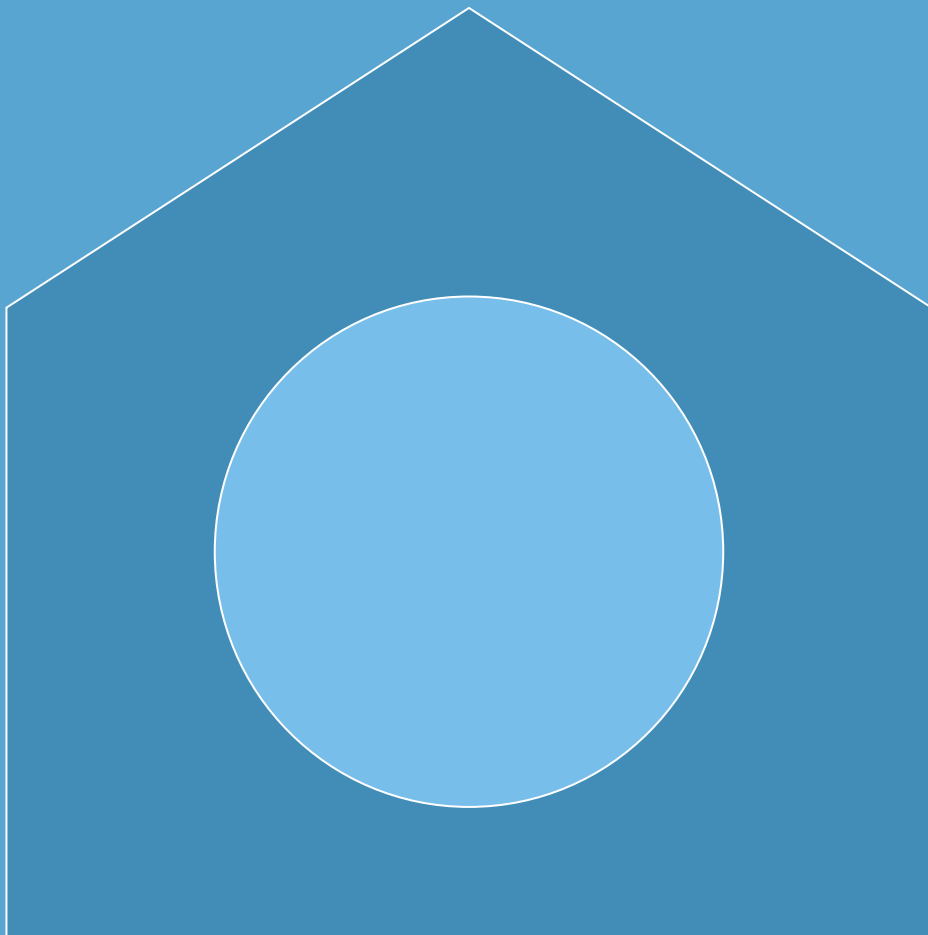


Cairn Homes plc Sustainability Policy



Our purpose is to build new homes and create places where people love to live. We take a responsible approach: building high-quality, sustainable homes; creating communities; and striving to improve the built environment in Ireland. We want to take a prominent role in promoting sustainable and attainable building in Ireland, being respectful of both people and planet as we scale our business.

We will do this through a sustainability agenda led by commitments fully aligned to the fundamental elements of our purpose: people, homes, and places.

People

Our legacy is embodied by the experiences of everyone who buys or lives in one of our homes, or who has been involved in its development and build. By ensuring the Cairn experience is consistently positive, our homes, and the places we create, will better reflect our purpose.

Respect

Respecting everyone who comes into contact with us ensures the Cairn experience will always be a positive one, contributing to the realisation of our ambitions. We commit to ensuring the best possible customer experience for our home buyers, even after they have moved in, and to respect the rights of everyone our business engages with on a daily basis.

Welfare

We care about the impact our business has on the people who work for, or with, Cairn, whether they are our employees, subcontractors or people supporting our supply chain. Our commitment is to continue working towards genuine diversity and inclusion amongst this extended workforce, as well as encouraging and supporting career and personal development through enhancing skillsets, performance and education, and an exclusion of work or labour practices that do not meet acceptable ethical and moral standards.

Safety

The health, safety and wellbeing of our extended workforce is fundamental to our ambitions, and this is ultimately a direct reflection on Cairn as a responsible and caring housebuilder. Our commitment has always been, and will continue to be, to provide the conditions, resources, training, and support needed to always ensure a safe and healthy workforce, whatever their job and whatever challenges that job poses to their wellbeing.

Homes

Everything we build will reflect Cairn for generations to come and, more importantly, will be one of the single biggest influences on the people who buy and live in them. What makes a home for our buyers is defined by what it means to them, and how it makes them feel.

Quality

Our homes are built at and beyond the highest industry standards and will always have people at their heart. They will be built not just around their needs today, but what their needs are likely to be in the future, making our homes adaptable and as future proofed as we can make them.

Affordability

We will use our capabilities, resources, and influence to ensure we build homes that are affordable to our customer base and attainable and accessible for first-time buyers.

Efficiency

We know that new home affordability is not just about the capital cost, but also the day-to-day cost of living in them. Whether it is in building homes that meet the most efficient energy-ratings, or which have the lowest possible future maintenance costs through their design and construction, we will deliver homes that generate long-term savings for their owners.

Environment and climate change

We want the environmental impact of the homes we build, whether now or in the future, to be as small as possible. As well as ensuring they are as efficient as possible, we will strive to drive down further the carbon impact of what we do, whether by reducing the direct impact of our activities, or by offsetting the impact through local or national initiatives.

Places

We don't just want to build homes, we want to help create strong, lasting, and vibrant communities around all of our developments. A sense of belonging and community helps create a love of, and respect for, the place you live. For Cairn, community is not just about connections between the people who live in our developments, it is about creating places that connect with both adjoining communities and the environment.

Community

We will design our developments in a way that fosters and facilitates community building. We will also partner with other stakeholders to initiate, promote, and harness community participation.

Biodiversity

We will mitigate the direct impact on local biodiversity of each Cairn Homes development, regardless of type, size, or location. This will be achieved through a development-specific biodiversity programme that replaces or improves the local biodiversity of each new Cairn development, or otherwise contributes to the improvement of Ireland's biodiversity.

Placemaking

We will design our developments to appropriately respond to the site and surrounds - maximising access, comfort, image, uses and sociability to improve quality of life and foster a sense of place and belonging.

Our continued commitment to conducting business lawfully, ethically and in a transparent and accountable manner, whilst ensuring sufficient resources and attention are devoted to our business, underpins our purpose. We understand that in the changing environment faced by our industry and the customers we serve will present challenges and will we respond in a dynamic and mindful way, remaining steadfast in our commitments.

Progress with our purpose is evaluated regularly and feedback on key or material issues is sought from internal and external stakeholders. Our leadership team leads by example and regularly reviews progress against our responsible business targets. We are committed to comprehensive public reporting and disclosure of the impacts of our business as well as successes in becoming more sustainable.