



Impact Report

[Harkalm.com](https://www.harkalm.com)

Welcome

In 2025, The Harkalm Group celebrated our twentieth year in business – two decades of growth, learning and transformation. From our first property acquisitions to the diverse portfolio we manage today, our journey has been shaped by the people we work with and the communities we serve.

This first Impact Report captures a year of measurable progress across our four pillars: People and Culture, Skills and Opportunities, Community and Value Chain, and Environmental Responsibility. Together, these pillars reflect our ambition to grow responsibly – creating value not just through property, but for the people and places connected to it.

It has been a year of tangible results: from achieving Investors in People Gold accreditation, to expanding our Harkalm Foundation partnerships, delivering new training opportunities, and setting clear environmental goals for 2026. These milestones mark important steps towards an increasingly transparent and accountable way of doing business.

As we enter our third decade, we're proud of the impact we've made and energised by what's still to come. Our focus remains clear – to build a company that thrives commercially while contributing positively to every community and partner we work with.



Message from the CEO

Impact Statment

In 2025, The Harkalm Group marked its twentieth year in business. What began two decades ago as an entrepreneurial ambition has grown into a platform that has completed more than 300 transactions and deployed over £400 million of commercial property investment and development across the UK. Today, we operate as a 30-strong team with multi-sector expertise and the capability to execute £60m+ of transactions each year. We remain a privately owned and managed company. That matters.

It means this business is personal. The decisions we take carry our name, our reputation, and our responsibility. There is no separation between ownership and accountability. We think long term because we are building something intended to endure. We invest carefully because we answer directly to our partners, our people and our communities.

Property is what we do, but long-term value creation, built on trust and integrity, is why we do it. Financial performance is essential; it enables growth and opportunity. But it is not the full measure of success. We judge ourselves by the strength of our relationships, the quality of our execution, and the positive impact we leave behind.

Our journey from small acquisitions in the early years to the larger developments we transact on today has been shaped by trusted partnerships and disciplined decision-making. The experience, diligence, and shared commitment of our team are the foundations of everything we have achieved. Success here is collective and it is earned.

As we have grown, our principles have remained constant. We are guided by five shared values: Trust, Excellence, Collaboration, Authenticity and Legacy. These values shape how we invest, how we

lead and how we hold ourselves accountable. Sustainable success does not happen by accident; it is built deliberately through clarity of purpose and consistent action.

This first Impact Report reflects measurable progress across four pillars:

- People and Culture
- Skills and Opportunities
- Community and Value Chain
- Environmental Responsibility

These pillars represent our belief that commercial performance and responsible leadership must go hand in hand.

Over the past year, we were honoured to be named Property Investor of the Year at the Education Property Awards. We achieved Investors in People Gold accreditation. In 2025, we also made significant progress towards becoming a Certified B Corporation, undertaking the preparatory work required to support our application and further embedding responsible business practices across the organisation.

To continue building a business that performs strongly because it is anchored in purpose. To remain disciplined in our investments. To support our people. And to contribute positively to every community and partner we work alongside.

This business carries my name. That is both a privilege and a responsibility and one I intend to honour for decades to come.

Adam Harvey

Chief Executive Officer,
The Harkalm Group



About Harkalm & Our Vision



Who We Are

The Harkalm Group is an award-winning property investment and development company with over 20 years' experience acquiring, managing and developing sites across the UK. Our work spans the retail, education, food store and roadside sectors. Creating high-quality spaces that bring lasting value to businesses and communities.

We specialise in identifying opportunities with untapped potential. Whether it's a vacant high-street building, a development site, or a tenanted property ready for repositioning, we move quickly and decisively to unlock value. Our streamlined approach, strong financial base and trusted network of partners allow us to deliver outstanding results for all stake- holders.



Our Vision

To be the partner of choice for responsible property investment and development – recognised for creating places that combine commercial success with positive, long-term impact for people and communities.



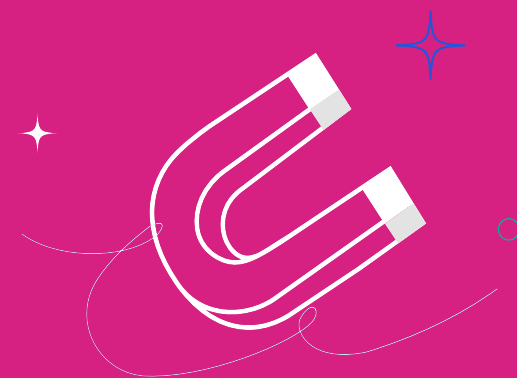
Our Mission

We are commercial property investors and developers focused on creating community assets that maximise value and potential for all stakeholders.

Brand Values

1. Trustworthy & Knowledgeable

We're specialists in our field - sharing insight, knowledge, and experience with clarity and humility. Our expertise is always credible and confidence- inspiring, but never arrogant. We build trust through transparency, reliability, and a genuine desire to help our partners succeed.



2. Decisive & Driven

We act with purpose and ambition, making timely, considered decisions to unlock the right opportunities for our partners. Our focus is on outcomes and delivery, with a professional, straightforward, and solutions-led approach.

3. Straightforward & Approachable

We're approachable, open, and easy to work with - valuing clear, honest communication at every stage. Our transparency and professionalism make collaboration seamless, and we're always focused on building strong, positive relationships with everyone we deal with.

4. Dynamic & Versatile

We're dynamic, agile, and always evolving - embracing new ideas, technologies, and opportunities to drive growth. Our versatility means we adapt quickly to changing needs, and our commercial insight ensures we deliver value in every scenario. We lead with energy and optimism, always looking for better ways to serve our partners.

5. Partnership-First

We believe the best results come from true partnership - working closely with operators, agents, and stakeholders to create long-term value. We listen, collaborate, and integrate seamlessly with our clients' teams, always putting shared success first.

Our Sustainability Strategy

At Harkalm, we add value to property and land so that we contribute to a positive future for the tenants, clients and communities they support, building long-term relationships within the communities we work in.

Our sustainability strategy is to embed environmental responsibility across our investment and development work, while proactively building social value in our team, the communities we work and our wider value chain.



Our people and culture



Skills and opportunities



Community and value chain



Environmental responsibility

Our approach to sustainability is grounded in a clear belief: responsible property development should enhance the places we work in and enrich the lives of the people connected to them. As we continue to grow, we remain committed to shaping projects that balance environmental responsibility, social value and long-term economic strength.

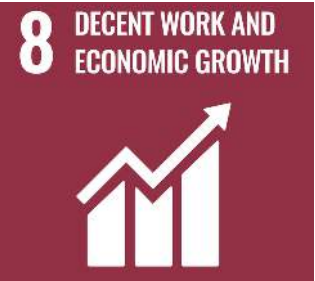
Our sustainability strategy is to embed environmental responsibility into every stage of our investment and development work, while proactively building social value within our team, the communities we work with and the wider value chain that supports our projects. This strategy reflects both our purpose and our responsibility as a business that shapes places with lasting impact. stronger and more sustainable future.

To deliver this, we focus on four pillars that guide how we operate, make decisions and measure progress:

Our People and Culture, Skills and Opportunities, Community and Value Chain, and Environmental Responsibility. Together, these pillars ensure that every project, partnership and action contributes to a stronger and more sustainable future.

We anchor our impact to the United Nations Sustainable Development Goals relevant to our business model. This alignment helps ensure that our work advances wider social, environmental and economic progress in the communities we serve.

Together, these commitments form the foundation of our sustainability approach. They reflect our ambition not only to deliver commercial success, but to set a high standard for responsible development and create places that thrive for decades to come.



Annual Highlights Overview

Our Year at a Glance



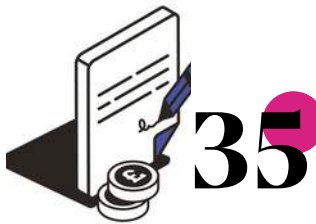
Our Reach and Performance



£60m of allocated funds across all sectors in 2025



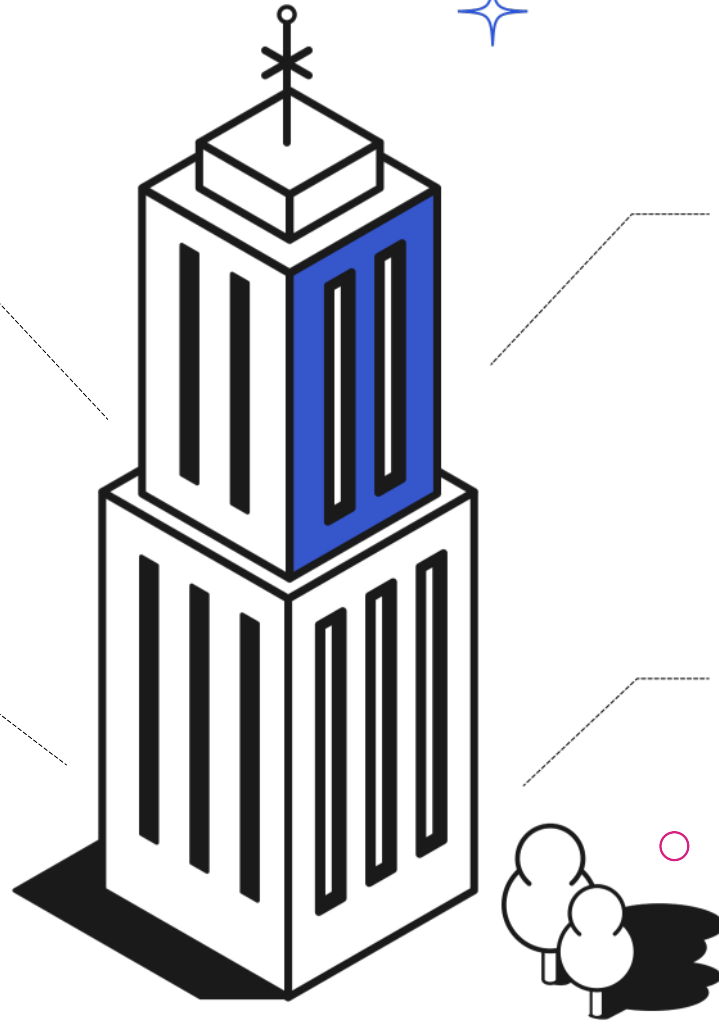
£45m invested into UK commercial property market in past 12 months



Over 35 property transactions completed during 2025 alone



Ability to complete purchase decisions within 24 hours



Community and Value Chain



3 community partnerships delivered through the Harkalm Foundation in 2025

£173,000

£173,000 donated charitable causes by the Foundation and wider group.



897 volunteer hours contributed by colleagues



In collaboration with 'Women in Property', delivering a series of events creating a new platform for collaboration and mentoring.



18 active projects with SMEs across planning, design, legal, and construction.



90%+ of suppliers classed as small and mid-sized enterprises (SMEs) or independent specialist partners.

Skills and Opportunities

2,318hrs

2,318 hours of training delivered in 2025



96%

96% of colleagues believe the organisation invests in them



12 work experience candidates and 1 intern hosted in 2025



100%

100% agree they can develop the skills they need to progress



Partnerships with ORT JUMP Alternative Work Experience Programme – 2024 & 2026 and Ian Mikardo School.

Environmental Responsibility

18

EV charging points installed across sites

8

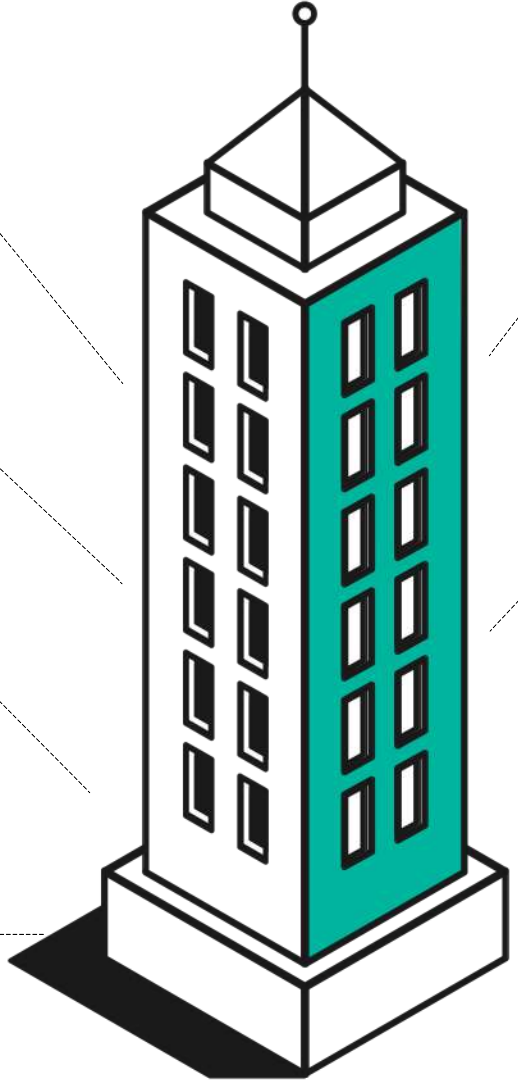
employees enrolled in the EV scheme

53.9m²

of solar PV panels installed at Aylesbury Nursery

300%

efficiency gain from Air Source Heat Pump installations



20kWp

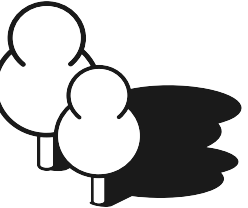
PV system generating ~18,690kWh annually at Yate Nursery

8.5 mt

tonnes of asbestos safely removed and 56m³ of contaminated soil remediated.



BREEAM “Very Good” certification achieved at Aylesbury Nursery



Our People and Culture

**91%**

91% employee engagement score (Investors in People Gold accreditation)

**4**

4 qualified First Aiders

**3**

3 qualified Mental Health Advocates

**100%**

100% of employees say Harkalm is a great place to work

100% feel positive about their future in the organisation

100% feel their contribution is valued

**1**

1 qualified Mental Health First Aider

1% of company profit and staff time committed annually to charitable causes



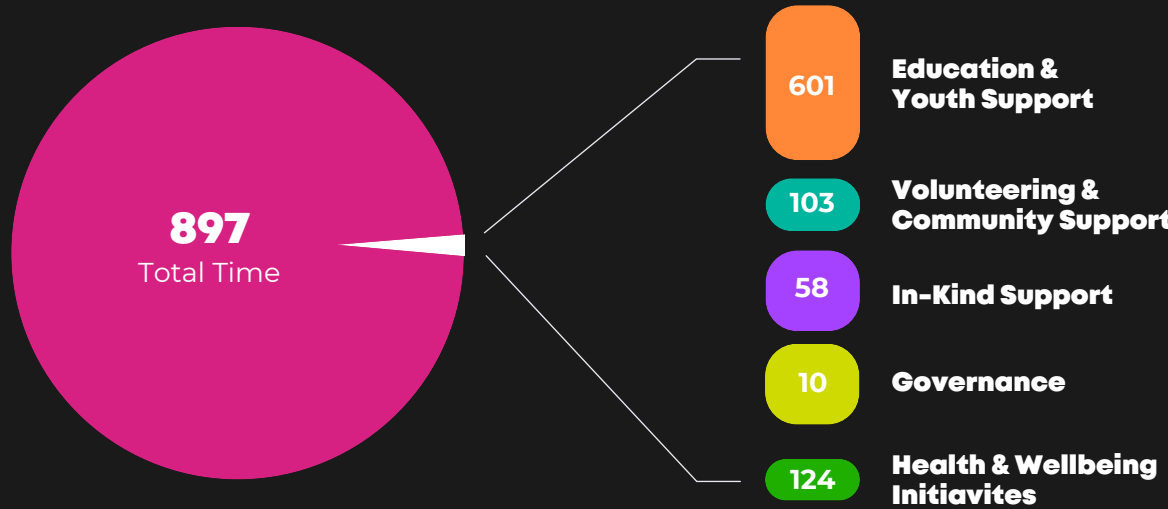
Pillar 1

Our People and Culture



Giving Back – 1.39%

“Legacy at Harkalm means creating a lasting, positive impact that benefits future generations.”



Highlight Metrics

- 91% engagement score (IIP Gold accreditation)
- 100% of employees feel valued and positive about their future
- 3 Mental Health Advocates PLUS 1 Mental Health First Aider and full EAP access
- 1% of profits & staff time donated annually to community causes
- 1% of profit and 1% of staff time to worthy cause each year

Investing in Our People

Our culture is built around people. Those who serve our business from within and those whose communities we serve beyond it. This pillar is about how we support our colleagues, how we live our values every day, and how our people extend that impact through volunteering, partnerships and philanthropy.

In 2025, we continued to invest in wellbeing, professional development, and a values-driven culture that connects our team to our purpose – creating places that add value to communities and the people within them.

“I really enjoy working at Harkalm because the culture is genuinely people-focused. There’s a strong sense of purpose, and everyone is encouraged to do their best work while supporting one another.”



Belle Bronte,
Marketing Manager

Wellbeing and Workplace Culture

We believe that when our people thrive, our business thrives, which is why wellbeing and a positive workplace culture are at the heart of everything we do.

Achieving Investors in People (IIP) Gold accreditation is a mark of our commitment to employee engagement and wellbeing. Our overall engagement score was 91% (817/900), significantly above the IIP average of 727, placing us 10th out of 45 organisations benchmarked in our sector.

100% of employees say Harkalm is a great place to work; **75%** strongly agree.

100% feel positive about their future in the organisation.

92% agree that rewards match their motivations.

100% feel their contribution is valued.



Our new office expansion across the road from Harkalm House has created an energising environment that supports collaboration, learning and wellbeing. With access to a gym and a terrace where the team can eat and spend time together, the space reflects our focus on creating a healthy and enjoyable place to work.

We've integrated robust health and safety systems, stress risk assessments, and a structured wellbeing programme, supported by:

 3 Mental Health Advocates PLUS 1 Mental Health First Aider and full EAP access

 An Employee Assistance Programme

 An onsite gym and group wellbeing sessions such as yoga

Living Our Values

Our values guide everything we do.

Developed collaboratively through company-wide workshops in 2024 and launched in early 2025, they are now deeply embedded in our decision-making, onboarding, and quarterly reviews.

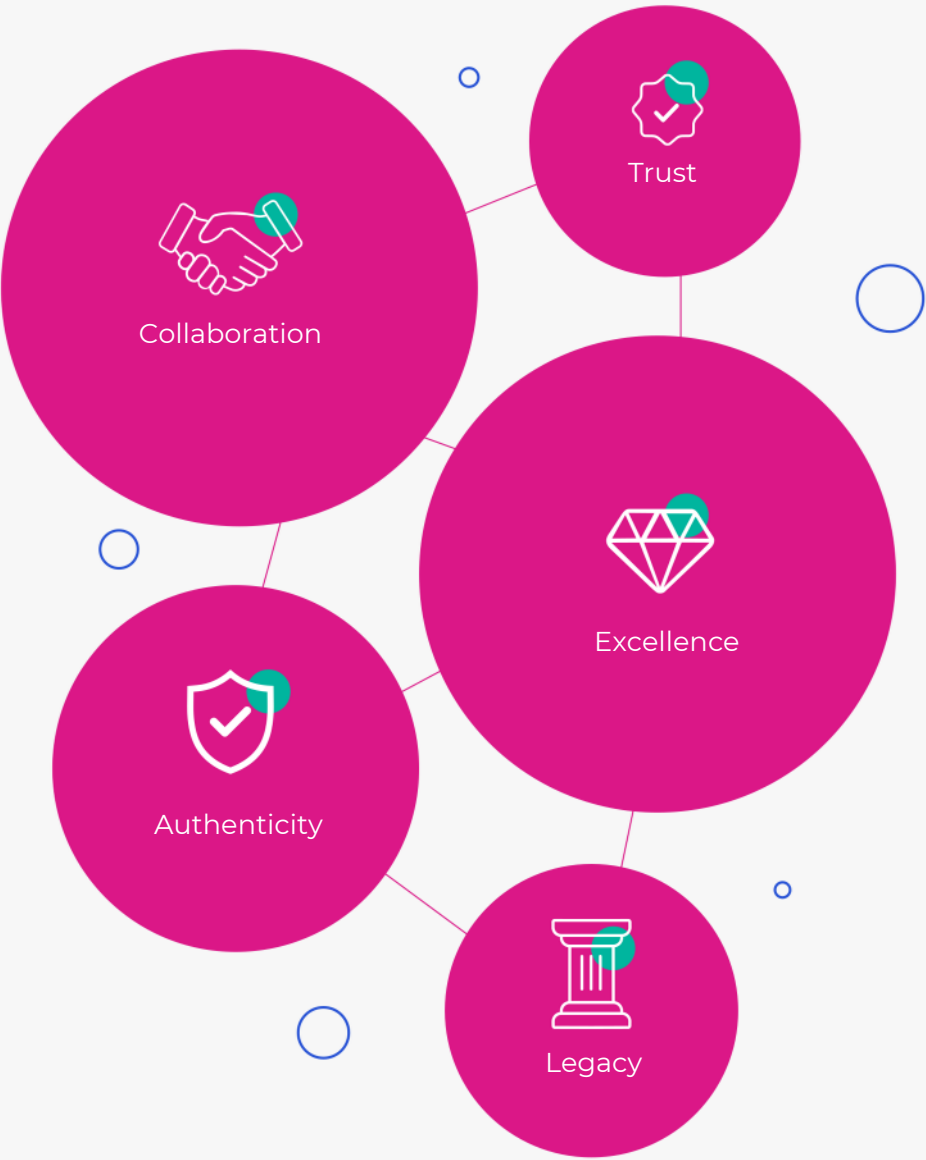
These values shape how we work with each other and with our partners. They're celebrated through our internal WOW Awards, recognition events, and in the way teams approach challenges with integrity and creativity.

100%

of colleagues share Harkalm's values and feel they guide their daily work.

79%

believe they can challenge behaviours that don't align with those values – a score above the industry average, reflecting a culture of openness and respect. And we want this to reach 100%.



Building Skills and Leadership

Every colleague has clear goals, defined objectives, and access to flexible working arrangements. New starters are supported through a buddy system and structured onboarding, ensuring a strong start and a sense of belonging.

Ongoing development is embedded into quarterly reviews and progression planning, with leadership development programmes and business planning workshops. Goals are regularly reviewed to align with evolving business priorities, ensuring everyone has the opportunity to grow.

Giving Back as a Team

The Harkalm Foundation gives everyone at Harkalm a way to make a tangible difference. Each year, we dedicate 1% of profits and 1% of staff time to charitable and community causes – a commitment that reflects who we are as a business and as people.

For our team, volunteering isn't just about giving time; it's about building connection and perspective. Working side by side on community projects strengthens relationships and keeps our culture grounded in purpose.

To increase the impact of our volunteering activity, in 2026 we will continue to broaden the range of initiatives we support and take part in. This will include further involvement in soup kitchens, a summer toy and coat drive, team activity challenges, and an expanded commitment to Green Frog Holidays, with additional initiatives to be confirmed. Alongside this, we will continue to support and volunteer with organisations including Behind Every Kick, Give.Help.Share, Wrap Up London, the Toy Project, Green Frog Holidays and blood drive initiatives, as well as delivering a dedicated team challenge event to bring colleagues together around shared purpose.



Maintaining Cultural Consistency As We Grow

As Harkalm grows, maintaining the close-knit culture that has defined us from the beginning will require focus and intention. While our engagement and wellbeing results are strong, we know that sustaining this level of connection across a larger and more diverse team is an ongoing challenge.

Our next step:

We are developing clearer communication channels, leadership frameworks and cross-team initiatives to ensure every colleague remains connected to our values and feels part of Harkalm's shared purpose, wherever they work.



Pillar 2

Skills and Opportunities



“

“I learned a lot from every one of you, not just about property, but also how to act in an office. What I’ve learned will massively help prepare me for my future.”

**Toby Freeman,
Work Experience Student 2025**

Highlight Metrics



2,318 training hours



12 work experience candidates and one intern in 2025



20+ placements over 3 years



96% believe the organisation invests in them



100% agree they can develop the skills they need to progress

Nurturing Talent, Inside and Out

At Harkalm, opportunity starts with people. By investing in our people and sharing that knowledge with others, we’re helping to build a stronger, more inclusive property industry. From professional development and mentoring to school partnerships and work-experience placements, this pillar reflects our belief that talent can come from anywhere and that we have a responsibility to help it flourish.

Developing Skills in Our Communities

At Harkalm, we actively encourage our people to grow not only within the organisation but also through engagement with the broader professional network. We host regular panels featuring external speakers who share their expertise, personal experiences, and career insights with the team. In addition, our specialists lead internal workshops on topics such as legal matters, property management, and AI, ensuring knowledge is shared across the business.

Our colleagues also engage regularly with partners, agents, surveyors, and developers at leading industry events, including UKREiF and MIPIM, seizing every opportunity to exchange insights, strengthen relationships, and broaden their professional capabilities.

To extend that learning outward, we continue to grow the Harkalm Work Experience Programme, giving students first-hand exposure to the property sector. In 2025, we hosted 12 students and one intern, offering structured placements across the whole business, enabling them to experience different departments, understand how roles work in practice, and gain a clearer sense of the career paths available.

A highlight back in 2024 was our partnership with ORT UK's Jump Programme, where five students joined Harkalm for a

week-long placement. Following the success of that initiative, we are pleased to be working with ORT UK again in July 2026. During their time with us, the students gained hands-on experience on live projects and presented their findings to the team at the end of the week.

We also delivered a presentation at the Ian Mikardo School, where we shared insights into our work and the different career pathways available within the industry. This provided students with a valuable opportunity to ask questions and gain a clearer understanding of the skills and experiences needed to progress into similar roles. In addition, we continued our support of the school community through the provision of football kits, helping to encourage teamwork, confidence and participation in sport.

In 2025, we launched an online application portal to make placements more accessible to young people and this year we have created a Work Experience Alumni. The initiative continues to grow, with a commitment to host at least ten placements annually and to run the Jump Programme again in 2026. Each participant leaves with new confidence, skills and a clearer view of their potential career path.





Your involvement made a genuine and lasting impression on the students being welcomed into your impressive offices and meeting your team provided an authentic and inspiring insight into the world of work.”

**Julie Cohen,
Programme Leader, ORT UK**



Broadening the Talent Pipeline

Internally, we’re focused on preparing our people for long-term success. Over the last three years, more than 20 students and graduates have completed internships or placements at Harkalm.

To deliver our 2030 vision, we have expanded our own capabilities – introducing new specialist roles across AI, marketing, legal support, research and operations, and strengthening leadership through tailored development programmes.

All colleagues take part in regular training and planning sessions, and 100% agree they can develop the skills they need to progress. Leadership development includes multi-module programmes, external coaching and “mini-MBA” workshops, ensuring that every manager is equipped to lead with confidence and clarity.

Continuous Learning and Professional Growth

In 2025 alone, Harkalm delivered 2,318 hours of training across compliance, leadership, commercial skills and technical expertise, with 96% of people believing the organisation invests in them.

Key areas of focus included:

Compliance and wellbeing:

First Aid, Mental Health Advocacy, and GDPR.

Leadership and management:

Multi-module programmes for teams across the company.

Commercial capability:

Consultative selling training, strategic business planning sessions, and talks from industry experts.

Executive coaching:

One-to-one coaching for senior leaders and managers.

Technical and sector knowledge:

Commercial property acquisition training, media training, and legal topic refreshers.

Sustainability impact management:

Training on how to measure and improve environmental, social and economic impacts.



Ongoing professional development:

Our people benefit from a range of structured development opportunities, including CIM Diploma courses, apprenticeships, and targeted accounting support. We also provide external marketing guidance and tailored business strategy advice, starting at the individual level and extending to team and company-wide planning.

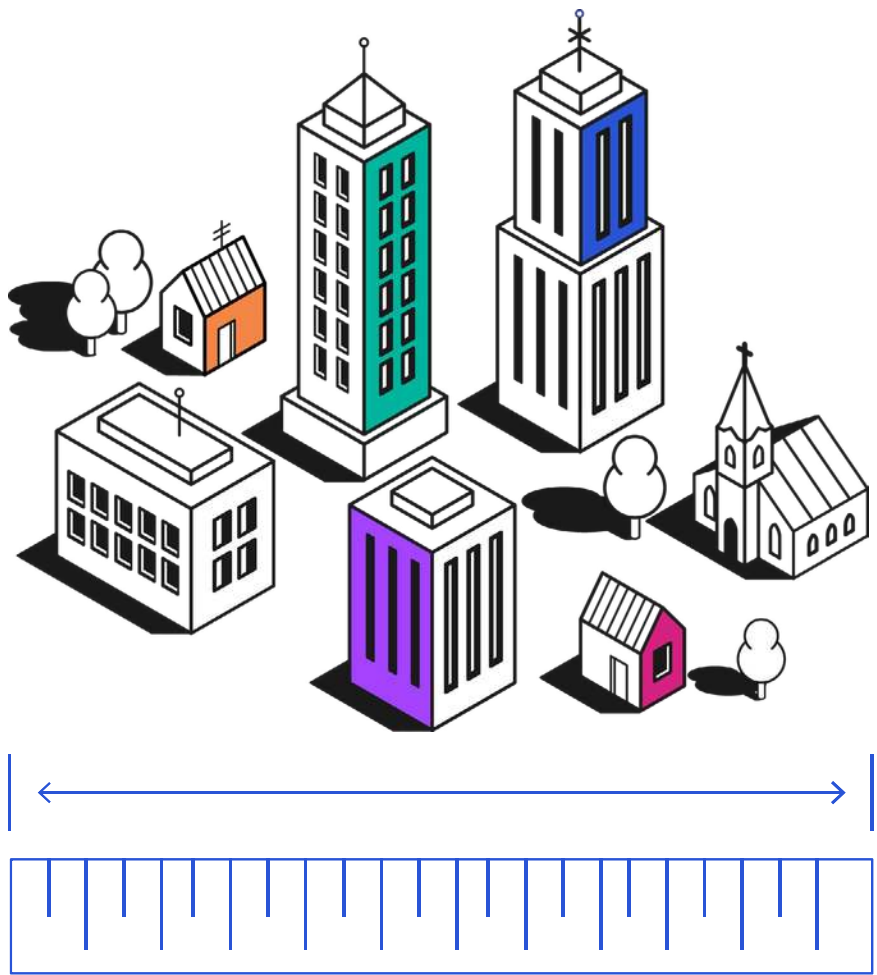
This approach ensures continuous professional growth and delivers practical impact across the organisation.

Measuring Long-Term Impact

Our work experience and internship programmes provide young people with valuable exposure to the property industry, offering insight into real projects and day-to-day professional practice. From 2026, we have established an alumni network to stay connected with past students and to help us monitor and better understand the longer-term impact of their time with us. Through this network, we will share company updates via our newsletter and circulate relevant job opportunities, ensuring participants continue to benefit from guidance, support and potential career pathways beyond their placement.

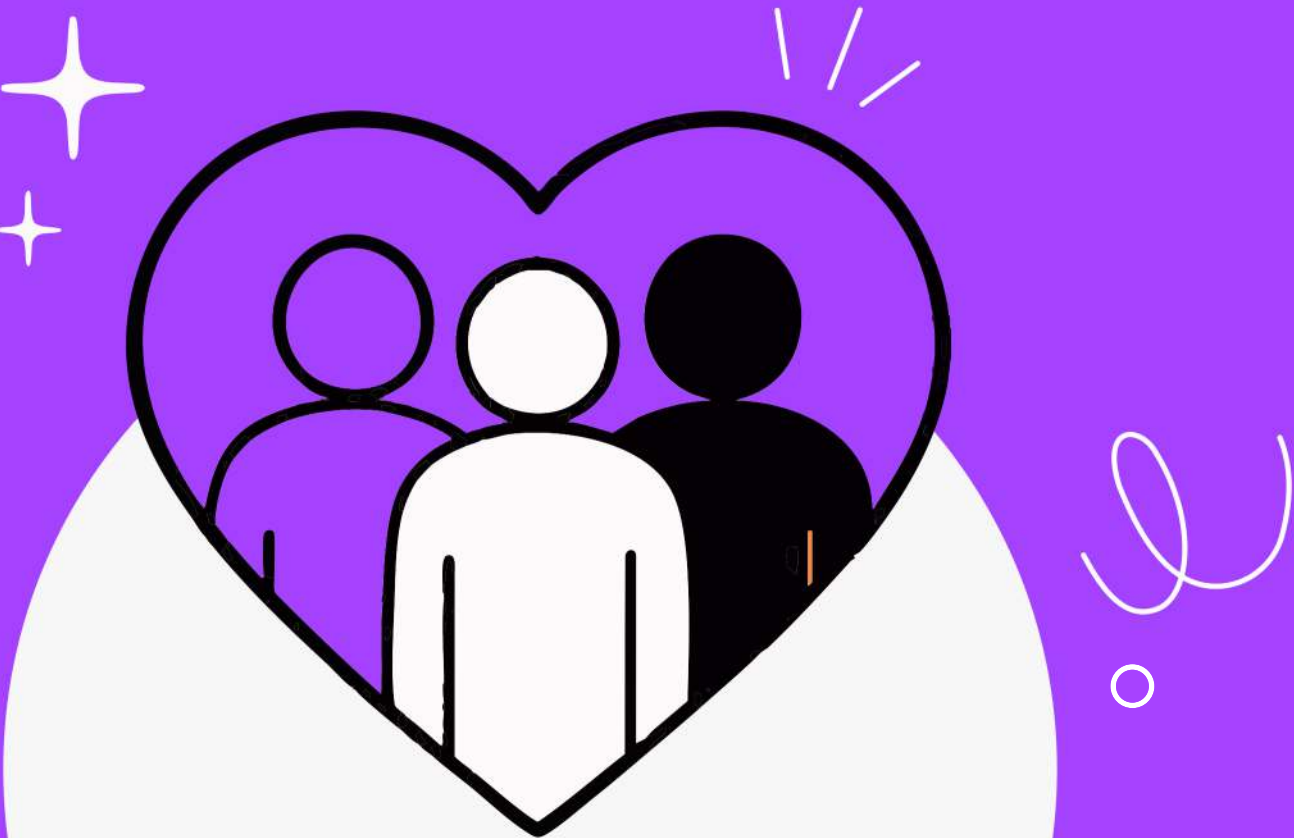
 Our next step:

With our new online application portal and ongoing partnerships with ORT UK and Behind Every Kick, we'll begin to track outcomes for students and interns – following up after placements to understand their progress and strengthen the long-term impact of our programme.



Pillar 3

Community & Value Chain Engagement





“Success isn’t measured solely by the developments we deliver, but by the positive impact we create for people, communities and the future. We’re proud to support charities that share our commitment to making a meaningful difference.

Ben Sarner
Managing Director



Highlight Metrics



1 major town-centre regeneration completed



3 community partnerships delivered through the Harkalm Foundation in 2025



£173,000 donated in Foundation grants and community support



90%+ of suppliers classed as small and mid-sized enterprises (SMEs) or independent specialist partners



897 volunteer hours contributed by colleagues



1 Women in Property Initiative (2026): Launching a dedicated industry network in 2026 in partnership with Women in Property, with a target of hosting two mentoring events in year one and achieving full team membership within the organisation.



18 active projects with SMEs across planning, design, legal, and construction



Creating Shared Value

Harkalm's work is built on collaboration. With the communities where we develop, the people who use our spaces, and the network of partners and suppliers who help bring our projects to life.

This pillar is about how we engage with those communities and partners:
creating social value, supporting local enterprise, and ensuring our developments deliver lasting benefits beyond the buildings themselves.

Through meaningful engagement, responsible partnerships and social investment, we aim to ensure that our developments generate long-term value for people, places and the planet.



“For us, development is about more than improving buildings; it’s about strengthening the communities around them. By combining responsible redevelopment with meaningful local engagement, we aim to create places that support jobs, encourage economic activity and leave a positive, lasting impact. That mindset will continue to guide how we approach every project.

**Daniel Goodman,
Director**



Listening to Communities

We approach every development as an opportunity to support and strengthen its local community. We work closely with local councils, residents and community organisations to understand priorities and ensure our projects respond to genuine local needs.

A recent example is the transformation of the former Wilkinson’s store in Chippenham. What was once a vacant building is now a vibrant mixed-use destination home to Tesco, Starbucks and Anytime Fitness. The year-long project created new jobs, supported the local economy and helped revitalise the town centre.

To extend our impact beyond the physical redevelopment, we partnered with local charity The Doorway Project, which supports vulnerable members of the community. Together with our tenants, we donated tents, sleeping bags, rucksacks and food vouchers to those in need – a small gesture that reflected a bigger purpose: to leave every community stronger than we found it.

As we look ahead, we are developing a structured community-engagement and feedback process for all new projects, ensuring local voices continue to shape how we work and measure impact.

Supporting Local Businesses

Harkalm works with a trusted network of small and mid-sized enterprises (SMEs) across every stage of our operations, from legal advisers and project managers to planners, recruiters and communications specialists.

Partnering with SMEs keeps our supply chain agile and responsive while ensuring that the economic value we create circulates locally. It also means we build long-term relationships with businesses that share our values of quality, integrity and collaboration.

Our pipeline continues to expand into socially valuable sectors such as Special Educational Needs (SEN) schools and nursing-care facilities, where projects directly improve local infrastructure and community wellbeing.



Looking ahead:

Future reporting will explore metrics such as new school places and care-home spaces delivered through these developments.

Championing Women Property Professionals

In collaboration with 'Women in Property', we are working on delivering a series of events designed to strengthen connections across the industry and celebrate women working in development, agency and professional property roles.

Each event combines inspiring guest speakers with meaningful networking opportunities, encouraging mentorship, visibility and confidence. More than a single event, this initiative represents an ongoing commitment to building an inclusive property community where women can thrive, share knowledge and inspire the next generation of leaders.

Giving Back Through the Harkalm Foundation

Our approach to community investment is guided by the same principle that drives every development we deliver – creating long-term, positive impact.

Established in 2024, the Harkalm Foundation brings together our charitable giving, volunteering and partnership programme.

Its purpose is simple: to ensure that our success translates into meaningful benefits for the communities around us. Each year, we commit 1% of company profits and 1% of staff time to charitable causes and community initiatives.

Each year, we commit 1% of company profits and 1% of staff time to charitable causes and community initiatives.

This structure allows our team to get directly involved, volunteering, fundraising and selecting the causes we support, while ensuring sustained funding for organisations that create real social value.



Focus Areas

The Foundation focuses on three areas where Harkalm can make the greatest difference:



Supporting families facing the cost-of-living crisis



Championing education and healthcare



Carrying out its provisions in the UK, Europe and Third World

Our Charity Partner



Behind Every Kick
Empowering young people through sport

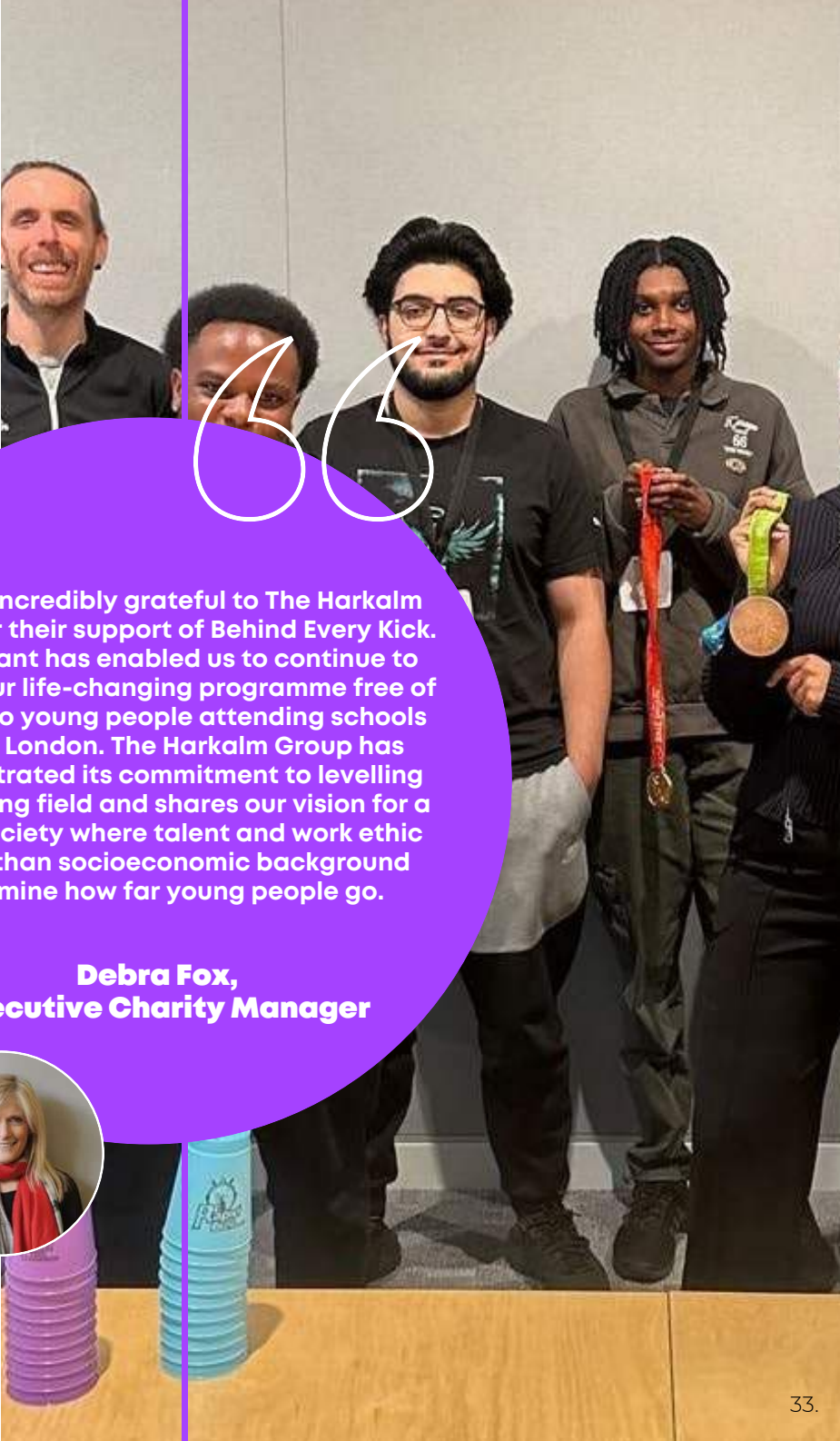
Behind Every Kick is a London-based charity that helps young people from under-resourced communities translate the skills they develop in sport into lifelong opportunities. Our £10,000 grant supported mentoring, workshops and events that build confidence, resilience and leadership amongst students.

By helping participants connect the discipline and teamwork of sport to their personal and professional lives, the programme opens pathways to education and employment. Supporting Behind Every Kick reflects our belief that access to opportunity is vital to building stronger, more inclusive communities.



Debra Fox,
Executive Charity Manager

We are incredibly grateful to The Harkalm Group for their support of Behind Every Kick. Their grant has enabled us to continue to deliver our life-changing programme free of charge to young people attending schools across London. The Harkalm Group has demonstrated its commitment to levelling the playing field and shares our vision for a fairer society where talent and work ethic rather than socioeconomic background determine how far young people go.



Our Charity Partner



Give. Help. Share.

Tackling child food poverty and promoting healthy living

Founded by two former teachers, Give Help Share works across London and Hertfordshire to combat child food poverty and improve children’s wellbeing through nutritious, plant-based food parcels and education. Harkalm supported the charity with a £4,000 contribution, split between Easter and Christmas, to fund and pack 200 food bags, filled with nutritious food and small gifts.

Our team volunteered more than 200 hours to pack and deliver these parcels to local schools. By combining financial support with hands-on involvement, we helped ease pressure on families during challenging times and brought a sense of care and connection to the communities around us.



**Ellie Williamson,
Office Coordinator**

“Being involved in packing and delivering the food bags was really rewarding. It was great to see how our time and support directly helped families and schools, especially during such important times of the year.”



Our Charity Partner



Green Frog Holidays

Creating unforgettable experiences for children with learning disabilities

Green Frog Holidays provides Ofsted-regulated, week-long residential holidays for young people with learning disabilities, supported by trained volunteers and SEND specialists. Our £5,000 grant helped cover accommodation, travel and activities, ensuring each participant could enjoy a safe and enriching experience.

Two Harkalm team members volunteered their time during the trip, providing one-to-one support and joining in the activities alongside participants. Their involvement brought the Foundation’s purpose to life – demonstrating how small actions can make a big difference for individuals and families who might otherwise have limited access to such opportunities.

The charity’s holidays consistently achieve Outstanding Ofsted ratings for care and impact, and we are proud that our support helped make these experiences possible for more children across the UK.



**Alex Ringer,
Senior Associate**

“I’ve been involved with Green Frog Holidays for 28 years, and every trip is a reminder of just how meaningful these experiences are. Supporting young people one-to-one, seeing their confidence grow over the week, and knowing the impact this has on families is incredibly special. Being able to do this alongside my role at Harkalm makes the experience even more rewarding.”





The Future: Consistency in Community Feedback

Community engagement is central to our approach, but the way we collect and review feedback can vary from project to project. While our work in Chippenham and with the Doorway Project shows what's possible, we know we can be more systematic.

Next Step:

Building on these examples, we will introduce a consistent community engagement and feedback framework across all new developments by 2026 – ensuring local voices shape how we work and helping us measure our social impact more meaningfully.

Pillar 4

Environmental Responsibility





Building a Greener Future

This pillar focuses on our efforts in reducing environmental impact and building a more sustainable future – through responsible design, energy-efficient construction, and partnerships that support the transition to a low-carbon economy.

We believe great development starts with environmental responsibility, creating spaces that work for people, communities and the planet. Our approach centres on building better: improving energy efficiency, minimising waste, integrating renewable technology and supporting biodiversity across our developments.

We're laying strong foundations and building the systems to embed sustainability across everything we do.





Environmental Responsibility



18

18 EV charging points installed across sites



53.9m²

53.95m² of solar PV panels installed at Aylesbury Nursery



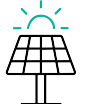
300%

300% efficiency gain from Air Source Heat Pump installations



8

8 employees enrolled in the EV scheme (40% of company drivers)



20kWp

20 kWp PV system generating ~18,690 kWh annually at Yate Nursery



BREEAM

BREEAM “Very Good” certification achieved at Aylesbury Nursery



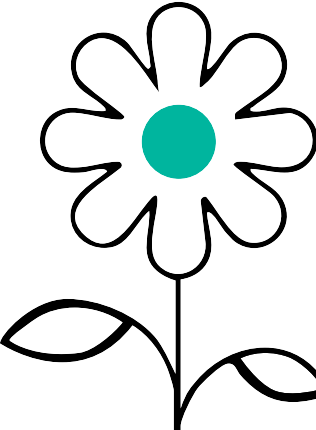
8.5 mt

8.5 tonnes of asbestos safely removed and 56m³ of contaminated soil remediated



56m³

56 m³ of contaminated soil responsibly disposed of



+

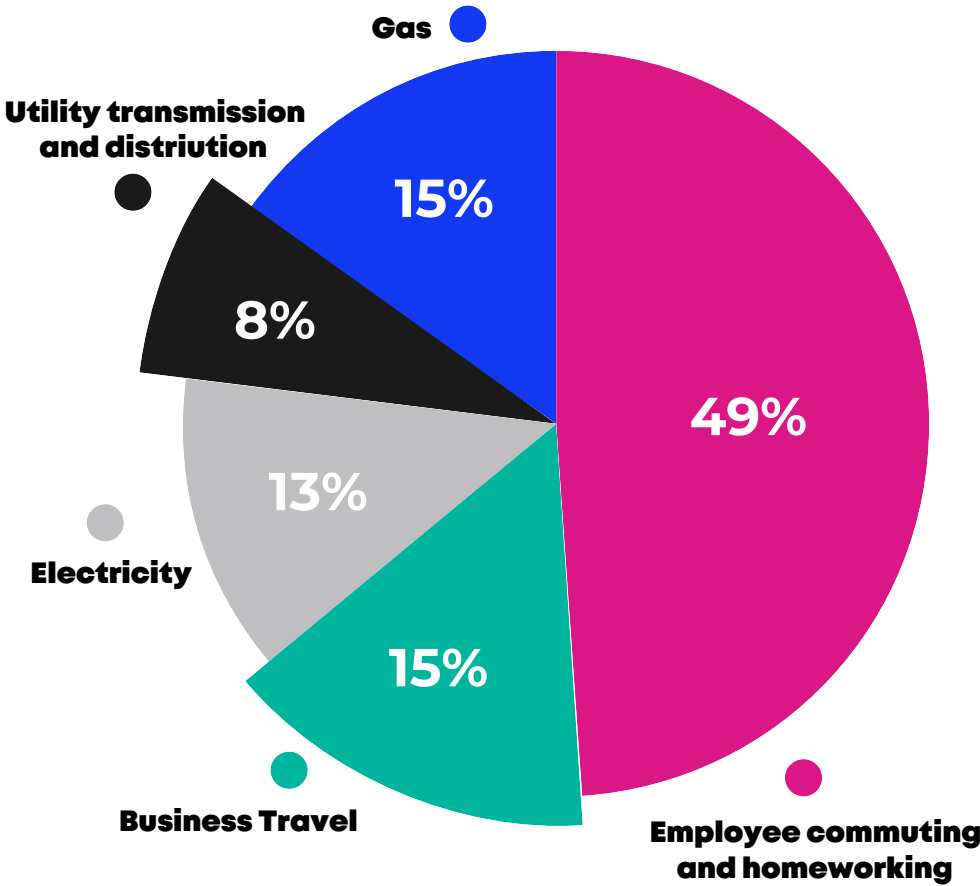


Reducing Our Operational Footprint

We are committed to managing and reducing the environmental impact of our offices, services and day-to-day operations.

This includes monitoring energy use, reducing waste, and making sustainable procurement choices. All offices where Harkalm has direct utility management operate on renewable energy tariffs.

Our direct footprint for Harkalm operations was 35.5* t CO2e in 2025.



Low-Carbon Partnerships and Projects

Our development approach priorities low-carbon design and energy efficiency.

Across new projects, air-source heat pumps (ASHPs) are now routinely specified instead of gas boilers – delivering significant efficiency gains and aligning our portfolio with the UK's Net Zero 2050 ambitions.

At our Aylesbury nursery and Bristol convenience-store developments, ASHPs provide efficient heating, cooling and hot water. Each produces around three units of heat for every unit of electricity consumed – a 300 % improvement over conventional gas systems.

This reduces carbon emissions, lowers running costs and future-proofs our assets.

We also address legacy environmental risks proactively. At our Speedwell, Bristol site, we safely removed and disposed of 8.5 tonnes of asbestos roofing and excavated 56 m³ of contaminated soil, remediating the land to a clean and safe condition.

These actions reflect our commitment to responsible site management, pollution prevention and safer communities.



Designing for Energy Efficiency

We apply a fabric-first approach to energy performance – upgrading insulation, improving airtightness and modernising building services to meet or exceed current regulations.

Examples across our portfolio include:



Ruislip, London:

Replacement of warehouse roof with a high performance insulated system to reduce heat loss.



Speedwell, Bristol:

Installation of photovoltaic panels and retrofitted wall insulation to modern standards.



Battersea, London:

Full roof renewal and insulation upgrade, extending the building's lifespan and reducing energy demand.

While solar PV panels and ASHPs are currently frequently included in our schemes, we are reviewing our standard specification to make them default inclusions.

Our Aylesbury nursery features a 53.95 m² PV array, while the Yate nursery will include a 20 kWp system generating about 18,690 kWh annually, offsetting grid energy use and supporting the Smart Export Guarantee.



Collaborating for Responsible Growth

Sustainability and partnership go hand in hand.

We're expanding how we assess suppliers and partners to include environmental, social and economic impact.

This will help identify opportunities to reduce carbon emissions, promote fair working practices and encourage innovation across our value chain.

A dedicated Sustainability Working Group, established in 2024, brings together teams from development, design and operations to explore practical ways of working with

Supporting Nature and Biodiversity

We are exploring opportunities to protect and restore natural environments – from tree-planting and green-space improvements to partnerships with biodiversity and conservation organisations.

Looking ahead:

Future plans include assessing biodiversity gains beyond planning requirements and pursuing carbon-offsetting through nature-based projects as a wider business initiative.





Timeline of Progress

2023

Initial sustainability review completed; renewable energy tariffs adopted for offices.

2024

Sustainability Working Group established; standard specification for ASHPs and PV panels introduced on new builds.

2025

EV and Cycle-to-Work schemes launched; 18 EV chargers installed; BREEAM “Very Good” certification achieved at Aylesbury.

**Beyond
2026**

First full carbon-footprint measurement; formal supply-chain sustainability framework in place; biodiversity metrics piloted.

2026

Continuous improvement through data-led reporting and expanded environmental partnerships.

Our Focus: Turning Commitment into Measurable Action

We are proud of the steps we’ve taken to embed sustainability into our developments and operations, but we also recognise that our environmental strategy is still at an early stage. To make real progress, we need data, structure and accountability.

Our next step:

We’ve set rigorous goals for 2026 – including our first full carbon-footprint measurement and a formal sustainability framework for suppliers – to ensure that our ambitions translate into measurable reductions and meaningful change.

Governance and Accountability

The Harkalm Board of Directors oversees and instructs the sustainable business and climate change strategies. It has delegated the responsibility for supervising the measurement of impacts and delivery of the strategy to an ESG team chaired by Development team

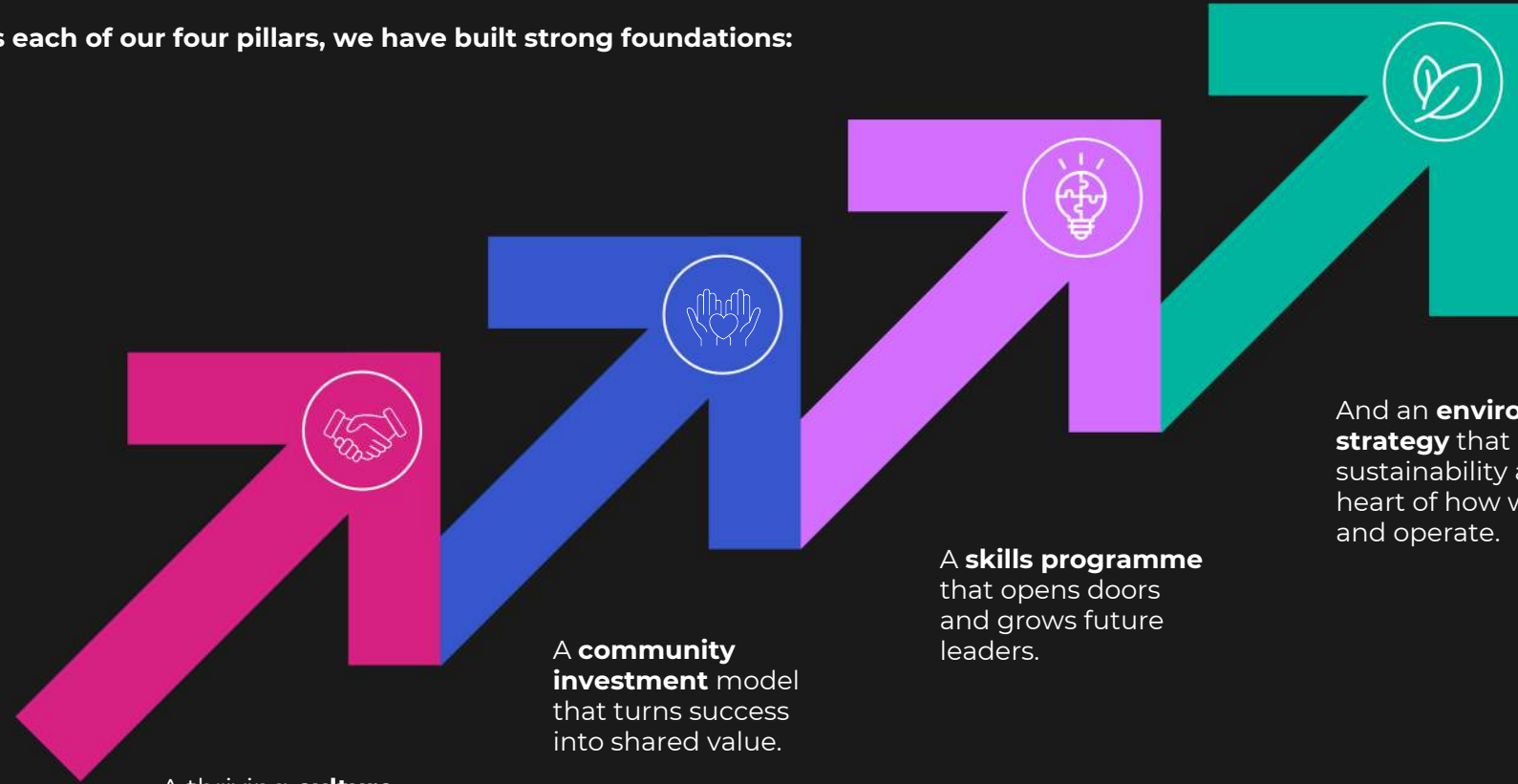
The ESG Team serves as the communication platform that integrates and brings together different departments. The Chairperson of the team appoints colleagues as appropriate to the priorities identified, action plan resource requirements and need to communicate and collaborate between business units, departments and functions. The committee members, coordinate resources, develop and carry out the annual plans, and track progress to ensure that ESG strategies are fully carried out in daily operations.

The ESG Team meets quarterly and updates the board on the strategy, plan and impact progress at least every 6 months. The strategy and plan will be reviewed and updated at least annually.

Next steps

As Harkalm marks twenty years in business, this first Impact Report reflects both pride and purpose. Celebrating progress while setting out a clear direction for the future.

Across each of our four pillars, we have built strong foundations:



A thriving **culture** where people feel valued and connected.

A **community investment** model that turns success into shared value.

A **skills programme** that opens doors and grows future leaders.

And an **environmental strategy** that puts sustainability at the heart of how we build and operate.

Creating impact is a continuing journey.

Our next stage is about depth – turning commitment into measurable progress and lasting results.

The Honesty Box: Staying Accountable

Our data systems are improving, but we know measurement is only meaningful if shared.

Our next step:

In 2026, we'll begin publishing our key impact indicators annually – building transparency and trust across every area of our work.

In 2026, we will:

-  Complete our first full carbon-footprint assessment and publish a reduction plan.
-  Introduce a consistent community engagement and feedback framework for all new developments.
-  Expand tracking of work experience and internship outcomes through alumni surveys.
-  Continue embedding our values through leadership programmes and communication channels that strengthen cultural alignment as we grow.

Progress requires transparency, collaboration and accountability. With clear objectives, engaged teams and strong partnerships, Harkalm will continue to create long-term value for the communities we work with and the stakeholders we support.



