

A woman with blonde hair, wearing a black puffer vest over a black long-sleeved shirt and light-colored trousers, is walking a large, fluffy brown dog on a purple leash. They are walking on a grey textured mat in a modern building courtyard. In the background, there are large glass windows and other people walking. The scene is bright and sunny.

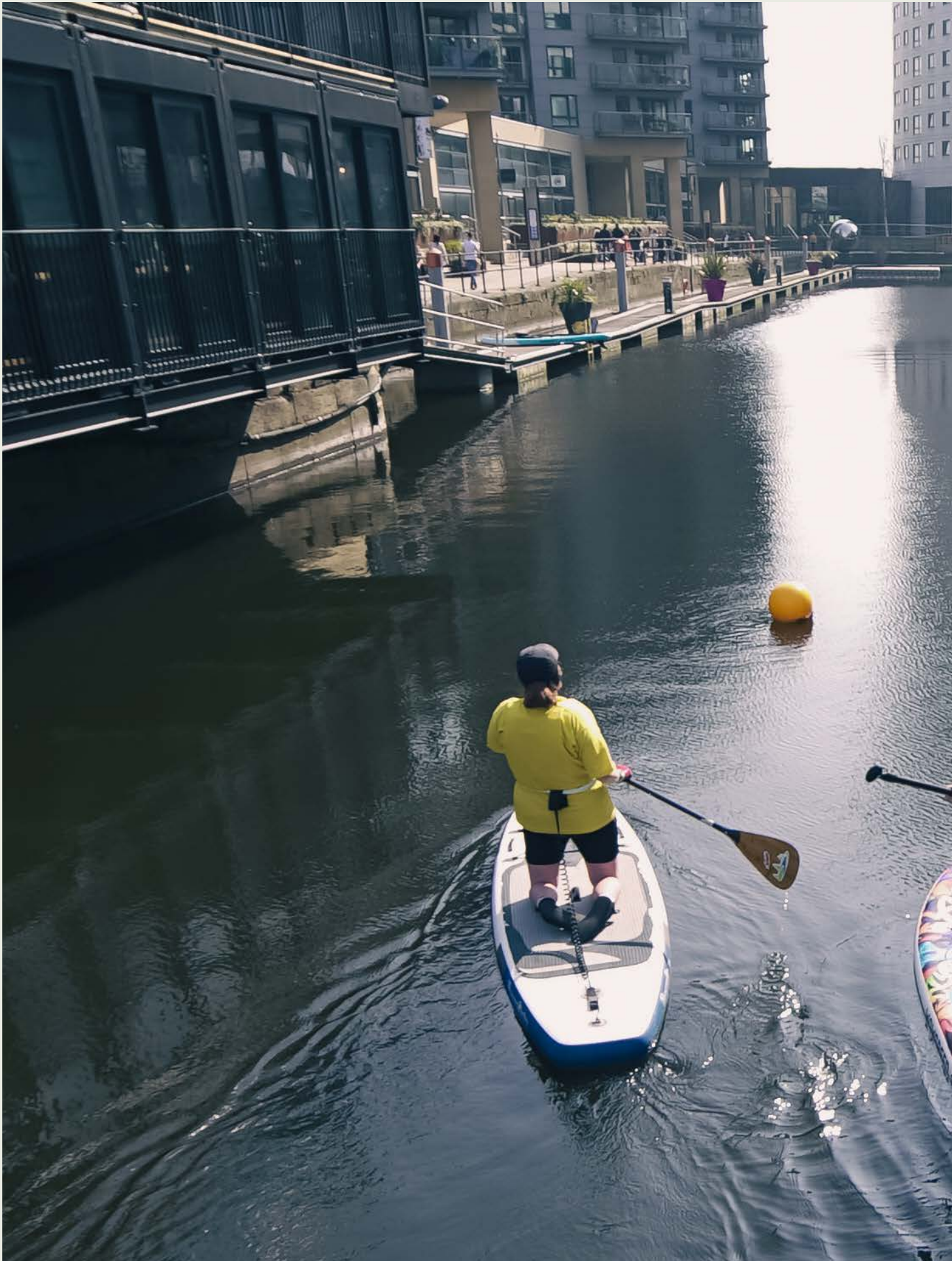
form

Impact Report

2024-25

www.formproperty.co.uk





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02. Foreword From Our Managing Director

At Form, we believe that the built environment is one of the greatest levers for positive change. Buildings are where we live, work, connect, and create, and they are also responsible for some of the highest carbon emissions globally. This is why our strategy continues to centre on one issue: how to manage and property in a way that both reduces environmental impact and maximises social value.

2024 was a year of consistent environmental achievement. We maintained 100% renewable energy across our managed portfolio, prevented all waste from being sent to landfill, and supported the planting of more than 4,800 trees through our partnership with DripDrop and City of Trees. We also conducted our first assessment of Scope 1 and 2 emissions and undertook an employee Commuting & Business Travel survey alongside an analysis of our Purchased Goods and Services, to better understand Scope 3 emissions across categories one, six, and seven. These are small but critical steps towards our long-term Net Zero journey.

Our social impact was equally significant. We invested in wellbeing, introduced progressive policies like our Menopause and Menstruation Policy, and committed over £11,000 to our charity partners, directly supporting social mobility, homelessness prevention, and environmental regeneration.

But transparency is just as important as achievements. We know there is still much more to do. Our Scope 3 emissions data is incomplete. While our support for mentoring programmes have reached dozens of students, the systemic barriers into real estate remain high. In 2025-6, we will continue the work with greater focus: we are expanding our assessment categories under Scope 3 with the ultimate goal to set a science backed Net Zero target, expanding work experience and internship opportunities, and using our managed assets more ambitiously to deliver community benefit. This report is our way of holding ourselves accountable - to our people, our clients, our partners, and the communities in which we operate.”

Rob Yates,
Managing Director, Form



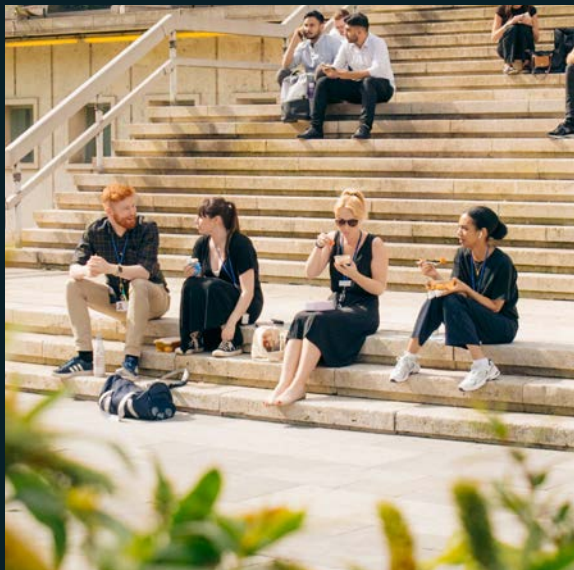
“At Form, we believe that the built environment is one of the greatest levers for positive change.”



03. Core Values

People

Fair, inclusive, and healthy workplaces.



We put people at the centre of our work. We strive to create fair, inclusive, and healthy workplaces where all users can access and are able to thrive.

Collaboration

Strengthening local communities through investment, volunteering, and partnerships.



We invest in our communities, building partnerships that strengthen social cohesion, reduce inequality, and provide opportunities for under-represented groups.

Environment

Limiting our negative environmental footprint and pursuing Net Zero.



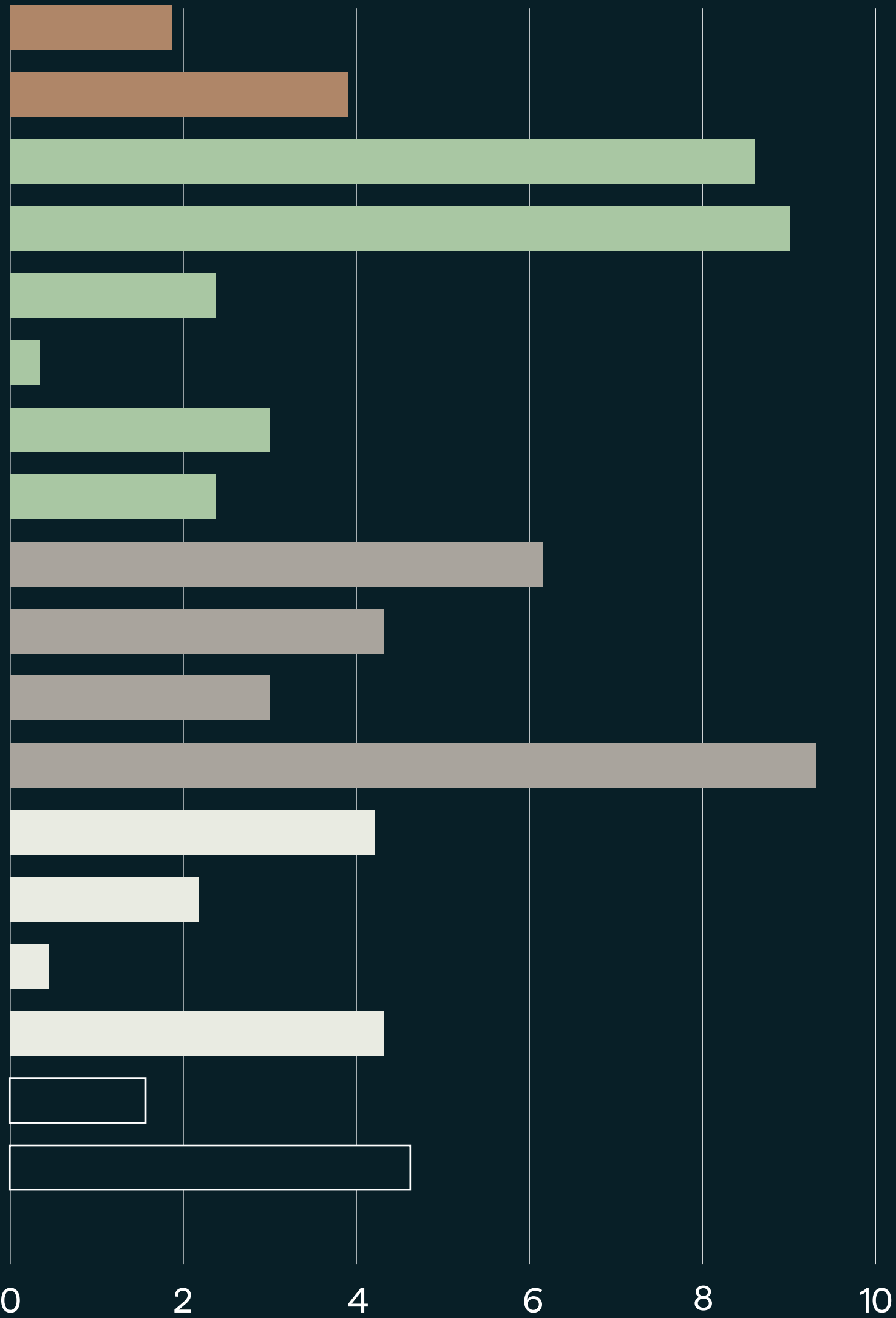
We commit to protecting the planet, minimising our negative impact on the environment and progressing steadily towards Net Zero.

04. Current Impact Score



91.3

- Mission & Engagement
- Ethics & Transparency
- Financial Security
- Health, Wellness & Safety
- Career Development
- Career Development (Salaried)
- Engagement & Satisfaction
- Engagement & Satisfaction (Salaried)
- Diversity, Equity, & Inclusion
- Economic Impact
- Civic Engagement & Giving
- Supply Chain Management
- Environmental Management
- Air & Climate
- Water
- Land & Life
- Customer Stewardship
- Impact Improvement
- Impact Business Model



Governance Environment Community Workers Customers

05. 2024 Highlights

PEOPLE

4.61_{/5}

employee satisfaction

£8000+

invested in Mental Health First Aid.

>60%

spend with Manchester-based local suppliers.

ENVIRONMENT

3,166

tonnes CO₂e saved across portfolio through use of renewable energy contracts.

Zero

Waste to Landfill across managed portfolio.

100%

Renewable Energy procured for buildings under management.

COLLABORATION

500+

trees planted by our employees through our partnership with City of Trees, improving biodiversity and air quality in Greater Manchester.

296

Hours volunteering allowance across the business.

40

Women Supported with clothing donations through SmartWorks partnership.

06. People



4.61/5 employee satisfaction

Our employees are at the heart of Form's impact, and 2024 has been an important year in developing our approach to wellbeing, inclusivity, and professional growth.

Employee satisfaction remained consistently high, with an average rating of 4.61 out of 5 across our workforce. This has been supported by progressive workplace policies such as our Menopause and Menstruation Policy, which empowers women to make flexible working decisions. Wellbeing is a core priority, and initiatives including the Help@Hand digital health platform, our Bike to Work scheme, and the provision of Mental Health First Aid training for staff—representing over £800 of investment in 2024—have contributed to this positive culture. Diversity and inclusion remain a cornerstone of our strategy. Currently, 70% of managerial roles within the business are held by women, 37% of our workforce comes from low socio-economic backgrounds, and 33% of staff identify as belonging to a minority ethnic group, with 30% of these

holding managerial positions. These achievements reflect our focus on fair and open hiring practices, targeted mentoring, and proactive engagement to address barriers to entry in the property sector.

We are also committed to upskilling and career progression. We proactively seek to upskill staff and establish clear pathways for professional development, with several senior members of the business joining in junior roles, testifying to the real impact of the approach. We encourage building individual career pathways and movement across departments. Looking ahead, we are looking to take this one step further, with the facilitation of work experience weeks or professional development for recent graduates in 2025, and the launch of an apprenticeship programme before 2027.

07. Business Activism

Form recognise that our role extends beyond the buildings we manage. In 2024, we organised donations and activities to support our long-term charity partners, Regeneration Brainers, City of Trees, and Barnabus. These organisations address critical local issues: youth social mobility, climate resilience, and homelessness, and our support represents a continuation of our commitment to reinvesting profits into community value.

Beyond financial contributions, our employees have actively participated in campaigns that align with our values. Through the Barnabus charity sleepout, we raised awareness of the homelessness crisis in Manchester. We believe that activism must be practical and measurable, and therefore we track both financial investment and the lives reached through our charitable work.

08. Community Engagement

Community engagement is a defining element of Form's impact, and in 2024 we focused on education and social mobility.

Through our partnership with The Diana Award, senior staff provided six weeks of mentoring to nine students, offering career guidance and CV support. We also hosted a bootcamp with Regeneration Brainery, delivering eight hours of mentoring to 30 students. These initiatives are designed to address institutional barriers within careers in real estate and the built environment, enabling talent from diverse backgrounds to access opportunities that might otherwise persist.

Volunteering also continues to be a key avenue for social contribution. Every employee is entitled to a volunteering day annually, which in 2024 equated to 296 hours of service across the business, valued at approximately £5,011. Much of this activity took place through local initiatives, such as supporting the Little 'Lot Community Allotment. Produce grown at the allotment was donated to Back on Track, a café supporting individuals rebuilding their lives after homelessness. Weekly volunteering sessions during the summer months provided staff with opportunities to connect directly with the community

We also use our assets to amplify community value. At No. 1 Spinningfields, we maintain an Art Wall in partnership with Manchester School of Art, providing young local artists with vital exposure in a competitive industry. To date, three artists have exhibited since the programme's inception in 2022. Initiatives such as swap shops, donation points and local litter picks further demonstrate our belief that small, sustained actions can contribute to systemic change.

Our partnership with SmartWorks enabled the donation of high-quality clothing for women experiencing poverty and the cost-of-living crisis, dressing approximately 40 women in 2024. We believe that activism must be practical and measurable, and therefore we track both financial investment and the lives reached through our charitable work.

296 Hours volunteering allowance across the business.



09.

Measuring Impact Across The Business

Measuring our impact with accuracy and integrity is essential for accountability and improvement. At Form, we assess our performance across four business areas: Manage, Create, ReRate, and Sustain. Each area carries its own set of material issues, from carbon emissions and waste management to workplace inclusion and community investment.



Measuring Impact

Methodology

Our methodology is informed by international frameworks, including the Greenhouse Gas Protocol, the United Nations Sustainable Development Goals (SDGs), and Global Reporting Initiative (GRI) standards. This ensures that our data is credible, comparable, and aligned with global best practice.

While we have achieved significant reductions in operational emissions across our managed portfolio, we are still in the process of fully capturing Scope 3 data as a business.



Understanding our impact as a multidisciplinary company has its challenges, as we maintain a rigorous standard for measurement. Thus we commit to the following strategy throughout 2025:

- Conducting materiality assessments to map risks and opportunities across all business divisions.
- Using international standards (GHG Protocol, SDGs, GRIs) to inform KPIs.
- Ongoing commitment to transparency in reporting both strengths and gaps.

Measuring Impact

The Built Environment



The built environment is responsible for a significant proportion of the UK's carbon footprint, and as a managing agent, Form Property has both a responsibility and an opportunity to reduce its impact. The risks we face are varied, encompassing operational emissions, waste management, and the behaviour of tenants and users of our managed buildings.

Our approach in 2024 has been to mitigate these risks through proactive management. All properties in our portfolio now operate on 100% renewable energy, saving 3,166 tonnes of CO₂e in the past year. We have also achieved zero waste to landfill, ensuring that the environmental burden of our operations is minimised. These achievements are complemented by our ongoing operational carbon assessment, which will provide a more complete picture of our risks and opportunities.

All properties in our portfolio now operate on 100% renewable energy

As awareness of biodiversity loss and climate resilience grows, we are expanding our risk assessment to include areas beyond carbon, such as green infrastructure and water management. Initiatives like our partnership with City of Trees, through which we planted more than 500 trees on ex-landfill brownfield sites in 2024, alongside experts in horticultural management, ensuring the species of tree were supporting indigenous flora and fauna, highlight our belief that environmental risk management must be systemic and collaborative.

We also collaborate with DripDrop Umbrellas throughout our sites, who plant a tree for every umbrella rented. Our partnership with DripDrop in 2024 resulted in the planting of 4,303 trees in Mozambique.

10. Our Commitments

Looking ahead, Form Property is committed to building on the foundations laid in 2024 by setting clear, measurable objectives for both environmental and social impact.

Transparency

Above all, our commitment is to remain transparent and accountable. Each year, we will report publicly on our impact, celebrate achievements, and acknowledge shortcomings. By doing so, we aim not only to improve ourselves but also to play a part in raising standards across the property sector.



Planet

We will further our Scope 3 measurement by 2026, enabling us to set science-based Net Zero targets that cover our entire value chain. In the meantime, we will continue to track commuting and travel-related emissions, expand renewable energy use, and identify opportunities for emissions reductions across our portfolio.



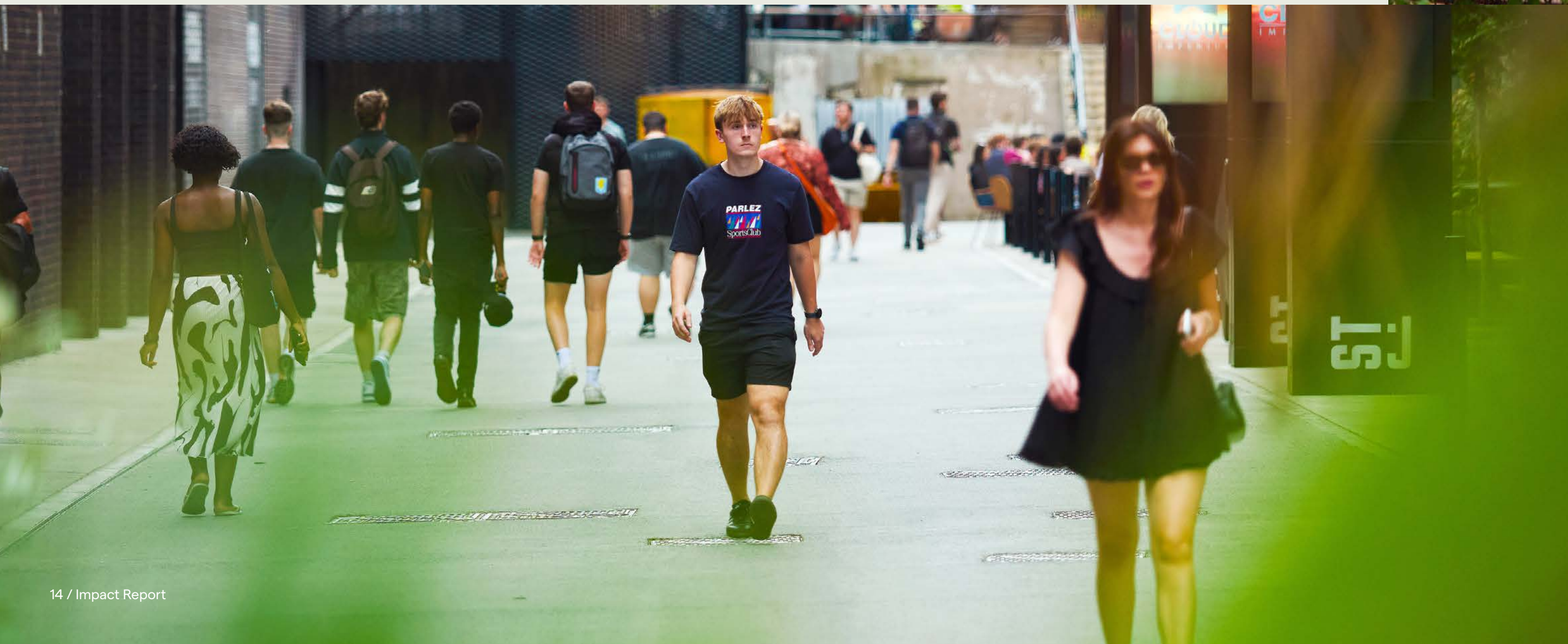
Partnerships

On social issues, we will deepen our partnership with local charities to support social mobility and tackle inequalities. We will also formalise our apprenticeship programme, offering at least one Level 4 placement before 2027 in collaboration with Regeneration Brainery, alongside additional work experience and mentoring opportunities for young people.



11. Net Zero Strategy

In 2024, we started the process of performing a robust calculation of our carbon emissions, in line with the GHG protocol.



2024 Emissions Summary



Form has made significant progress towards understanding and reducing its carbon footprint. In 2024, we established our baseline Scope 1 and 2 emissions, which totalled just 0.82 tonnes of CO₂e. We also began to assess Scope 3 emissions through an employee commuting survey and business travel data collection, which revealed a partial Scope 3 footprint of 97.68 tonnes of CO₂e.

2024 Emissions Breakdown

Scope	Tonnes (CO2e)
Scope 1	0
Scope 2 (location-based)	0.82
Scope 2 (market based)	0
Total	0.82
Scope 3 Transmission and Distribution	0.07
Scope 3 Purchased & Service	74.68
Scope 3 Employee Commuting	21.27
Scope 3 Business Travel	1.65
Total	97.68

2024 Emissions Summary

The commuting survey, developed in line with the GHG Protocol’s Scope 3 Category 6 and 7 guidance, showed that 27% of employees walk to work, 41% use public transport, and 32% rely on personal vehicles. Compared to the UK average—where 68% of commuting is car-based—our workforce demonstrates a lower-carbon commuting profile. Nevertheless, reducing travel-related emissions remains a priority.

2024 Scope 1 and 2 Breakdown by Emission Type

Annual Emissions (tonnes CO ₂ e)	Tonnes (CO2e)
CO2	0.81
CH ₄	0.0035
N ₂ O	0.0048



2025 Net Zero Targets

Our Net Zero plan involves expanding Scope 3 measurement to include further categories of Scope 3 in 2025-6, after which we will set formal science-based reduction targets. In the meantime, we are pursuing initiatives such as renewable energy procurement, tenant engagement on energy and waste, and further transport-related surveys. We will also develop a strategy for monitoring and managing progress towards Net Zero for our managed assets.

We recognise that reaching Net Zero will require long-term collaboration across our supply chain, clients, and communities. Our strategy is therefore designed to be iterative, data-driven, and transparent, with annual reporting on progress and recalibration of goals as our data becomes more complete.



➤ Further Scope 3
Categories

➤ Progressing Net
Zero on Assets

➤ Annual
Reporting

12. Closing Statement

As we close this report, we want to acknowledge that our journey is ongoing. 2024 was a year of real progress: we achieved measurable reductions in carbon emissions, strengthened our internal culture, and invested meaningfully in our community partners. At the same time, we are clear-eyed about the challenges ahead.

Our Scope 3 data remain incomplete, systemic barriers to careers in the built environment persist, and the climate crisis continues to demand urgent action.

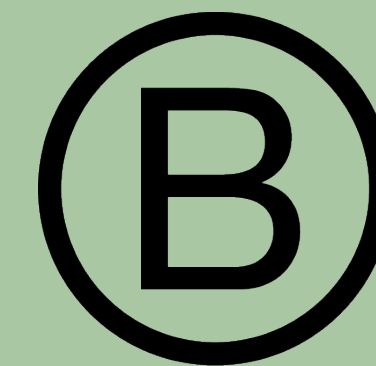
Our commitment is to face these challenges openly and collaboratively. Over the coming years, we will expand our Net Zero strategy, create pathways into property careers for under-represented groups, and continue to use our assets to deliver community value. We know that progress will not be linear, but we are determined to remain accountable and transparent at every stage.

Thank you.

The work we do would not be possible without our partners. Their expertise, energy, and dedication amplify our impact far beyond what we could achieve alone.

To our employees, clients, and partners: thank you for being part of this journey.

Certified



Corporation

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