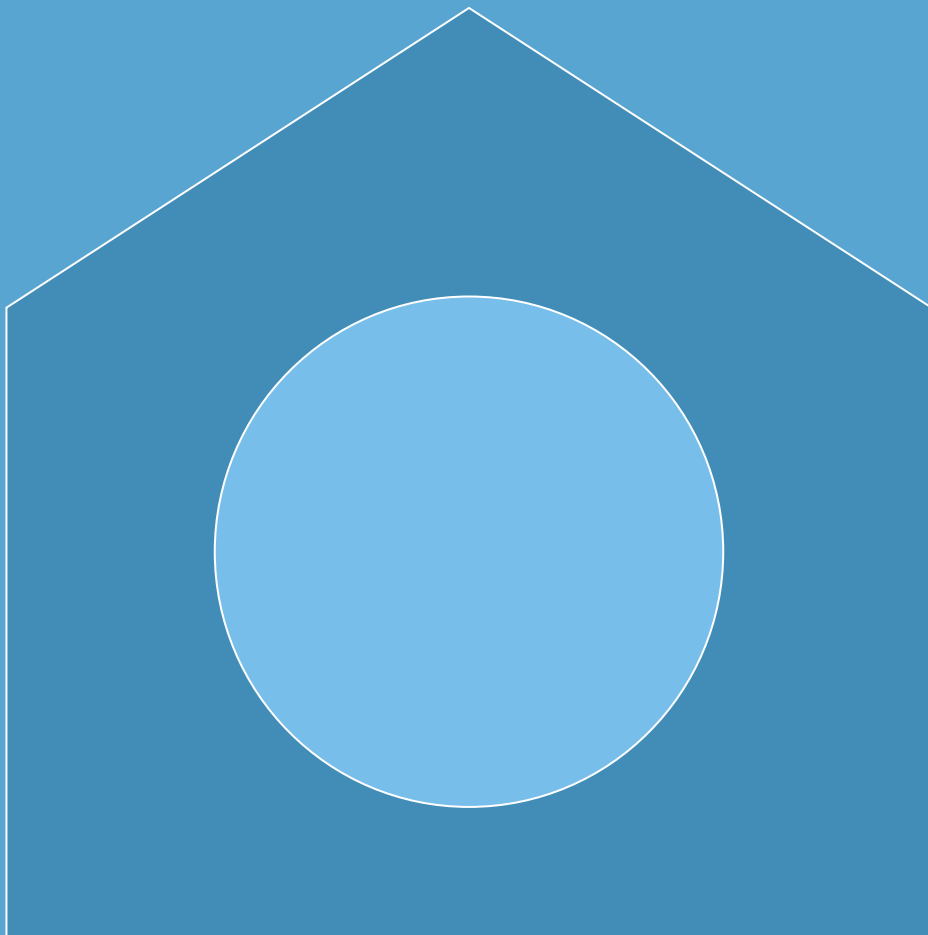


Cairn Homes plc
Anti-Slavery Policy



Modern slavery is a crime and a violation of fundamental human rights. It includes forced and compulsory labour, servitude, slavery, and trafficking. Cairn Homes does not tolerate any form of modern slavery and is committed to ensuring there is no slavery or human trafficking associated with our business, the business of our contractors or our supply chains. This policy applies to all Cairn Homes' directors, officers, employees, and contractors.

Our Approach

This policy sets out the actions Cairn Homes takes to identify all potential risks of modern slavery related to its business, and to put in place steps aimed at ensuring there is no slavery or human trafficking within our contractors or supply chain. We shall continue to identify and implement practices designed to eliminate the risk of modern slavery in any way being engaged in Cairn Homes' activities, whether through its contractors or supply chain.

Procurement Activities

The procurement of (i) contractor services or (ii) goods and materials, utilised in the construction of Cairn Homes' developments shall always:

- Consider the risks associated with the service, goods or materials, and their use of modern slavery;
- Establish the means by which the relevant contractors or suppliers ensure their services, goods, or materials do not utilise or rely on modern slavery; and
- Seek legally enforceable and indemnified commitments from those contractors or suppliers that their services, goods, or materials do not utilise or rely on modern slavery.

Contractors, goods, or materials will be used only to the extent that Cairn Homes is satisfied that, having regard to the matters above, there is a sufficiently low risk of the use of Modern Slavery that Cairn Homes' commitments in that respect can be met.

Confidential Reporting

Cairn Homes will use its Confidential Reporting Policy to facilitate the reporting and identification of modern slavery in its contractor workforce or supply chain. Reports of modern slavery will be investigated promptly and with utmost diligence. Where appropriate, national crime agencies will be informed immediately.