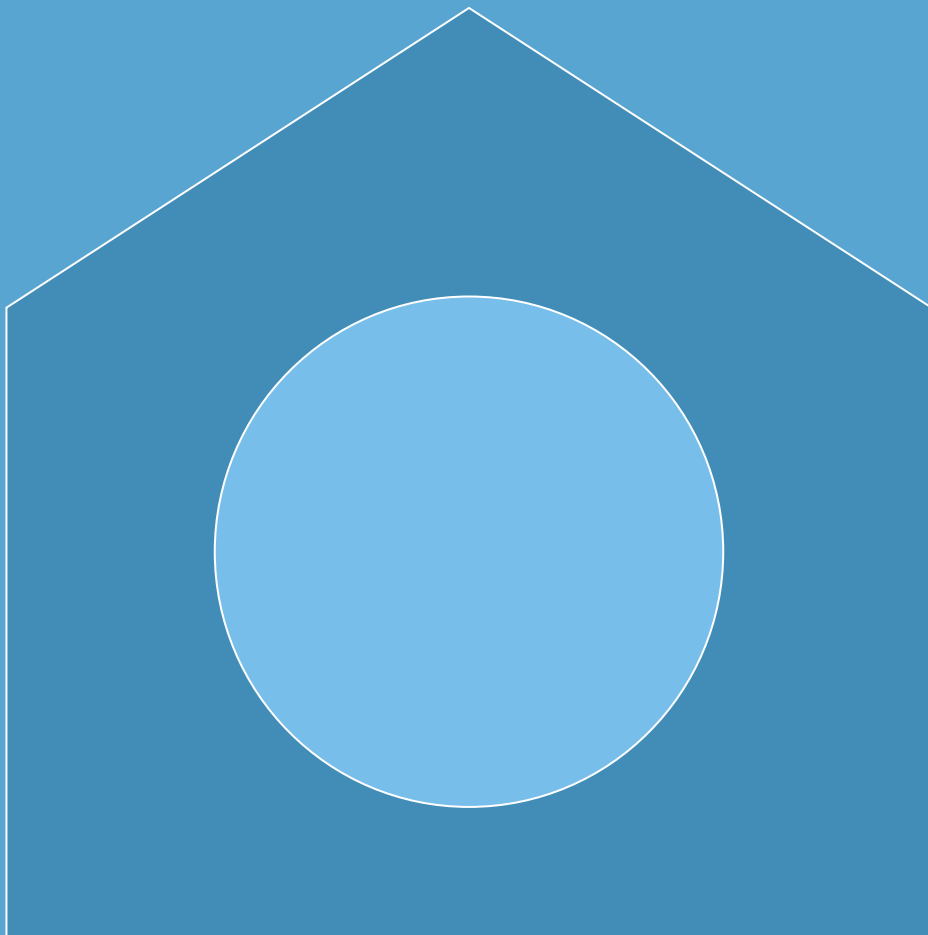


Cairn Homes plc

Health & Safety Policy



Building homes is what we do, and we know that how we build creates a lasting legacy of our work. 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 Homes experience is consistently positive, our homes, and the places we create, will better reflect our purpose.

Our Approach

The safety and wellbeing of our extended workforce is fundamental to these aspirations and ultimately is a direct reflection on Cairn Homes 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.

Cairn Homes' commitment to health & safety

Under the leadership and ultimate responsibility of our Chief Executive, Cairn Homes is committed to complying with all its health, safety, and welfare obligations, including under the Safety, Health, and Welfare at Work Act 2005.

This fundamental commitment to ensure, as far as is reasonably practicable, the safety, health, and welfare of Cairn Homes' workforce, and those affected by its activities, is underpinned by the Cairn Homes safety management system, and the information, training, and supervision we provide as part of that system.

Our Health and Safety Objectives

To meet our health and safety commitments, and ensure the effective operation of our safety management system, we have adopted four overriding health and safety objectives:

Continuously improve

As we build, develop, and scale our business, we will equally continue to improve and enhance our safe systems of work for all aspects of our operation. This will include the on-going integration of robust safety practices into all of our activities with the objective of attaining high standards of health and safety performance.

Build a safety culture

Safety will always be a key operational deliverable, supported by a positive culture aimed at always doing things safely. This will be supported through engagement and consultation with our workforce on health and safety related matters, and systems to support feedback and dialogue. It is further underpinned through clear responsibilities – on management to ensure health and safety is appropriately prioritised and mandated, and on the Cairn Homes workforce to follow the safety management system and take reasonable care of themselves and others.

Train and develop our people

Giving our management and wider workforce the tools to meet our objectives includes providing them with the time and opportunity to participate in training and development to improve their health and safety skills, knowledge, and practices.

Be aware of our risks

We will provide every opportunity for the continuous identification, communication, assessment, and mitigation of workplace hazards across all operational areas. This will equip our workforce with knowledge of the health and safety risks that may face, as well as the tools and skills to manage them.

Our approach to health and safety is dynamic and responsive, so this corporate safety statement will continue to evolve over time. This will support our overall aim to achieve and maintain the highest possible standards of occupational safety and health management whilst working together to deliver our purpose.