

COMMUNITY AND CHARITABLE GIVING POLICY STATEMENT

IM Group is committed to conducting business in accordance with our company values. We are proud of our work, giving back to the communities in which we operate, through charitable giving and volunteering.

This statement summarises our policy concerning our commitment to community investment and charitable giving.

We will:

- Concentrate our focus and investment in the communities in which we operate, supporting local causes that align with our purpose and values.
- Encourage our employees to volunteer through our CSR programmes by allocating them 15 hours of paid volunteering time per annum.
- Promote employee contribution through our in-house CSR platform.
- Provide appropriate training and awareness to our employees who are fundraising, volunteering, or supporting local community organisations, schools, or charities.
- Make all charitable donations based on an assessment of risk, prospective beneficiaries, and alignment to IM Group values
- Ensure that no charitable donations are made that relate to bribery, corruption, and financial crime.

Grace Foundation supports us on this mission and is the independent charitable foundation set up by IM Group. IM Group wants every child to be brought up in an environment where they are given the opportunity to reach their maximum potential in life.

This policy applies to IM Group and its subsidiary businesses, employees, and supply chain. It is publicly available and supported by guidance, training, and awareness.

Signed

A handwritten signature in black ink, appearing to read 'Gary Hutton', written in a cursive style.

Gary Hutton

Executive Director

May 2021