

## ENVIRONMENT POLICY STATEMENT

IM Group is committed to doing business in accordance with our company values. We recognise the importance we have as a business and as individuals in protecting the natural environment for future generations.

This statement summarises our policy concerning our commitment to managing our environmental impacts and continuous improvement. We comply with all applicable environmental legislation and regulations and promote environmental best practice.

We will wherever possible:

- Reduce our climate change impacts – both of our own operations and that of the goods and services we provide.
- Manage all activities to minimise the risk of pollution.
- Promote resource efficiency and the minimisation, re-use and recycling of waste arising from our activities.
- Protect biodiversity and play an active role in habitat enhancement.
- Adopt water conservation techniques and technologies.
- Encourage the purchasing of sustainable resources and materials, including the use of renewable energy.
- Work with our supply chain to ensure they understand our environmental aspirations and improve their environmental performance.
- Work in partnership with organisations who are committed to the protecting and enhancing of the environment.
- Put in place environmental management systems and processes to manage our environmental impacts and strive for continuous improvement.
- Monitor our environmental performance and report on our progress.
- Within our property business, invest in research and development to identify new and emerging technologies which will support our environmental commitments.
- Encourage our people to actively engage in our environment commitments both at work and at home.

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

Signed

A handwritten signature in black ink, appearing to read 'Gary Hutton'.

Gary Hutton

Executive Director

May 2021