Pillar Code documents

Place Code



OCTOBER 2026

PROPERTIES

Contents

1.0 Introduction

1.1 Our Sustainable Futures framework

1.2 Our Place commitments: Creating positive change in communities

1.3 Our approach

2.0 Strengthening communities

2.1 IMP Community Fund

2.2 Volunteering to support communities

3.0 Economy and enterprise

3.1 Procuring through social enterprises

3.2 Supporting local suppliers

3.3 IMP Work Ready Programme

4.0 Education engagement

4.1 IMP Education Programme



1.0 Introduction

The Place pillar of our Sustainable Futures strategy is centred on our 2030 ambition to create positive change in the communities where we work. We aim to foster vibrant and resilient environments that leave a lasting positive impact on employment and the local economy, support education and contribute to the quality of life in the places where we work.

To help deliver our purpose of creating a sustainable future together and our vision to be innovative in creating sustainable developments fit for the future, it's imperative to uphold our core values of Integrity, Commitment, Respect and Togetherness. These values are central to how we move forward.

This Code, together with our core values, will guide our interactions with staff, consultants, customers, stakeholders and the communities in which we operate. It underpins all that we do as we work towards the aspirations of our Sustainable Futures strategy.



1.1 Our Sustainable Futures framework

The IM Properties Sustainable Futures framework sets out our ambitions for the short, medium and long term, grouped under three pillars: People, Place and Planet. Looking ahead to 2030 and beyond, each pillar has a long-term ambition supported by specific targets and actions, designed to drive progress against our most material issues. We know we cannot deliver our ambitions alone, so our partnerships and practices are also key to our approach.

Aligned to the United Nations Sustainable Development Goals (SDGs) and underpinned by science-based targets, the framework provides a blueprint for how we can achieve a better and more sustainable future for all of our stakeholders. Learn more about Sustainable Futures.

1.1.1 People

Our people are our greatest asset, and it's crucial for the success of our sustainability framework that we're all engaged and moving in the same direction. Our 2030 ambition is to enable and inspire sustainable thinking among our employees, occupiers, customers, suppliers, industry and regulatory bodies, and the communities in which we work. Learn more about our People pillar.

1.1.2 Place

As a property company, our developments can make a positive impact by creating jobs, training and investment in local economies. However, to ensure that we leave a lasting positive legacy in our host communities, we need to take the time to understand each place's current and future needs. Our 2030 ambition is to create positive change in the communities where we work. Learn more about our Place pillar.

1.1.3 Planet

We are committed to playing our role in the UK's transition to a low-carbon economy. This includes remaining a certified CarbonNeutral® company, championing the 'Race to Zero' and aligning our efforts with Science Based Targets initiative guidance. IM Properties deliver Low Carbon Developments, in accordance with the UKGBC 2026 Whole Life Carbon Framework. Ensuring we optimise both embodied and operational emissions over the entire life cycle.

Our ambitious goals build on a solid track record. We have already secured multiple Green Loan banking facilities to drive energy efficiency across our investment portfolio and maintain our partnerships with the UKGBC and Better Buildings Partnership (BBP). Learn more about our Planet pillar.

1.2 Our Place commitments: Creating positive change in communities

Our Place pathway is focused on empowering the communities and local economies where we invest. Rather than emphasising only monetary value, we prioritise the measurable outcomes and positive impact of our work. This ensures we can maximise opportunities for community engagement, foster innovation and create opportunities for more sustainable places.

We will create positive change in communities by setting commitments focusing on three key areas:

1.2.1 Strengthening communities

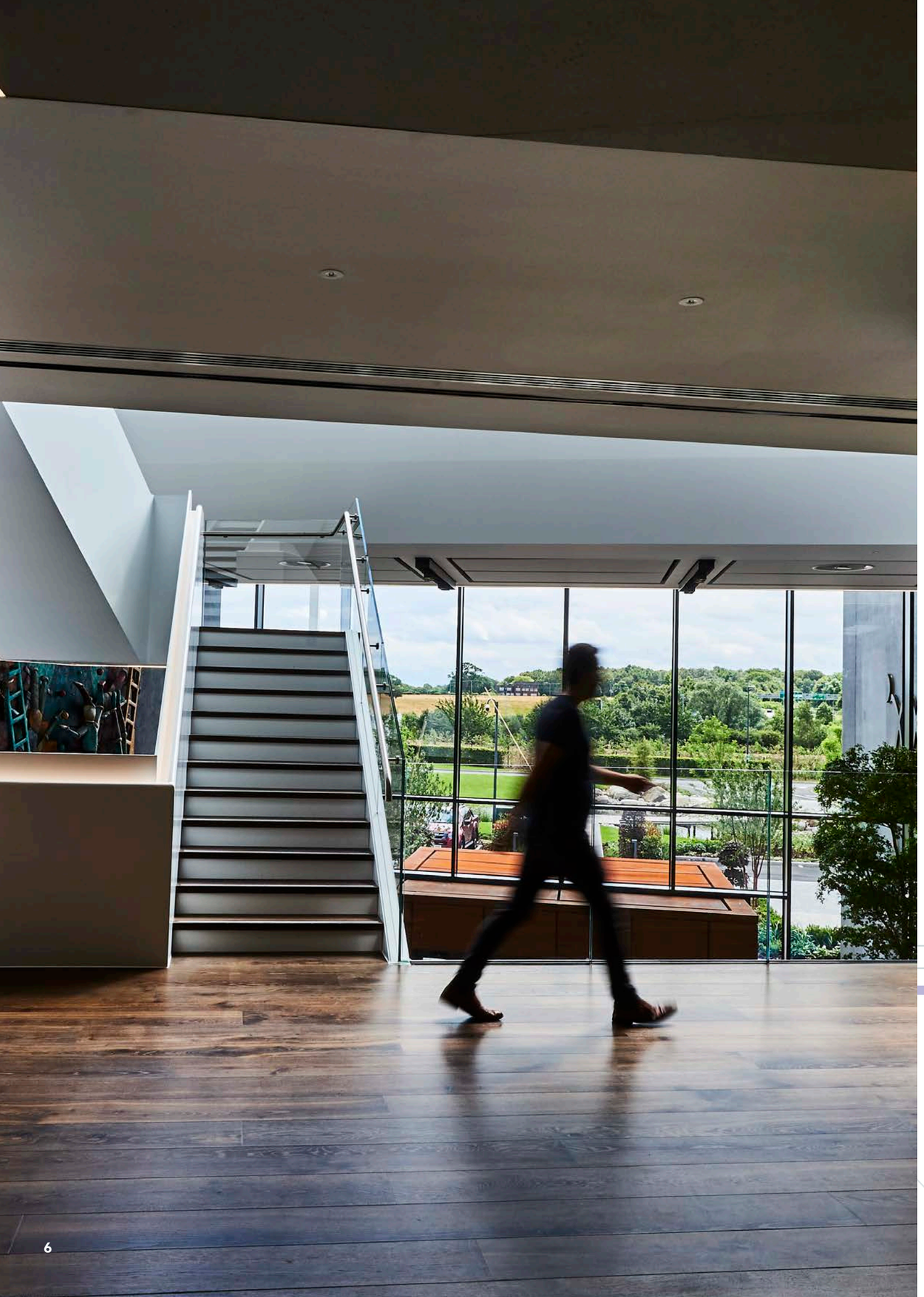
- We will pause our IMP Community Fund in 2026 as we **launch three larger, project-specific community funds** linked to our major development schemes.
- We empower our colleagues to support their communities by offering **two days of paid volunteering** every year.

1.2.2 Economy and enterprise

- By working with strategic partners, we will **embed social enterprises into our procurement processes.**
- We commit to collaborating with our supply chain partners across the business, providing opportunities to **increase local spend** within our procurement processes.
- We will continue to deliver the **IMP Work Ready Programme** to support individuals into employment.

1.2.3 Education and engagement

- We will continue to deliver the **IMP Education Programme** across all business units.
- We also commit to exceeding **5,000 meaningful interactions through the programme** by 2030.



1.3 Our approach

This Place Code complements our broader Sustainable Futures strategy by providing detailed guidance on how we will achieve our targets and embed them across our business. Some objectives require a unified, company-wide approach, while others are specific to our divisions – Investment, Development, and IM Land. In specific areas, we also need collaboration and alignment from our wider consultancy teams.

With this document, we set out clear standards and processes for achieving our Place-related targets. It details what is expected of everyone working with us – whether as colleagues, customers, consultants or stakeholders – and defines how we will conduct our business to deliver on our vision.

To ensure the success of our Sustainable Futures framework, it is essential that we consistently review and enhance our processes across all departments. By empowering our people to collaborate and be accountable, we can drive involvement at every level throughout the company and achieve our goals together.

Our dedicated Sustainability Data Manager is responsible for managing and reporting data across the business through our chosen software tool. To support accurate reporting, data must be provided to the Data Manager regularly from all parts of the internal business, as well as from external partners where relevant. It is also important to establish clear responsibility within partner organisations, identifying the appropriate contacts for sharing data and ensuring efficient lines of communication. Depending on requirements, data may be collected at either a corporate or project level.

"By embodying our values and working in partnership with communities, we can go beyond just shaping places. We can create environments that nurture skills, resilience and lasting positive impact."

David Smith,
Director, Planning and Communities

2.0 Strengthening communities

Beyond bricks and mortar, business has an important role to play in supporting and sustaining communities. Our projects and investments can be a force for good, providing capital to enable new community projects or sustain existing ones, as well as by applying our time, energy and expertise.

We are committed to supporting the local voluntary and community sector through a dedicated, self-funded grant programme. In partnership with an established community foundation, we will help community organisations and grassroots groups deliver important services and activities.

This Community Fund, which will run alongside our existing project funds, will create a fair and consistent way of giving across all our business units, ensuring our support reaches those making the greatest impact in our communities.

2.1 IMP Community Fund

The IMP Community Funds are a cornerstone of our approach to strengthening communities, providing a fair and transparent way to support voluntary and grassroots organisations across the places in which we operate.

Our community funding is designed to respond to the distinct needs and opportunities of each place. This includes larger, project-specific funds linked to our major commercial development schemes, alongside other targeted funding delivered through our projects and partnerships.

This place-based approach enables us to direct investment where it can have the greatest local impact. By aligning funding with the location, scale and stage of each development, we can create a stronger connection between our projects and the communities they affect, while responding to priorities identified locally.

The structure and timing of our funds may vary depending on the level of development activity taking place. However, each fund will follow a consistent set of principles, ensuring our funding remains accessible, transparent and focuwsed on delivering meaningful outcomes for local communities.

Our team members will continue to play an active role by volunteering their time and expertise to support funding decisions. This maintains the collaborative approach established through the original IMP Community Fund while enabling decisions to reflect the particular context and priorities of each place.

The principles and processes established through the IMP Community Fund will continue to guide how we deliver and manage our community funding. This includes:

- convening representative panels to review applications and make fair, transparent funding decisions;
- building capability, with new panel members receiving appropriate training and guidance;
- refreshing panel membership regularly to create opportunities for more team members to contribute;
- working with trusted partners, including the Heart of England Community Foundation, to administer funds effectively;
- ensuring funding decisions respond to locally identified needs and complement existing community activity; and
- analysing funding outcomes and communicating the results through annual reporting and fund mapping.

What we need from our stakeholders

Employees

- Participation in panels, including selecting representatives.

Foundation partners

- Support, expertise and advice.

.2.2 Volunteering to support communities

Recognising the value and positive impact that volunteering creates for individuals, organisations and communities, we will broaden opportunities for staff to give their time and expertise.

- We will regularly communicate with key community and volunteering stakeholders to ensure a diverse range of opportunities are available and build links to improve our awareness of local opportunities.
- We will encourage participation by celebrating and recognising staff contributions and promoting activities through monthly emails and internal communication methods, such as screens around the building. Also, we will organise volunteering events for external organisations to present their services and volunteering opportunities, fostering awareness and engagement.
- Our staff will be prepared for volunteering activities through training and briefings, in areas such as working at height, manual handling, and health and safety, prior to activities.
- We plan to invite feedback and input on desired activities through staff volunteer drop-in days, enabling our teams to shape the opportunities we offer.
- To track and monitor staff engagement, we will regularly review volunteer data and provide quarterly reports for senior and line management to monitor progress.

Aligned with our People pathway and our commitment to encourage sustainable behaviours, we will collaborate with our supply chain partners to support the communities in which we are investing.

As part of our contractor pre-qualification questionnaires and tenders, we will introduce volunteering into our commercial development projects through our Sustainable Futures Contractual Requirements and Reporting document. We will also include volunteering as a reporting heading within contractor monthly progress reports. This will help us understand the wider impact we have through our supply chain and ensure that volunteering remains an important part of our strategy.

What we need from our stakeholders

Employees

- Engage with volunteering opportunities and participate in drop-in days to shape future activities.
- Attend training and briefings to ensure safe and effective volunteering.
- Share feedback and experiences to help improve the programme.
- Support internal promotion by celebrating and recognising peer contributions.

Senior and line management

- Monitor quarterly engagement reports and use insights to support staff participation.
- Champion volunteering as part of our sustainable behaviours and team culture.

Charitable organisations and community partners

- Collaborate on training and briefings to prepare volunteers.
- Offer feedback on volunteer impact and areas for improvement.

Contractors

- Integrate volunteering into tender responses and monthly progress reports.
- Encourage staff participation in community volunteering aligned with our strategy.
- Collaborate on identifying and delivering impactful volunteering initiatives.

Consultants and managing agents

- Support communication and coordination of volunteering activities across sites.
- Help identify local opportunities and facilitate staff involvement.

Occupiers

- Engage with volunteering opportunities that are relevant, either in locality or in keeping with their business mission and purpose.

3.0 Economy and enterprise

Contributing to flourishing economies and supporting those most disadvantaged or farthest from the job market are closely aligned with our ethos as a business. By modifying our approach, we can use our projects, sites and supply chain to connect local need with real opportunities and ensure that our investments deliver the greatest possible impact.

3.1 Procuring through social enterprises

A social enterprise is a business that addresses a specific social, environmental or community need and reinvests its profits to support its social mission. By directing business spend and procuring through social enterprises, we can ensure that money is reinvested into local economies, delivering positive social, environmental and financial outcomes near our projects.

To realise our vision on larger commercial development projects, we will:

- communicate the benefits of social enterprise procurement across the business through positive case studies and sharing of impact data annually;
- emphasise the power of buying locally through our Sustainable Futures Contractual Requirements and Reporting document.
- liaise with our Finance Teams across the business to gather data on social enterprise spend to enable regular analysis, progress tracking and impact measurement on an annual basis, informing and enhancing our approach;
- engage a social enterprise partner, using their knowledge and expertise to conduct local analysis at a project level, highlighting relevant local suppliers and sharing this information with our supply chain; and
- add social enterprise sourcing as a reporting heading within contractor monthly progress reports and include it within the Contractor Procurement Schedule.

What we need from our stakeholders

Employees

- Champion procurement from social enterprises by sharing success stories and impact.
- Support internal awareness through engagement with communications and case studies.

Consultants and managing agents

- Track and report spend with social enterprises across business units.
- Collaborate on annual impact analysis and data sharing to inform strategy.
- Support identification and integration of social enterprises into project delivery.
- Ensure alignment with procurement documentation and reporting requirements.



3.2 Supporting local suppliers

Buying local is a key element in strengthening communities. It fosters the development of more sustainable economies by keeping money circulating locally, in turn positively impacting local employment and opportunities for businesses to thrive and grow. Procuring locally can also help to reduce negative environmental impacts. We define 'local' as within a 30-mile radius around our developments.

To support this target, we will:

- emphasise the importance of buying locally through our Sustainable Futures Contractual Requirements and Reporting document.
- include targets or metrics into our Employers Requirements Sustainable Procurement Plan and Requirements Summary Document on a project-by-project basis; and
- make local spend a regular agenda item in project meetings to ensure accountability and promote delivery, and also capture it within the Contractors Procurement Schedule.

Where applicable, on larger developments we will organise 'Meet the Buyer' events to provide opportunities for local businesses to engage directly with main contractors.

We will also conduct tracking and monitoring, using insights and data to inform our conversations with our supply chain.

What we need from our stakeholders

Employees

- Promote the benefits of buying locally through internal communications and project meetings.

Contractors

- Prioritise procurement within a 30-mile radius of our developments.
- Include local spend in procurement schedules and monthly progress reports.
- Actively participate in 'Meet the Buyer' events to engage local businesses.
- Track and report local spend data to support monitoring and accountability.

Local suppliers and SMEs

- Engage with IM Properties and contractors through 'Meet the Buyer' events.
- Collaborate on impact reporting where relevant.

Managing agents

- Focus and report on spend through service charge budgets where possible, looking for opportunities to direct this spending to local businesses.

3.3 IMP Work Ready Programme

Our projects can generate a wide range of employment opportunities across design, delivery and operation. To equip individuals to seize these opportunities, we will continue to deliver our Work Ready Programme. The initiative will help people to upskill and reskill by providing training, advice and work placement opportunities to increase their knowledge, experience and confidence.

Delivering in partnership with an experienced strategic partner, the programme will couple practical hands-on learning with mentoring and vital employability skills development.

We aim to remove barriers and maximise the opportunities available across project lifecycles, particularly during delivery and construction by:

- creating a Work Ready Programme that is scalable dependent on size, duration and location of projects, ensuring accessibility for all business units;
- tailoring the programme offer and target audience to specific local needs identified through analysis and engagement with key stakeholders on individual projects;
- articulating our Employment and Skills ambition to our main contractors during the tendering process to ensure their engagement from the start; and
- collaborating with our main contractors to support the delivery of specific elements of our programme, including onsite work experience.

Working with our delivery partner, main contractors and key employment stakeholders, we will ensure that learners receive follow-on employability advice and guidance.

We will also seek feedback from everyone engaged in the programme, including learners, delivery partners and contractors, to evaluate our impact and inform our approach.

What we need from our stakeholders

Employees

- Support mentoring and training delivery where appropriate.
- Promote the programme internally and externally.
- Help facilitate engagement and feedback loops.

Programme participants

- Participate in training, mentoring and work placements.
- Share feedback to help evaluate and improve the programme.

Strategic delivery partners

- Provide mentoring, training and employability skills development.
- Support the provision of follow-on advice and guidance for learners.
- Collaborate on programme evaluation and continuous improvement.

Contractors

- Invite contractors to contribute their time and expertise to support the delivery of our Work Ready Programme, and, where relevant, to collaborate on and enhance the impact of their own employability initiatives, such as apprenticeships and training schemes.
- Spitfire sub-contractors that receive an annual turnover of over £500k to employ at least one apprentice on one of our sites.

4.0 Education engagement

Through our Education Programme, we aim to inspire and support the next generation. We invest in projects that develop essential life skills and open routes into careers as professionals, practitioners and tradespeople in the built environment. By partnering with organisations such as Chapter One and Solutions for the Planet, we are helping young people broaden their horizons and improve their outcomes.

This approach dovetails with the work of the Grace Foundation. Founded by the IM Group, the Foundation is dedicated to transforming young people's lives through holistic education. It partners with schools to support the needs of students and their families, focusing on wellbeing and personal development. We complement this work with mentoring and volunteering, which give young people opportunities to achieve their maximum potential.

4.1 IMP Education Programme

Supporting the life prospects of children, the purpose of the Education Programme will be to provide young people with access to essential employability and business skills workshops that will help shape their future careers.

To raise aspirations and awareness of careers within the built environment, we will:

- promote our programme across the business through internal communications;
- seek support from our internal colleagues across the business and external supply chain to enhance the delivery and offer of our programme;
- directly contact schools, colleges and universities in areas we invest in to promote the programme; and
- trial a bespoke work experience programme with two Year 12 students.

The programme will consist of a broad range of activities that inspire young people. We will seek feedback after each activity to inform and enhance our approach.

We will also provide access to appropriate safeguarding information and training and seek Disclosure and Barring Service (DBS) checks are completed where required.

By partnering with schools, colleges and universities, and our supply chain, we will deliver a broad range of meaningful interactions that inspire and motivate young people on topics related to the built environment.

Listening to education professionals and young people to understand their needs, we will design engagement that is both relevant and impactful. After each session, we'll gather feedback, track and monitor our interactions, and analyse the data to inform future sessions and enhance our impact.

What we need from our stakeholders

Employees

- Participate in programme delivery and internal promotion.
- Share business insights and career experiences to inspire young people.
- Complete safeguarding training and DBS checks where required.

Schools, colleges and universities

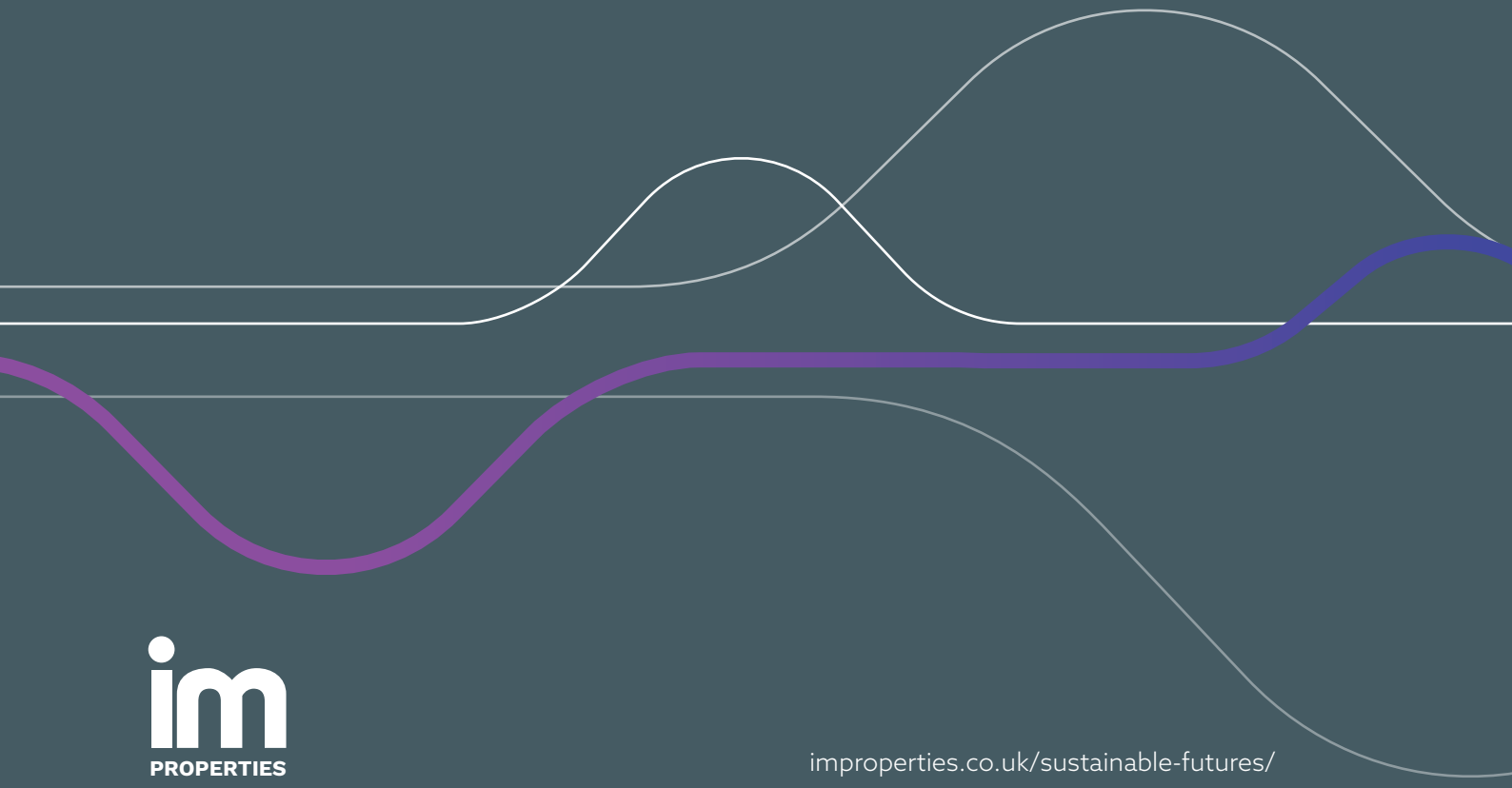
- Partner with IM Properties to co-deliver workshops and activities.
- Provide feedback on programme relevance and impact.
- Help identify student needs and tailor engagement accordingly.

Young people and learners

- Engage with workshops and activities.
- Provide feedback to inform future programme development.

Suppliers /consultants

- volunteer their time and expertise to support young people



PROPERTIES

improperties.co.uk/sustainable-futures/