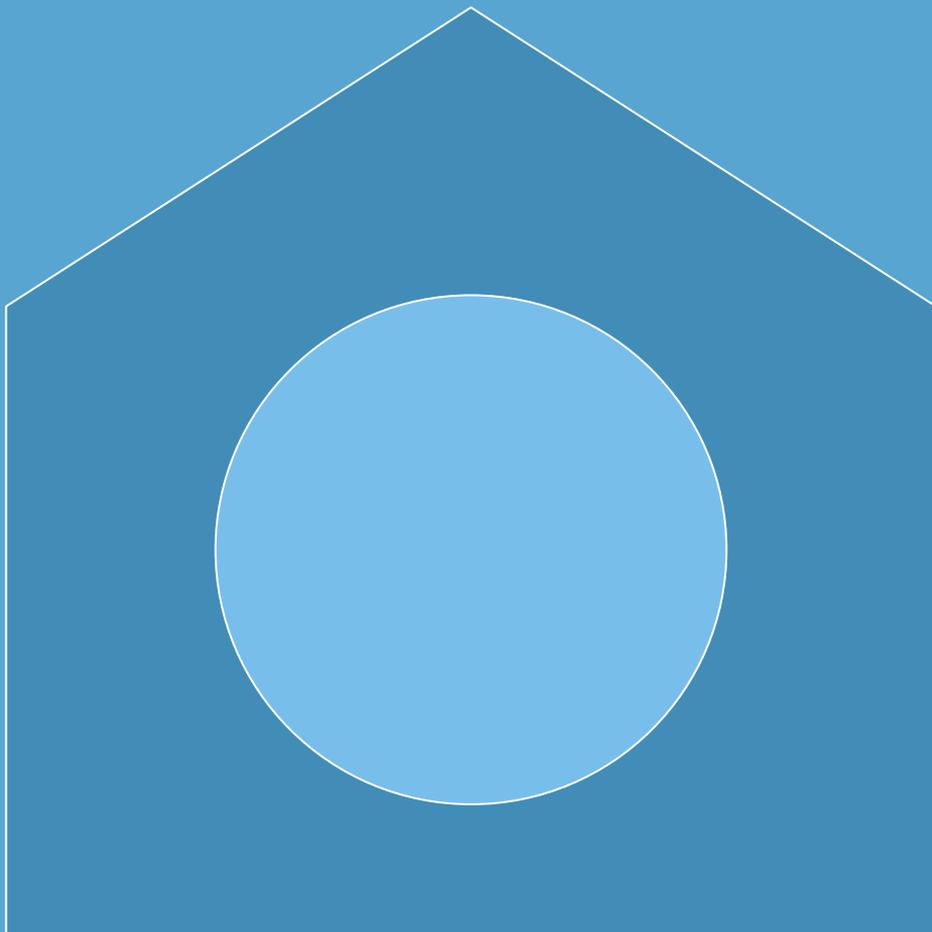


Cairn Homes plc
Biodiversity Policy



Positive climate action and ensuring the maintenance of biodiversity represent the most important environmental issues for Cairn Homes and its stakeholders. Cairn Homes understands the impact its construction activities can have on the natural environment, so we are committed to minimising those impacts and promoting ecological health. This policy supports our commitment by ensuring any negative biodiversity impact of our developments is understood, addressed, and mitigated.

Our Approach

Cairn Homes 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 Homes development, or otherwise contributes to the improvement of Ireland's biodiversity.

Biodiversity Goals

Cairn Homes will develop and publish annual biodiversity goals in our Sustainability Report, the purpose of which will be to define the net biodiversity impact Cairn Homes intends to attain in respect of its construction activities.

Biodiversity Programmes

Biodiversity survey and impact assessment

For each development, a comprehensive ecological survey of the proposed site will be completed to accurately record and assess:

- The flora and fauna of the site;
- The habitat created by the biodiversity present; and
- The contribution of the site biodiversity to the local environment.

The ecological survey will follow the prevailing Guidelines for Ecological Impact Assessment in the UK and Ireland (issued by the Institute of Ecology and Environmental Management) and will be used to inform a separate assessment of the impact the development will have on the site and its immediate environs (both as a consequence of the construction phase activities, and the development itself) - biodiversity impact assessment.

The biodiversity impact assessment will identify whether the impacts are negative, neutral, or positive.

Mitigating impacts

In response to the outcomes of the biodiversity impact assessment, mitigations for the biodiversity impacts will be identified and incorporated into a biodiversity programme for the design, construction phase, and subsequent management of the development.

The design of the biodiversity programme will have the aim of mitigating the impacts and supporting the attainment of Cairn Homes' biodiversity goals.

The offsetting of biodiversity impacts through responses not directly implemented on the relevant site will only be adopted where this is the most appropriate response to the biodiversity impacts identified.

Approval and delivery of biodiversity programmes

The design and approval of the biodiversity programme for a development will form part of the development Gateway. Delivery of the biodiversity programme will be managed by the Head of Landscape and Urban Design.

Monitoring

Biodiversity programmes

Each biodiversity programme will be monitored during the construction phase of the development up to completion and handover. The aim of monitoring is to:

- Ensure the effective implementation of the biodiversity programme;
- Identify and implement any changes to the biodiversity programme necessary to ensure its effective Mitigation of the biodiversity impacts it addresses and the attainment of Cairn Homes' biodiversity goals;
- Measure and audit the success of the biodiversity programme.

Monitoring of this policy

The success of this policy in delivering its objectives will be reviewed by Cairn Homes' executive not less than once annually. The Sustainability Steering Group will be responsible for monitoring the implementation of this policy on an ongoing basis.