



GRI Index  
2022

## Disclosure Title and Description

## Disclosure Number

## Performance and Disclosures

## GENERAL DISCLOSURES

## THE ORGANISATION &amp; ITS REPORTING PRACTICES

## Organisational details

2-1

Cairn Homes PLC, 45 Mespil Road, Dublin 4, Ireland, D04 W2F1

Cairn operates only in Ireland

## Entities included in the organisations sustainability reporting

2-2

**Entities within the Group**

Group company	Principal activity	Company's holding	
		Direct	Indirect
Cairn Homes Holdings Limited	Holding company	100%	–
Cairn Homes Properties Limited	Holding of property	–	100%
Cairn Homes Construction Limited	Construction company	–	100%
Cairn Homes Butterly Limited	No activity in period	100%	–
Cairn Homes Galway Limited	Holding of property	100%	–
Cairn Homes Killiney Limited	Holding of property	100%	–
Cairn Homes Navan Limited	No activity in period	100%	–
Cairn Homes Finance Designated Activity Company	Financing activities	100%	–
Cairn Homes Montrose Limited	Holding of property	100%	–
Balgriffin Investment No.2 HoldCo Designated Activity Company	Holding company	100%	–
Cairn Homes Property Holdco Limited	Holding company	–	100%
Cairn Homes Property Management Limited	No activity in period	–	100%
Cairn Homes Property Holding One Limited	No activity in period	–	100%
Cairn Homes Property Holding Two Limited	No activity in period	–	100%
Cairn Homes Property Holding Three Limited	No activity in period	–	100%
Cairn Homes Property Holding Four Limited	No activity in period	–	100%
Cairn Homes Property Holding Five Limited	No activity in period	–	100%
Cairn Homes Property Holding Six Limited	No activity in period	–	100%
Cairn Homes Property Holding Seven Limited	No activity in period	–	100%
Cairn Homes Property Holding Eight Limited	No activity in period	–	100%
Balgriffin Investment No.2 Designated Activity Company	No activity in period	–	100%
<b>Joint ventures</b>			
Clonburris Infrastructure Limited	Construction company	–	80.57%

## Reporting Period, frequency and contact point

2-3

Our reporting period is the calendar year for 2022 and this aligns to our financial reporting period. Our preliminary financial results were published on 2 March 2023 and the Annual Report with full year financial results was published on 5 April 2023.

Disclosure Title and Description	Disclosure Number	Performance and Disclosures																																																																																								
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THE ORGANISATION & ITS REPORTING PRACTICES CONTINUED																																																																																										
Restatements of information	2-4	There are no restatements for previous periods.																																																																																								
External assurance	2-5	We have undertaken assurance readiness assessments in 2021 and 2022, developing the appropriate processes for a small number of metrics. The results guide our approach to data gathering, verification and testing. We will begin seeking limited assurance from 2025 when all of our systems have been upgraded to meet the requirements set out in the readiness assessments.																																																																																								
ACTIVITIES & WORKERS																																																																																										
Activities, value chain and other business relationships	2-6	Cairn Homes is an Irish homebuilder. Our activities primarily comprise the building of houses, duplexes, and apartments. Commercial buildings and infrastructure comprise a smaller share of our activities for example where a childcare facility, supermarket or new bridge would be built in support of a housing development. Cairn Homes operates in only Ireland, predominantly in the greater Dublin area.																																																																																								
Employees	2-7	<p><b>Diversity by Gender and Age</b></p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="4">2022</th> <th colspan="4">2021</th> </tr> <tr> <th>All</th> <th>0-30</th> <th>30-50</th> <th>50+</th> <th>All</th> <th>0-30</th> <th>30-50</th> <th>50+</th> </tr> </thead> <tbody> <tr> <td>All</td> <td>304</td> <td>59</td> <td>204</td> <td>42</td> <td>239</td> <td>46</td> <td>160</td> <td>33</td> </tr> <tr> <td>Female</td> <td>80</td> <td>16</td> <td>62</td> <td>3</td> <td>62</td> <td>11</td> <td>50</td> <td>1</td> </tr> <tr> <td>Male</td> <td>224</td> <td>43</td> <td>142</td> <td>39</td> <td>177</td> <td>35</td> <td>110</td> <td>32</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="4">2022</th> <th colspan="4">2021</th> </tr> <tr> <th>All</th> <th>0-30</th> <th>30-50</th> <th>50+</th> <th>All</th> <th>0-30</th> <th>30-50</th> <th>50+</th> </tr> </thead> <tbody> <tr> <td>All</td> <td>100%</td> <td>19%</td> <td>67%</td> <td>14%</td> <td>100%</td> <td>19%</td> <td>67%</td> <td>14%</td> </tr> <tr> <td>Female</td> <td>26%</td> <td>26%</td> <td>30%</td> <td>7%</td> <td>26%</td> <td>24%</td> <td>31%</td> <td>3%</td> </tr> <tr> <td>Male</td> <td>74%</td> <td>74%</td> <td>70%</td> <td>93%</td> <td>74%</td> <td>76%</td> <td>69%</td> <td>97%</td> </tr> </tbody> </table>		2022				2021				All	0-30	30-50	50+	All	0-30	30-50	50+	All	304	59	204	42	239	46	160	33	Female	80	16	62	3	62	11	50	1	Male	224	43	142	39	177	35	110	32		2022				2021				All	0-30	30-50	50+	All	0-30	30-50	50+	All	100%	19%	67%	14%	100%	19%	67%	14%	Female	26%	26%	30%	7%	26%	24%	31%	3%	Male	74%	74%	70%	93%	74%	76%	69%	97%
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Workers who are not employees	2-8	<p>This data is not collected centrally at present. We have 304 direct employees, typically, we also have c.100 employees who are who are contracted to work for Cairn and are under our direct supervision. This quantum can vary depending on the stage of development, time of year, and other factors. There are typically an additional c.2600 employees who are not part of our day to day supervision but who are working on our sites on any given day.</p> <p>This supports 3,500 jobs in total.</p>																																																																																								
GOVERNANCE																																																																																										
Governance structure & composition	2-9	Please see <a href="#">page 10</a>																																																																																								
Nomination and selection of the highest governance body	2-10	Please see <a href="#">page 100 of the Cairn Homes plc 2022 Annual Report</a> .																																																																																								
Chair of the highest governance body	2-11	Chairman of the Board, John Reynolds																																																																																								
Delegation of responsibility for managing impacts	2-13	Please see <a href="#">page 10</a>																																																																																								
Role of the highest governance body in sustainability reporting	2-14	Please see <a href="#">page 10</a>																																																																																								

## GRI INDEX CONTINUED

Disclosure Title and Description	Disclosure Number	Performance and Disclosures
GENERAL DISCLOSURES CONTINUED		
GOVERNANCE CONTINUED		
Conflicts of Interest	2-15	Please see <a href="#">page 91 of the Cairn Homes plc 2022 Annual Report</a> .
Communication of critical concerns	2-16	Please see <a href="#">page 98 of the Cairn Homes plc 2022 Annual Report</a> .
Collective knowledge of the highest governance body	2-17	Please see <a href="#">page 10</a>
Remuneration policies	2-19	Please see pages <a href="#">104 to 120 of the Cairn Homes plc 2022 Annual Report</a> and the Company's Confidential Reporting Policy. <a href="https://www.cairnhomes.com/about/our-policies/">https://www.cairnhomes.com/about/our-policies/</a>
Process to determine remuneration	2-20	Please see pages <a href="#">104 to 120 of the Cairn Homes plc 2022 Annual Report</a> .
Annual total compensation ratio	2-21	Please see pages <a href="#">104 to 120 of the Cairn Homes plc 2022 Annual Report</a> .
STRATEGY, POLICIES AND PRACTICES		
Statement on sustainable development strategy	2-22	Please see <a href="#">page 10</a>
Compliance with laws and regulations	2-27	There were no significant instances of non-compliance to report in the period. Significant instances would include those where legal action is taken, and would not include simple fines for minor breaches.
STAKEHOLDER ENGAGEMENT		
Approach to stakeholder engagement	2-29	Please see <a href="#">pages 46 and 47 of the Cairn Homes plc 2022 Annual Report</a> .
MATERIAL TOPICS		
GRI 3: MATERIAL TOPICS		
Process to determining material topics	3-1	Please see <a href="#">pages 12-15</a>
List of material topics	3-2	Please see <a href="#">pages 12-15</a>
Management of material topics	3-3	Please see <a href="#">pages 12-15</a>
GRI 201: ECONOMIC PERFORMANCE		
Financial implications and other risks and opportunities due to climate change	201-2	Please see <a href="#">page 20</a> where our TCFD disclosures are set out.
Financial assistance received from the government	201-4	The group did not avail of any subsidies or tax credits during the period and has not done so since the company was founded in 2015.
GRI 205: ANTI CORRUPTION		
Operations assessed for risks related to corruption	205-1	Please see <a href="#">page 98 of the Cairn Homes plc 2022 Annual Report</a> and the Company's Anti-Bribery & Corruption Policy available on our website at <a href="https://www.cairnhomes.com/about/our-policies/">https://www.cairnhomes.com/about/our-policies/</a>

## GRI INDEX CONTINUED

Disclosure Title and Description	Disclosure Number	Performance and Disclosures
MATERIAL TOPICS CONTINUED		
GRI 206: ANTI COMPETITIVE BEHAVIOUR		
Legal actions for anti-competitive behaviours, anti trust, and monopoly practices	206-1	There were no legal actions relating to anti-competitive behaviour and violations of anti-trust and monopoly legislation.
GRI 302: ENERGY		
Topic management	3-3	Please see our Climate Action Policy <a href="https://www.cairnhomes.com/about/our-policies/">https://www.cairnhomes.com/about/our-policies/</a>
Energy consumption within the organisation	302-1	10,647,906 is the total absolute kWh for FY2022 including gas, electricity, diesel and petrol purchased by Cairn. (2021: 10,211,304 total absolute kWh)
Energy Intensity	303-3	10,647,906 is the total absolute kWh for FY2022 including gas, electricity, diesel and petrol purchased by Cairn.  The intensity value reflects kWh per home sold in FY2022 of 6,978 kWh <sup>1</sup> per completion (there were 1,526 homes sold in the year).  The number of sqm sold was 148,900 so our intensity = 72 kWh per sqm sold in FY2022.
Reduction of energy consumption	303-4	Although the total quantum of energy purchased has increased from 10,211,304 kWh in 2021 to 10,647,906 kWh in 2022, we have increased the share of renewable energy sources, thereby reducing total emissions from that energy use.
GRI 303: WATER AND EFFLUENTS		
Topic management	3-3	Please see our Environmental Policy <a href="https://www.cairnhomes.com/about/our-policies/">https://www.cairnhomes.com/about/our-policies/</a>
Interactions with water as a shared resource	303-1	Cairn's main use of water is in the construction phase for dust suppression and for module cleaning in the operations phase of our projects. Various water sources are used in different locations including groundwater and potable water from municipal water networks.  Please see <a href="#">page 26</a> for further information
Management of water discharge-related impacts	303-2	Cairn liaises with all relevant authorities where any water discharge from sites is required. All licencing requirements are incorporated into the planning of specified sites. Cairn also liaises with the water services provider to ensure that all water discharges are compliant with their requirements. All by-products are assessed and based on this mitigation requirements will vary for example, surface water discharge is managed through the use of silt tanks.  Please see <a href="#">page 26</a> for further information
Water withdrawal	303-3	This data is not available
Water discharge	303-4	This data is not available
Water consumption	303-5	This data is not available in a consolidated format as yet - we expect to commence reporting consumption in 2023

<sup>1</sup> It is important to note that these intensity values do not reflect the energy in use of a Cairn-built home, rather it is a means of assessing the energy used by Cairn over 12 months for a given level of output. This allows like-for-like comparisons to be made year on year as we scale the business and increase output.

## GRI INDEX CONTINUED

Disclosure Title and Description	Disclosure Number	Performance and Disclosures
<b>GRI 304: BIODIVERSITY</b>		
Topic management	3-3	Please see <a href="#">page 25</a> and our Biodiversity Policy <a href="https://www.cairnhomes.com/about/our-policies/">https://www.cairnhomes.com/about/our-policies/</a>
Habitats protected or restored	304-3	Please see <a href="#">page 25</a>
<b>GRI 305: GHG EMISSIONS</b>		
Topic management	3-3	Please see our Climate Action Policy <a href="https://www.cairnhomes.com/about/our-policies/">https://www.cairnhomes.com/about/our-policies/</a>
Direct (Scope 1) GHG Emissions	305-1	1,777 tCO <sub>2</sub> e (2021: 1,522 2020: 1,741 2019: 1,664)
Energy indirect (Scope 2) GHG Emissions	305-2	299 tCO <sub>2</sub> e (2021: 695 2020: 626 2019: 862)
Other Indirect (Scope 3) GHG Emissions	305-3	209,685 tCO <sub>2</sub> e (2021: 177,138 2020: 130,235 2019: 217,711)  1.41 tCO <sub>2</sub> e per sqm (2021: 1.49 2020: 1.54 2019: 1.73)  This equates to a per metre delivered reduction of over 18% in Scope 3 emissions since our baseline year 2019.
GHG emissions intensity	305-4	290,679 is the total emissions tCO <sub>2</sub> e for FY22 for Scope 1, Scope 2 and Scope 3.  The intensity value reflects tCO <sub>2</sub> e per home sold in FY2022 of 190.5 tCO <sub>2</sub> e per completion (there were 1,526 homes sold in the year).  The number of sqm sold was 148,900 so our intensity = 2tCO <sub>2</sub> e per sqm sold in FY2022.
<b>GRI 306: EFFLUENTS AND WASTE</b>		
Topic management	3-3	Please see our Environmental Policy <a href="https://www.cairnhomes.com/about/our-policies/">https://www.cairnhomes.com/about/our-policies/</a>
Waste generated and directed to or diverted from disposal	306-3, 306-4	12,810 tonnes of general waste was generated in 2022 (6,811 tonnes in 2021) 3.9% , 495 tonnes was sent to landfill (4% or 272 tonnes in 2021) 96% was either recycled or recovered (96% in 2021) Of which 1,096 tonnes were recycled (538 tonnes in 2021) and 11,219 tonnes were recovered (6,001 tonnes in 2021)
<b>GRI 307: ENVIRONMENTAL COMPLIANCE</b>		
Topic management	3-3	Please see <a href="#">pages 21-26</a>
Environmental non-compliance	307-1	There were no significant instances of non-compliance to report in the period. Significant instances would include those where legal action is taken, and would not include simple fines for minor breaches.
<b>GRI 401: EMPLOYMENT</b>		

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Topic management	3-3	Please see <a href="#">page 34</a>																																												
New employee hires and employee turnover	401-1	The employee turnover for the period was 68 employees or 22% of our average headcount for the year																																												
		<p><b>Turnover by Gender and Age</b></p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="4">2022</th> <th colspan="4">2021</th> </tr> <tr> <th>All</th> <th>0-30</th> <th>30-50</th> <th>50+</th> <th>All</th> <th>0-30</th> <th>30-50</th> <th>50+</th> </tr> </thead> <tbody> <tr> <td>All</td> <td>22%</td> <td>57%</td> <td>16%</td> <td>24%</td> <td>17%</td> <td>26%</td> <td>13%</td> <td>27%</td> </tr> <tr> <td>Female</td> <td>29%</td> <td>65%</td> <td>21%</td> <td>0%</td> <td>18%</td> <td>18%</td> <td>16%</td> <td>100%</td> </tr> <tr> <td>Male</td> <td>20%</td> <td>37%</td> <td>13%</td> <td>26%</td> <td>17%</td> <td>29%</td> <td>11%</td> <td>25%</td> </tr> </tbody> </table>		2022				2021				All	0-30	30-50	50+	All	0-30	30-50	50+	All	22%	57%	16%	24%	17%	26%	13%	27%	Female	29%	65%	21%	0%	18%	18%	16%	100%	Male	20%	37%	13%	26%	17%	29%	11%	25%
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Benefits provided to full-time employees that are not provided to temporary or part time employees	401-2	<p>Benefits including life insurance, health care, and parental leave are available to all employees.</p> <p>Pension coverage is available to all employees, however no employer contributions are paid to Fixed Term Contract employees.</p> <p>Cairn Homes has one significant location of operation; Ireland.</p>																																												

**Disclosure Title and Description**

**Disclosure Number**

**Performance and Disclosures**

**GRI 401: EMPLOYMENT**

Parental leave

401-3

Parents in Ireland are entitled to both Parental leave and Parents’ leave, two categories of unpaid leave protected under legislation. Parental leave consists of an entitlement to 26 weeks of unpaid leave available to be used until a child turns 12 while Parents’ leave comprises 7 weeks and is available until the child turns 2. Parental leave is fully unpaid, Parents Leave is paid by the Government department for social protection.

Separately, parents are entitled to either Maternity or Paternity leave following the birth of a child of 26 weeks ordinary and an additional 16 weeks unpaid Maternity leave and 2 weeks Paternity leave respectively, again this is protected under legislation.

At Cairn, we offer the mandatory Parental and Parents’ leave entitlements along with enhanced Maternity and Paternity benefits: employees can access 26 weeks of paid maternity leave and 2 weeks of paid paternity leave. This leave is available only to full time permanent employees.

The number of employees entitled to such leave can only be estimated by those who self-report becoming parents or being parents of older children. There may be employees who are parents but who have not made this known to Cairn despite the range of benefits on offer.

5 Females and 20 Males were entitled to some form of Parental Leave as described above in 2022.

Leave Type	Employees that took Leave		Employees that returned to work		Return Rate 2022	
	Male	Female	Male	Female	Male	Female
Maternity	0	2	0	1		50%
Paternity	18	0	18	0	100%	
Parental	0	4	0	4		100%
Parents	4	2	4	2	100%	100%

Retention Rates, all parental leave types		
	Male	Female
Returned from leave in 2021	10	8
Remained employed 12 months later	6	5
Retention Rate	60%	63%



Disclosure Title and Description	Disclosure Number	Performance and Disclosures
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY</b>		
Topic management	3-3	Please see <a href="#">page 28-29</a>
Occupational health and safety	403-1	<p>In compliance with current and new legislation and regulatory requirements, we currently work to an 'A' rating Safe-T-Cert accreditation. This management system and structure enables us to manage all interactions from pre-construction to turn key product completion.</p> <p>Our safety management system is aligned to ISO 45001 and we have undergone both gap analysis and an internal audit with a view to certification in H1 2023.</p> <p>Our Health and Safety policy and systems enable us to manage and coordinate all aspects of safety, health and welfare of all personnel (both direct staff and sub-contractors). Our structure allows us to engage with all personnel, provide training and supervision and collaborate with all contractor principles to review and streamline the safety culture across the business.</p> <p>We ensure that consultation takes place between management employees, contractors and others on all health and safety related matters and employees are encouraged to notify management of identified hazards in the workplace.</p> <p>All employees have the responsibility to co-operate with supervisors and management to achieve a healthy and safe work place and to take reasonable care of themselves and others.</p> <p>We are committed to the following policy objectives to ensure:</p> <ul style="list-style-type: none"> <li>• Continuous improvement in the safe systems of work adapted through all aspects of the organisation.</li> <li>• Continuous improvement and development of the Safety Culture within the company</li> <li>• Continuous development of employees through CPD training.</li> <li>• Continuous communication of workplace hazards and information across all sites and departments.</li> <li>• Continuous review and provision of information to contractors through site meetings safety bulletins.</li> </ul>
Worker training on occupational health and safety	403-5	Please see <a href="#">page 28-29</a>
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7	Please see <a href="#">page 28-29</a> as well as our Health and Safety Policy.

Disclosure Title and Description	Disclosure Number	Performance and Disclosures
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY</b>		
Work-related injuries	403-9	<p>Despite increasing our unit delivery by 90% from 804 in 2018 to 1,526 homes in 2022, first aid and accident events across our sites have declined: from 241 in 2018 to 233 in 2022.</p> <p>There were no fatalities in 2022 nor were there any fatalities in previous years.</p> <p>2022 Health and Safety Incidents are as follows:</p> <p>Direct employees: 10 work related health and safety incidents were recorded in 2022, of which 6 were first aid treated, 2 counted as accidents and 2 were reported to the Health and Safety Authority of Ireland in line with our statutory obligations,</p> <p>Contractor incidents on our sites: 223 work related health and safety incidents recorded in 2022, of which 127 were first aid treated, 51 counted as accidents and 37 were reported to the Health and Safety Authority of Ireland in line with our statutory obligations,</p> <p>Total: 233 of which 141 were categorised as first aid, 53 counted as accidents and 39 were reported to the Health and Safety Authority of Ireland in line with our statutory obligations.</p>
<b>GRI 404: EDUCATION AND TRAINING</b>		
Topic management	3-3	Please see <a href="#">page 32-33</a>
Percentage of employees receiving regular performance career development reviews	404-3	100% of employees received a regular performance and career development review
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY</b>		
Topic management	3-3	Please see <a href="#">page 34</a> as well as our policies on Board Diversity <a href="https://www.cairnhomes.com/about/our-policies/">https://www.cairnhomes.com/about/our-policies/</a>

Disclosure Title and Description

Disclosure Number

Performance and Disclosures

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

Diversity of governance bodies and employees

405-1

There are three women on our Board of 9 (33% female), while our Senior Leadership Team is comprised of six men and three women i.e 33% women.  
26% of the average headcount of 304 employees over the course of 2022 were women.

Diversity by Gender and Age

	2022				2021			
	All	0-30	30-50	50+	All	0-30	30-50	50+
All	304	59	204	42	239	46	160	33
Female	80	16	62	3	62	11	50	1
Male	224	43	142	39	176.5	35	110	32

	2022				2021			
	All	0-30	30-50	50+	All	0-30	30-50	50+
All	100%	19%	67%	14%	100%	19%	67%	14%
Female	26%	26%	30%	7%	26%	24%	31%	3%
Male	74%	74%	70%	93%	74%	76%	69%	97%

Turnover by Gender and Age

	2022				2021			
	All	0-30	30-50	50+	All	0-30	30-50	50+
All	22%	57%	16%	24%	17%	26%	13%	27%
Female	29%	65%	21%	0%	18%	18%	16%	100%
Male	20%	37%	13%	26%	17%	29%	11%	25%

Hiring by Gender and Age

	2022				2021			
	All	0-30	30-50	50+	All	0-30	30-50	50+
All	139	53	73	13	102	32	59	11
Female	39	15	22	2	31	12	18	1
Male	100	38	51	11	71	20	41	10

	2022				2021			
	All	0-30	30-50	50+	All	0-30	30-50	50+
All	100%	38%	53%	9%	100%	31%	58%	11%
Female	28%	28%	30%	15%	30%	38%	31%	9%
Male	72%	72%	70%	85%	70%	63%	69%	91%

Ratio of basic salary and remuneration of women to men

405-2

We report our Gender Pay Gap in line with Irish legislation and a full report detailing our pay gap, and the actions we are taking to close it, are shared in the report, which is available on our website, here [https://www.cairnhomes.com/media/m5zay0te/gpg-2022\\_final.pdf](https://www.cairnhomes.com/media/m5zay0te/gpg-2022_final.pdf)

## GRI INDEX CONTINUED

Disclosure Title and Description	Disclosure Number	Performance and Disclosures
<b>GRI 406: NON-DISCRIMINATION</b>		
Topic management	3-3	Please see our policies on Dignity at Work and Equality Diversity and Inclusion <a href="https://www.cairnhomes.com/about/our-policies/">https://www.cairnhomes.com/about/our-policies/</a>
Incidents of discrimination and corrective actions taken	406-1	There were no incidents of discrimination across our operations in the reporting period.
<b>GRI 406: NON-DISCRIMINATION</b>		
Incidents of discrimination and corrective actions taken	406-1	There were no incidents of discrimination across our operations in the reporting period.
<b>GRI 411: RIGHTS OF INDIGENOUS PEOPLES</b>		
Incidents of violations involving rights of indigenous peoples	411-1	This is not relevant in our jurisdiction, Ireland.
<b>GRI 413: LOCAL COMMUNITIES</b>		
Topic management	3-3	Please see <a href="#">page 35-38</a>
Operations with local community engagement, impact assessments, and development programs	413-1	100% of operations with implemented local community engagement, impact assessments, and/or development programs.
Operations with significant actual and potential negative impacts on local communities	413-2	Please see <a href="#">pages 35-36</a>
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT</b>		
New suppliers that were screened using social criteria	414-1	<p>We have not reached the stage where we screen our suppliers based on social criteria however we are careful to work with reputable sub-contractors and suppliers, ensuring we continue to build on the high standards we have set to date.</p> <p>Additionally, in 2022, we commenced a programme to address Responsible Sourcing. Through the programme we are engaging with our supply chain to determine their maturity and to understand the most appropriate and necessary policies and screening criteria to use going forward.</p> <p>For further information, please see <a href="#">pages 30-31</a></p>
<b>GRI 416: CUSTOMER HEALTH AND SAFETY</b>		
Incidents of non-compliance concerning health and safety of products and services	416-2	Cairn Homes received no Health and Safety warnings in 2022. Where an inspections of sites have been carried out, reports on Health and Safety performance and activity have been issued to the Audit & Risk Committee.