we look to

learn from, and share best practice and innovation with, our industry peers. By working together, we can also accelerate the adoption of more innovative, sustainable solutions that help our industry work towards developments that are fit for the future.



We contribute to industry discussions through several key partnerships.



We are proud to be a gold leaf member partner of the UK Green Building Council (UKGBC), a global network of 700+ green building councils working to transform the places people use every day. IMP is also involved in the Embodied Carbon Task Group of UKGBC, which is responsible for defining the embodied carbon benchmarks, and inputting into the setting of embodied carbon limits.

Through the Home Builders Federation (HBF), we have committed to a sector-wide climate and environmental roadmap for high-quality homes and places. In 2022, Spitfire Homes joined the HBF’s Future Homes Task Force, a hub created to facilitate collaboration across the new homes sector and beyond to help address climate and environmental challenges.

In 2022, we joined the Better Buildings Partnership (BBP), a not-for-profit collaboration of the UK’s leading commercial property owners. Among other actions, our Investment Team has completed a ‘sustainability in real estate’ training course and contributed to BBP’s real estate environmental benchmark database – helping benchmark sector-wide energy performance.

In addition to industry peers, we partner with charities, non-governmental organisations and social enterprises.



For the emissions we cannot avoid or reduce, we invest in high-quality carbon offsets. Climate Impact Partners is our trusted industry partner for voluntary carbon offsets. We work with them to identify suitable, independently verified UK and international carbon removal projects that align with our sustainability framework. [Read more about our work with Climate Impact Partners](#)

We are working with social enterprise Planet First to provide bill validation and energy management services across our investment portfolio, with the aim to deliver cost and carbon reduction benefits for us and our occupiers.

The Grace Foundation, founded in 2003, is funded by our parent company IM Group. It exists to transform young people’s lives through holistic education experiences. IMP employees work closely with the Grace Foundation through school engagement programmes to enhance students’ personal development, wellbeing and career aspirations. [Learn more about our work with the Grace Foundation](#)

The Heart of England Community Foundation exists to support local giving and community investment across the West Midlands and Warwickshire. The Fund supports our social value initiatives by administering our company- and project-specific Community Funds.

# CORPORATE GOVERNANCE

Strong governance and leadership are key to ensuring we are doing business the right way; they are also fundamental to helping us manage the risks of today while preparing for those that may impact the business in the future.

## Sustainability oversight structure

IMP is governed by an IMP Leadership Team headed up by our Managing Director, Tim Wooldridge. This team is responsible for overseeing delivery and management of our 2030 sustainability framework, reviewing sustainability performance, managing budgets and holding IMP accountable for progress.

At the IM Group level, an Environmental, Social and Governance (ESG) Board sets the group's long-term ESG strategy. Representing a key stakeholder, the

Board also supported development of our Sustainable Futures strategy. [Read more about our strategy development process.](#)

Following the launch of this strategy, our focus has shifted from development to delivery, with each business division now responsible for delivering against the commitments that relate to their business. By splitting responsibility this way, we give ownership to those best placed to achieve our ambitions.

## Managing risks

Effective risk management is integral to reputation management. Our policies and processes are intended to minimise risk and support informed decision making, to ensure we're operating responsibly. We also maintain a comprehensive risk management process that is overseen by our Executive Board (the Board).

## Cybersecurity

In today's world, we rely on technology systems to operate efficiently. Having robust cybersecurity measures is therefore fundamental to ensure we responsibly manage data and cyberthreats. We invest in advanced technologies and protections to strengthen our systems, and regularly discuss cybersecurity and data protection issues in management meetings. Whilst the business faces many cyber-risks, during 2022 we identified two in particular where action could be taken across the business:

- Phishing attacks.
- Identity fraud.

As a result, we rolled out new recommendations to employees for actions they can take to keep themselves and the company protected. This included completing company e-learning modules on cybersecurity and exercising increased caution when receiving unusual emails or phone calls.



## APPROACH TO ENVIRONMENTAL SOCIAL GOVERNANCE (ESG)

ESG is integral to how we do business.

Our Governance structure helps to foster accountability, transparency and continuous Improvement.





## ETHICS, TRANSPARENCY AND COMPLIANCE

By providing our people with clear policies, processes and training on key areas of risk, we promote a culture of responsible business attitudes and behaviours.

### OUR APPROACH

We want to foster an environment where people feel confident speaking out, safe in the knowledge their concerns will be addressed. Our Business Code of Conduct encourages all employees to be vigilant around identifying unethical practices and reporting concerns. All new starters receive awareness training and an introduction to relevant policies and processes; follow-up training is delivered depending on role and seniority.

### Responsible business standards

Our responsible business policies and procedures keep us in compliance with relevant regulations. They are readily accessible to all employees and are reviewed annually or following any incident or legislative updates.

### Whistleblowing

We want our people and supply chain to feel safe and supported to voice concerns on issues such as unsafe or inappropriate behaviours, bribery or corruption (as established in our anti-bribery and corruption policy).

Several routes are available to employees wishing to raise issues, including reaching out to line managers or the IM Group Human Resources Team. We appreciate there may be times when employees, including those in our supply chain, wish to report concerns anonymously. We maintain a defined [whistleblowing policy](#) at the IM Group level, which assures employees that whenever they make a report, it will be treated in the strictest confidence.

### Commitment to human rights

We are committed to protecting the rights of people across our company and extended supply chain. In particular, we maintain a zero-tolerance position on modern slavery and human trafficking – a position we outline in a [Modern Slavery Statement](#).

IMP engages a large, diverse supplier network, both UK based and international. To help prevent human rights issues in this network, we have identified the supply chain areas more at risk of human rights abuses. Looking ahead, we will work with our supply chain to ensure these risks are minimised.

### Shared responsibility for ethical behaviour

To nurture shared responsibility, all employees are required to complete learning modules on key areas of risk including:

- the Bribery Act;
- anti-money laundering;
- the General Data Protection Regulation (GDPR);
- corporate criminal offence; and modern slavery.

Employees are also briefed on safety and our Code of Conduct policies annually. In addition to these, we will develop, as required, further training, policies and processes to support ongoing implementation of our Sustainable Futures strategy.

IM Properties SASB Index

The Sustainability Accounting Standards Board (SASB) has developed standards for businesses to identify, manage and report on sustainability topics to meets investor needs. This table references the Standard for the Real Estate Services, Real Estate, Home Builders and Engineering and Construction Services industries with links to where the relevant information can be found in our 2022 Sustainability report.

SASB Standard	Topic	Accounting Metric	Category	Unit of Measure	Code	Response / Location
Real Estate Services	Sustainability Services	Revenue from energy and sustainability services	Quantitative	Reporting currency	IF-RS-410a.1	IM Properties do not provide energy and sustainability services. We lease the building, day to day management is provided by a managing agent working on our behalf.
		(1) Floor area and (2) number of buildings under management provided with energy and sustainability services	Quantitative	Square feet (ft²), Number	IF-RS-410a.2	IM Properties do not provide energy and sustainability services. We lease the building, day to day management is provided by a managing agent working on our behalf.
		(1) Floor area and (2) number of buildings under management that obtained an energy rating	Quantitative	Square feet (ft²), Number	IF-RS-410a.3	1) Total floor area 1,470,000 sq foot and 2) 48 Properties (all leased assets have an energy performance ceriticate)
	Transparent Information & Management of Conflict of Interest	Brokerage revenue from dual agency transactions	Quantitative	Reporting currency	IF-RS-510a.1	Not applicable to IM Properties
		Revenue from transactions associated with appraisal services	Quantitative	Reporting currency	IF-RS-510a.2	Not applicable to IM Properties
		Total amount of monetary losses as a result of legal proceedings associated with professional integrity, including duty of care	Quantitative	Reporting currency	IF-RS-510a.3	No monetary losses.
	Activity Metrics	Number of property management clients, categorized by: (1) tenants and (2) real estate owners	Quantitative	Number	IF-RS-000.A	All property management clients are categorised as tentants. There are some vacant units.
		Floor area under management with owner operational control	Quantitative	Square feet (ft²)	IF-RS-000.B	55,440
		Number of buildings under management with owner operational control	Quantitative	Number	IF-RS-000.C	15
		Number of leases transacted, categorized by: (1) tenants and (2) real estate owners	Quantitative	Number	IF-RS-000.D	All of the leases transacted are by tenants.

SASB Standard	Topic	Accounting Metric	Category	Unit of Measure	Code	Response / Location
Real Estate	Energy Management	Energy consumption data coverage as a percentage of total floor area, by property subsector	Quantitative	Percentage (%) by floor area	IF-RE-130a.1	We have actual energy consumption data for the 15 assets under direct control which account for approximately 32% of total floor area.
		(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	Quantitative	"Gigajoules (GJ), Percentage (%)"	IF-RE-130a.2	1) Total energy consumption (direct control) 1,855,916 kWh. 2) 62% total energy consumption from electricity / 38% natural gas. 3)Some contribution from on site renewables but data not captured in 2022.
		Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Quantitative	Percentage (%)	IF-RE-130a.3	First time reporting so no like for like data available.
		Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	Quantitative	Percentage (%) by floor area	IF-RE-130a.4	Energy Star is a US EPA scheme and not applicable to UK. In the UK we use Energy Performance Certificates (EPC). 96% of Properties with current Energy perofrmance certificate (EPC)
		Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Discussion and Analysis	n/a	IF-RE-130a.5	2022 Sustainability Report > Planet > Managing energy and carbon > <a href="#">Our commitments</a> . 2022 Sustainability Report > Planet > Managing energy and carbon > <a href="#">Mapping our path to Net Zero</a> . 2022 Sustainability Report > Planet > Managing energy and carbon > <a href="#">Investing in energy efficiency</a>
	Water Management	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	Quantitative	Percentage (%) by floor area	IF-RE-140a.1	IM Properties does not currently measure this.
		(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	Quantitative	"Thousand cubic meters (m³), Percentage (%)"	IF-RE-140a.2	IM Properties does not currently measure this.
		Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Quantitative	Percentage (%)	IF-RE-140a.3	IM Properties does not currently measure this.
		Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	IF-RE-140a.4	Plan to capture water consumption in short to medium term.
	Management of Tenant Sustainability Impacts	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency related capital improvements and (2) associated leased floor area, by property subsector	Quantitative	"Percentage (%) by floor area, Square feet (ft²)"	IF-RE-410a.1	IM Properties does not currently measure this.
		Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	Quantitative	Percentage (%) by floor area	IF-RE-410a.2	IM Properties does not currently measure this.

SASB Standard	Topic	Accounting Metric	Category	Unit of Measure	Code	Response / Location
Real Estate	Management of Tenant Sustainability Impacts	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	Discussion and Analysis	n/a	IF-RE-410a.3	2022 Sustainability Report > People > Inspiring sustainable behaviours > Our approach > <a href="#">Green lease clauses</a>
	Climate Change Adaptation	Area of properties located in 100-year flood zones, by property subsector	Quantitative	Square feet (ft²)	IF-RE-450a.1	One property - Travel Lodge Chesterfield (10,235 sq foot)
		Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Discussion and Analysis	n/a	IF-RE-450a.2	2022 Sustainability Report > Planet > Managing Energy and Carbon > Adapting To An Ever Changing Climate
	Activity Metrics	Number of assets, by property subsector	Quantitative	Number	IF-RE-000.A	Industrial (20), Retail WH (1), Ground Rent (3), Hotel (15) Residential (1), Office (5), Car park (1), Retail (2)
		Leasable floor area, by property subsector	Quantitative	Square feet (ft²)	IF-RE-000.B	Industrial (773,573 sq ft), Retail WH (103,688 sq ft), Ground Rent (n/a), Hotel (249,640 sq ft), Residential (23,432 sq ft), Office (194,445 sq ft), Car park (63,431 sq ft), Retail (61,690 sq ft)
		Percentage of indirectly managed assets, by property subsector	Quantitative	Percentage (%) by floor area	IF-RE-000.C	100%
		Average occupancy rate, by property subsector	Quantitative	Percentage (%)	IF-RE-000.D	Industrial (77%), Retail WH (82%), Ground Rent (100%), Hotel (100%), Residential (98%), Office (50%), Car park (5%), Retail (90%)
Home builders	Land Use & Ecological Impacts	Number of (1) lots and (2) homes delivered on redevelopment sites	Quantitative	Number	IF-HB-160a.1	35 homes
		Number of (1) lots and (2) homes delivered in regions with High or Extremely High Baseline Water Stress	Quantitative	Number	IF-HB-160a.2	No lots and homes are delivered in regions with High or Extremely High Baseline Water Stress as all regions are ranked as low to medium risk (based on World Resources Institute's (WRI) Water Risk Atlas tool).
		Total amount of monetary losses as a result of legal proceedings associated with environmental regulations	Quantitative	Reporting currency	IF-HB-160a.3	There have been no legal proceedings associated with environmental regulations in the reporting period.
		Discussion of process to integrate environmental considerations into site selection, site design, and site development and construction	Discussion and Analysis	n/a	IF-HB-160a.4	2022 Sustainability Report > Planet > Building and the natural environment > <a href="#">Our Approach</a>
	Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	IF-HB-320a.1	No accidents or fatalities for Spitfire employees or contract employees recorded during the reporting period
	Design for Resource Efficiency	(1) Number of homes that obtained a certified HERS® Index Score and (2) average score	Quantitative	Number, Index score	IF-HB-410a.1	HERS Index is a US based tool, but all homes have an EPC rating.
		Percentage of installed water fixtures certified to WaterSense® specifications	Quantitative	Percentage (%)	IF-HB-410a.2	This is not applicable to the UK. Under Building Regulations Part G the water consumption should be no greater than 125 litres/person/day and the water usage for a dwelling should be calculated in accordance with the 'Water Efficiency Calculator for New Dwellings'.

SASB Standard	Topic	Accounting Metric	Category	Unit of Measure	Code	Response / Location
Home builders	Design for Resource Efficiency	Number of homes delivered certified to a third-party multi-attribute green building standard	Quantitative	Number	IF-HB-410a.3	155 Homes delivered in 2022 (128 Private / 27 affordable homes)
		Description of risks and opportunities related to incorporating resource efficiency into home design, and how benefits are communicated to customers	Discussion and Analysis	n/a	IF-HB-410a.4	2022 Sustainability Report > Planet > Building and procuring responsibly > <a href="#">Our commitments</a> 2022 Sustainability Report > People > Inspiring sustainable behaviour > <a href="#">Our approach</a>
	Community Impacts of New Developments	Description of how proximity and access to infrastructure, services, and economic centers affect site selection and development decisions	Discussion and Analysis	n/a	IF-HB-410b.1	Proximity and access to infrastructure, services and economic centers are integral to the sites design and location decisions.
		Number of (1) lots and (2) homes delivered on infill sites	Quantitative	Number	IF-HB-410b.2	24 lots and homes are delivered on infill sites.
		(1) Number of homes delivered in compact developments and (2) average density	Quantitative	Number	IF-HB-410b.3	155 homes delivered in compact developments with an average density of 30 dwellings per hectare
	Climate Change Adaptation	Number of lots located in 100-year flood zones	Quantitative	Number	IF-HB-420a.1	No developments within a 100 yr flood zone
		Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Discussion and Analysis	n/a	IF-HB-420a.2	2022 Sustainability Report > Planet > Managing Energy and Carbon > Adapting To An Ever Changing Climate
	Activity Metrics	Number of controlled lots	Quantitative	Number	IF-HB-000.A	155
		Number of homes delivered	Quantitative	Number	IF-HB-000.B	155 Homes delivered in 2022 (128 Private / 27 affordable homes)
		Number of active selling communities	Quantitative	Number	IF-HB-000.C	5 sites with homes for sale
Engineering & Construction Services	Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards, and regulations	Quantitative	Number	IF-EN-160a.1	There have been no incidents of non-compliance with environmental permits, standards, and regulations in the reporting period.
		Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction	Discussion and Analysis	n/a	IF-EN-160a.2	2022 Sustainability Report > Partnerships and Practices > Corporate Governance > <a href="#">Managing Risks</a> 2022 Sustainability Report > <a href="#">Planet</a>
	Structural Integrity & Safety	Amount of defect- and safety-related rework costs	Quantitative	Reporting currency	IF-EN-250a.1	No amount of defect- and safety-related rework costs.
		Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents	Quantitative	Reporting currency	IF-EN-250a.2	No total amount of monetary losses.
	Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	IF-EN-320a.1	TBC

SASB Standard	Topic	Accounting Metric	Category	Unit of Measure	Code	Response / Location
Engineering & Construction Services	Lifecycle Impacts of Buildings & Infrastructure	Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	Quantitative	Number	IF-EN-410a.1	14
		Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	Discussion and Analysis	n/a	IF-EN-410a.2	2022 Sustainability Report > Planet > <a href="#">Managing Energy and Carbon</a>  Under Building Regulations Part G the water consumption should be no greater than 125 litres/person/day and the water usage for a dwelling should be calculated in accordance with the 'Water Efficiency Calculator for New Dwellings.
	Climate Impacts of Business Mix	Amount of backlog for (1) hydrocarbonrelated projects and (2) renewable energy projects	Quantitative	Reporting currency	IF-EN-410b.1	Not applicable to IM Properties
		Amount of backlog cancellations associated with hydrocarbon-related projects	Quantitative	Reporting currency	IF-EN-410b.2	Not applicable to IM Properties
		Amount of backlog for non-energy projects associated with climate change mitigation	Quantitative	Reporting currency	IF-EN-410b.3	Not applicable to IM Properties
	Business Ethics	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Number, Reporting currency	IF-EN-510a.1	Not applicable to IM Properties
		Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anticompetitive practices	Quantitative	Reporting currency	IF-EN-510a.2	There has been no monetary loss as a result of legal proceedings as there have been no anticompetitive practices reported during the period.
		Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behavior in the project bidding processes	Discussion and Analysis	n/a	IF-EN-510a.3	2022 Sustainability Report > Partnerships and Practices > <a href="#">Ethics, Transparency and Compliance</a> Bribery and Corruption Policy Statement
	Activity Metrics	Number of active projects	Quantitative	Number	IF-EN-000.A	14 active projects in design / construction stage
		Number of commissioned projects	Quantitative	Number	IF-EN-000.B	Practical completion on 2 development project and 155 new homes.
		Total backlog	Quantitative	Reporting currency	IF-EN-000.C	Not applicable to IM Properties

**Verification Statement**

IM Properties has commissioned SLR Consulting to provide independent assurance of the data and information contained within this Annual Sustainability Report.

A copy of the SLR Independent Assurance Statement is available to view [here](#) or by scanning the below QR code.



IM Properties  
The Gate, International Drive, Solihull, B90 4WA

[improperties.co.uk](http://improperties.co.uk)