



# Built For Good

CAIRN HOMES PLC

Sustainability Report 2022





INTRODUCTION

Our ambition is to create sustainable communities in Ireland, always mindful of our position of leadership and looking for innovations that will demonstrate sustainable construction to our industry.

At Cairn we are working to develop a new, more sustainable way to deliver housing in Ireland. This report showcases the most valuable case studies in delivering our vision for a more sustainable built environment in Ireland.

Our approach to reporting is to drive understanding and accountability – gathering information to make change based on the facts and reporting transparently so that our stakeholders can easily understand how we are performing.

We take a holistic approach to sustainability and this philosophy is best demonstrated in the case studies we present in our Overview section, which show the interaction of our social and environmental impacts and intentions. Additionally, we have set out our distinct social and environmental activities and impacts in their own sub-sections, making it easier for our stakeholders to hold us to account on specific issues.

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Health and Safety

Our number one priority. Strong health and safety measures create an immediate and valuable impact on our employees, their communities and our industry.

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2022 Highlights

We are proud to show some of our most impactful achievements in 2022.

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Decarbonisation

Our strategy for significant decarbonisation of our value chain to achieve our Scope 1 to 3 targets aligned to the Science Based Targets initiative.

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Housing & Cost of Living:  
Our Response to Twin  
Crises in Ireland

Never has our impact been more important as the scale of the gap between housing supply and demand continues to grow. The A-rated homes we deliver are providing energy and cost savings for our customers.

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“We are creating sustainable communities that will thrive long after our work is done.”

Michael Stanley  
CEO



At Cairn we seek to leave a legacy of community and sustainability that will endure long after our work is done. This idea guides our work and is the driving force behind our commitment to decarbonising the built environment, sustainable building practices, quality, health and safety, and respect for our people.

In 2022 we continued to deliver homes at scale amidst the ongoing Irish housing crisis – our purpose and vision are focused on delivering homes and creating positive social impacts when and where they are most needed.

Sustainability is central to our strategy for growth – we are determined to continue to supply homes in this market and equally determined that those homes are energy efficient, high-quality homes that our customers love.

In responding to the housing crisis, we are mindful of our impacts on people and planet. We acknowledge that, at least for the time being, the work of building necessitates carbon intensive materials such as concrete and steel and that once those buildings become homes, ongoing energy demand is created. It is incumbent upon us as a leading homebuilder to show leadership in innovation towards reducing our negative impacts and to continue to augment the positive impacts of our work in every way we can.

To that end, in 2022 we fully measured our scope 3 carbon footprint, deeply analysing life cycle assessments of our products and undertaking scenario analysis to assess the most impactful changes we can make – creating a roadmap to a decarbonised built environment. In so doing, we acknowledge the risks that climate change poses to our business, to our industry, to our planet. It is imperative that we act on this information and work together with our supply chain, to reduce our carbon footprint and mitigate against those risks.

We submitted our Greenhouse Gas (GHG) reduction targets, covering Scope 1-3, for verification to the corporate gold standard Science Based Targets initiative (SBTi) which requires reductions of at least 7.1% per annum. Our targets will see our business reduce absolute Scope 1 & 2 emissions by 46.2% by 2030 from a 2019 baseline year (4.2% pa) and our Scope 3 emissions by 61% per square metre (sqm) by 2030 versus 2019 (7.1% per sqm pa for the remaining duration of that period), all aligned with a 1.5 degrees celsius maximum global warming future.

SCOPE 3 EMISSIONS  
TARGET REDUCTION

61%

overall reduction per sqm by 2030

SCOPE 1&2 EMISSIONS  
TARGET REDUCTION

46.2%

reduction by 2030 from a 2019 baseline

Health and Safety is our number one priority, and I am proud to present the advances we have made, maintaining our A rated Safe-T Cert and broadening our work on mental health on site. This is a material issue for our people – we cannot create sustainable communities without due regard for those who work tirelessly on our sites to bring that vision to life. We want everyone to get home safely every day.

Going beyond health and safety, our “Employee Value Proposition” reflects the fullness of each employee’s experience at Cairn and can be measured across a number of touch points. This year we retained our Great Place to Work certification with some notable results detailed on [page 34](#). This is attributed to the strides we have made in creating a sense of belonging for all, with best-in-class compound facilities on site and a state-of-the-art A-rated office facility where our shared services teams can enjoy the benefit of collaborative spaces for informal get-togethers. All-team events at our new offices allowed us to come together and socialise in ways we have missed over the last three years and

provided a fun environment for our expanding teams to get to know one another.

As part of our commitment to sustainable communities we have expanded our pilot Home Together programme for community building. This initiative brings new neighbours together and creates a magnet for the wider community, integrating the new residents of our sustainable Cairn development with the local area.

It is gratifying to hear feedback from our customers who have experienced the benefit of Home Together following the isolation of the pandemic. This acknowledges the importance of community in all of our lives and allows those connections to deepen.

Looking to 2023 and beyond, I am excited to see the changes we can pursue, reducing embodied and operational carbon, creating urban habitats to support biodiversity, evolving our approach to creating a workplace where everyone can flourish and feel a sense of belonging, all in support of our vision of leading the future of homebuilding in Ireland.



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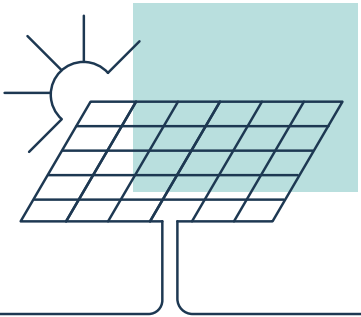
DISCLOSURES  
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# A year of advancing our ESG agenda

2022 was a year of progress for Cairn – we have refined our priorities by revisiting our materiality assessment and gathering deeper data on the impact of our actions. The highlights of our success in this are spread across the entire business, from our new strategy for decarbonisation, to the work on protecting biodiversity on site and above all protecting our workforce through consistent focus on Wellbeing, Health and Safety.

### Scope 3 target reduction

**61%**  
overall reduction per sqm by 2030



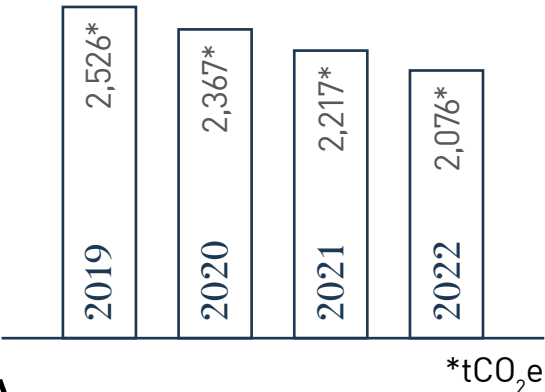
### Scope 1&2 target reduction

**46.2%**  
absolute reduction by 2030 from a 2019 baseline



### Scope 1&2 GHG emissions reductions

**-17.8%**  
vs. 2019



### ED&I agenda

**91%**  
of our employees feel that Cairn is an inclusive workplace (unchanged from 91% in 2021)



### CDP Grade A-

CDP grade A- achieved for our second full submission



### Biodiversity

**100%**  
of sites subject to BNG assessment



### Health and Safety

Safe-T Cert  
Grade A maintained



### People agenda

We undertake regular surveys to better understand how to create a workplace where people thrive, constantly seeking improvement



**87%**

of employees stated they are offered training and development to further their careers – an increase of 6% compared to 81% in 2021\*

**82%**

overall culture score as part of the GPTW – unchanged from 82% in 2021\*



Having achieved Bronze status in 2021, we moved to Silver in the Investors in Diversity pathway with the Irish Centre for Diversity

\*Data collected anonymously as part of the independently assessed Great Place to Work (GPTW) survey.



# Creating a new Dublin community

Clonburris is a significant regeneration programme in Co. Dublin that the Irish Government has designated as an area of strategic national importance.

Clonburris will ultimately be home to some 23,000 people and will act as a national economic driver, supporting employment, job creation, financial investment and economic agglomeration benefits. The area covers 280 hectares located within the greater Dublin area and we plan to deliver some 5,400 of the 9,000 homes that will be provided there.

Built around large parks and greenways, and boasting kilometres of waterside frontage along the Grand Canal, Clonburris puts the city centre just minutes away by rail or cycleway. Green spaces will cater to every outdoor enthusiast with playgrounds, outdoor gym equipment, playing pitches and allotments. For those seeking a vibrant centre, Clonburris will have that too – with high quality services across retail, commerce, leisure, entertainment and culture, as well as conveniently located schools and childcare facilities.



IN NUMBERS —

RESIDENTS  
TO BE HOUSED

23k

MIXED  
TENURE HOMES

9k

JOB IN  
COMMERCIAL & RETAIL

10k



A NEW TOWN IN DUBLIN

- Cairn will deliver 5,400 A rated new homes of c.9,000+ homes total
- 12 minutes by train to Dublin City Centre
- Approximately 1,100, or 20% of these homes will be social and affordable
- 31,115 sqm for commercial uses
- 17,300 sqm of retail space.

To support the new and existing community and transform the area, the Planning Scheme aims to deliver:

90

hectares  
of parks

(equivalent to  
126 football  
pitches)

2

train  
stations

7,300

sq. metres of  
community  
floorspace

12.5km

of cycleways/  
walkways



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All housing within Clonburris will be within a short two minute walk of a substantial green space or corridor.



At the heart of the Clonburris vision is a community where everyone can live, work and grow. New streets, public buildings and other amenities will bring a wealth of services to the area, enhancing the quality of living for all.

Clonburris will provide homes that suit how people want to work and live: work from home, or reach the city centre office fast. Enjoy local restaurants and retail for a coffee break, or a night out with friends. With planned space for eight schools and 7,300 m<sup>2</sup> of community space. A new neighbourhood, built to thrive.

**Clonburris – A Biodiverse Urban Neighbourhood**

The name Clonburris is derived from the Irish; *Cluain Buiríosa* the meadow of the borough. The term meadow is an apt description for the low level landscape of large paddocks enclosed with twisting hedgerows. As a greenfield site, Clonburris is an opportunity to build a town from anew and apply best practice aspirations for sustainability and biodiversity.

Cairn’s objective is to deliver a collection of Biodiversity Net Gain neighbourhoods, where biodiversity of completed developments can equal and exceed the pre-development conditions.

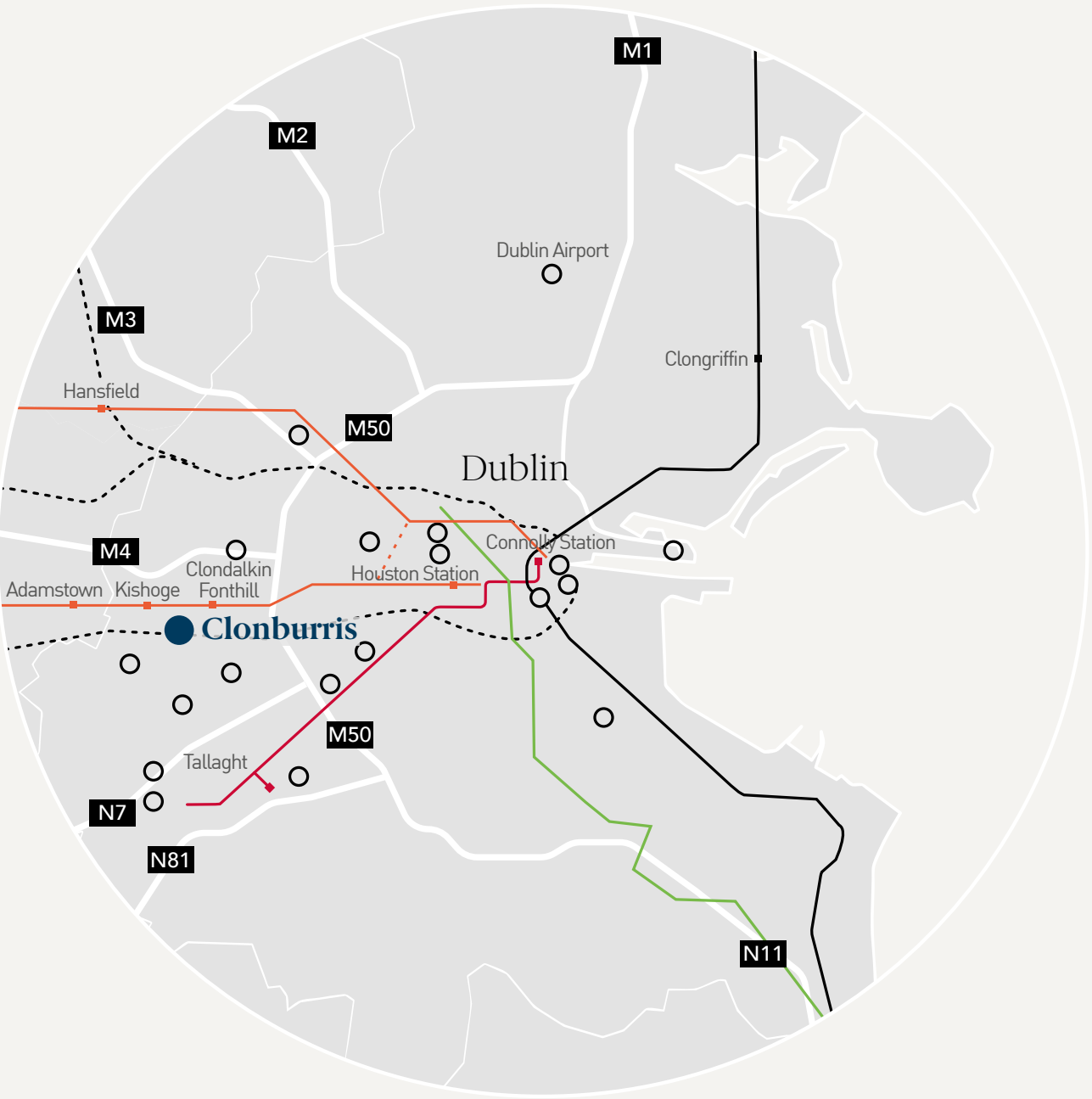
This work begins with careful survey and analysis of each development tile to maximise the retention of important habitats and plan for a green infrastructure network that will provide a meaningful ecological network.

The Clonburris masterplan establishes a strong network of green corridors, parks and green linkages that will provide new habitats and permeability for wildlife. This Green Infrastructure network is supported by a range of smaller measures at the scale of urban blocks, streets, buildings and local greens.

All housing within Clonburris will be within a short two minute walk of a substantial green space or corridor.

LOCATION

- Local places of interest
- Motorway and road links
- LUAS Red Line
- Commuter rail
- LUAS Green Line
- Commuter rail & DART
- Tunnel
- Canal



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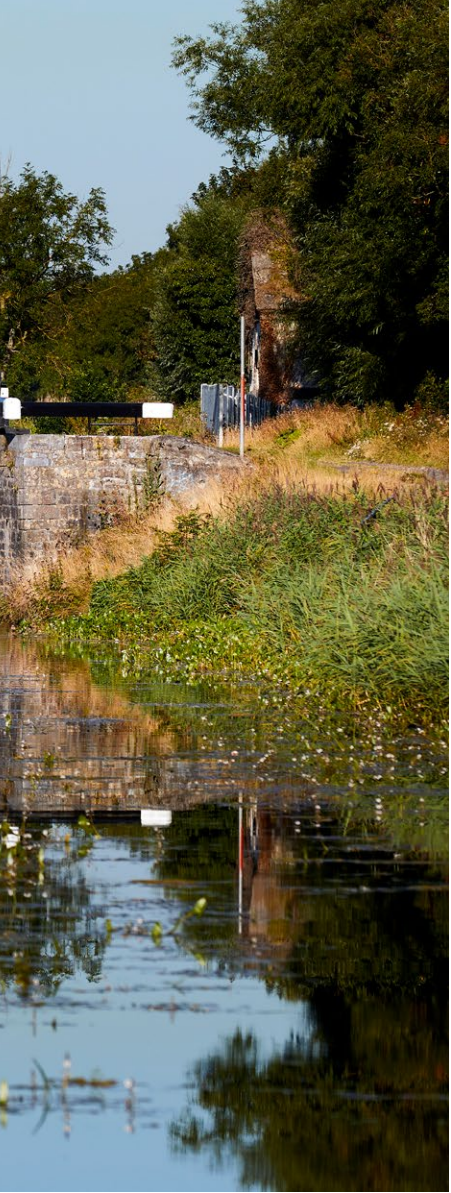


DISCLOSURES AND POLICIES



◉ CASE STUDY 1 CONTINUED

The Canal is an especially important habitat for otters, badgers and bats all of which are species protected under Irish Wildlife legislation.



**The Grand Canal**

The principal Green Infrastructure Asset in Clonburris is the Grand Canal, an important aquatic and terrestrial habitat that connects Clonburris with the agricultural hinterland of County Dublin.

The Canal is an especially important habitat for otters, badgers and bats all of which are species protected under Irish Wildlife legislation.

The Canalside habitats are to be protected and reinforced with a wide linear park. The park will be a mosaic of natural and semi natural habitats, woodland copses, hedgerows, willow scrub, wet meadow, tall meadow and low sward grassland. Play areas and social spaces within the park will be organic in nature utilising natural materials such as timber, boulders and landform.

**Commuting**

The Dublin-Cork and Commuter rail-line traverses Clonburris East-West. The rail lines provide an opportunity to create an additional biodiversity corridor with dense hedgerows, swales and grassland margin providing habitat for nesting birds and a highway for mammals. The dense biodiversity planting will also provide a welcome buffer to the busy rail lines. A series of north-south green infrastructure linkages will connect the Canal and rail corridor via public parks and linear greenspaces. A notable north-south link will be the medieval Barony hedgerow which is being retained.

**Nature Based Solutions Approach**

The Nature Based solutions approach to managing urban stormwater supports our biodiversity aims. Streetside bioswales will be planted with native and pollinator friendly planting. Within parks, swales and detention basins will generate a dynamic mosaic of wetland, wet meadow and semi-wet grasslands. The wetter parts will provide habitats for frogs and a range of invertebrates such as dragonflies.

Clonburris will be greened with an urban tree canopy of native and pollinator friendly trees. Where possible, new micro woodlands and hedgerows will be established including application of the innovative miyawaki method of rapid woodland establishment. Where feasible, larger and long life species such as oak and pine will be planted. In the miyawaki method, trees grow about 10 times faster. This grows into a forest so dense that after only a year or so, sunlight can't reach the ground. At this point, every drop of rain that falls is conserved. The more the forest grows, the more it generates nutrients for itself, accelerating growth.

Cairn's biodiversity measures also translate to the scale of individual buildings and plots. Front garden planting beds will be planted with pollinator friendly perennials and a native tree will be planted in each rear garden. Instead of enclosing front gardens with walls and railings, boundaries will be defined with hedging.

The existing hawthorn trees in Clonburris are noteworthy and impressive and a decision was made early to collect seed and cultivate the haws for later distribution to future residents and to plant in green spaces. The first batch of Clonburris hawthorns are due to be delivered during Autumn of 2023.

Vertical planting in the form of self-clinging ivy and rambling honeysuckle have been incorporated onto bin stores, bike stores and garden boundary. Apartment buildings will incorporate green roofs which, in addition to supporting biodiversity, will reduce the heat island effect and insulate the buildings.



Every street will have a generous and regular provision of street trees including flowering and fruiting varieties.



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# Supporting customers, employees and creating positive social impact

## IRELAND'S HOUSING AND COST OF LIVING CRISIS

Ireland is continuing to experience a housing crisis that is driven primarily by the gap between supply and demand for homes.

The scale of the crisis is not to be underestimated with an estimated supply gap range of between 12,000 and 32,000 homes per year.

There were 29,851 new dwelling completions in 2022, up 45.2% from 2021 and 41.3% from pre-pandemic data in 2019. However estimates of demand are far greater – the baseline range of housing requirement to 2050 is estimated to be between 42,000 and 62,000 homes per year.

There are consequent impacts on homelessness, which reached record highs in 2022 and the rental market, where rents continue to increase (up 14.1% in the year to Q3'22) while the number of homes on the rental market dwindled to 495 homes nationally.

### The cost of living in Ireland also increased dramatically in 2022

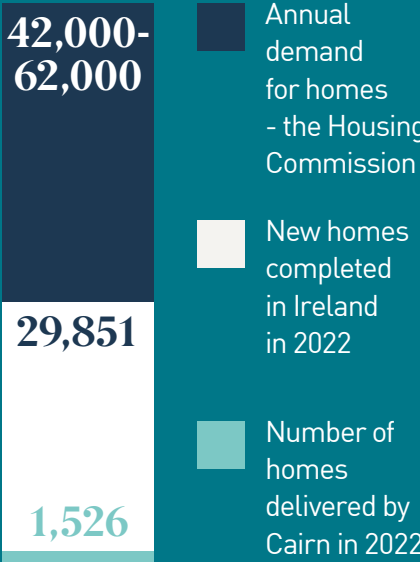
Ireland's latest Consumer Price Index (CPI) data (January 2023) shows inflation running at 7.8% – with the largest increases in Housing, Water, Electricity, Gas & Other Fuels (+26.4%) while Food & Non-Alcoholic Beverages increased 12.8%.

## INFLATION

7.8%  
CSO (January 2023)

+14.1%  
increase in rents in the year to Q3'22

## HOMES COMPLETED IN 2022



## OUR RESPONSE



### Supply Matters

Given the ongoing and catastrophic gap between supply and demand for housing in Ireland, the primary social impact we can have as a business is in the provision of homes at scale and pace. Cairn delivered 1,526 new homes in 2022 of which almost 500 were social and affordable homes. We want to be part of the national effort to create homes and places where people thrive.

1,526  
new homes delivered in 2022  
  
of which almost  
**500**  
were social and affordable homes



### A-rated homes

All homes we build achieve a minimum A3 rating and are NZEB (Nearly Zero Energy Buildings) compliant. Energy price volatility, security of supply and fossil fuel use are increasing concerns for everyone. There are many benefits from reducing electricity and in particular, gas consumption.

Using current energy rates the energy costs of our homes are **€1,592 per annum and €127 per month cheaper than an equivalent C2 rated home.**

<sup>1</sup> Based on prevailing energy rates from the leading supplier in the Irish market, average house and energy consumption data from the Central Statistics Office and the Commission for Energy Regulation.

We are committed to providing our customers with significant energy and GHG emission savings as a result of innovative technology, building materials and know how, including using air source heat pumps as an alternative to gas boilers.



### For our employees

Following the increase in the maximum tax free gift per year from €500 to €1,000 in Budget 2023, we provided all employees with €1,000 in a pre-paid credit card. This was paid in two instalments in November and

December, when our people were experiencing high inflation and the added cost of holiday season. For 2023, the first instalment was paid in January, with the second to be paid in November.



CASE STUDY 3

# Innovation at Cairn

At Cairn, we continuously seek new and innovative ways to build. This is driven by our internal research group known as our “Innovation Forum”. We work with industry leading consultants and encourage collaboration across our supply chain.

Inclusivity is key to our approach - all Cairn employees are welcome to join the Forum, which meets once a quarter. This means that voices from any role, level or department can be heard and it allows a range of new ideas to be tested and concepts teased out through debate. The Forum is welcome to ask questions and ideas may then progress to the next stage.

At each Forum, a number of working groups present their research, which could revolve around a technology not previously employed in Ireland or an entirely new idea or evolution of our existing practices. The group examines how Cairn can improve our approach to delivering sustainable homes, looking at key aspects of construction and the finished home.

The best examples of this process in action were the use of rapid impact compaction for soil stabilisation and the implementation across the business of the Home Performance Index (HPI), an Irish green building certification. We commenced the assessments for HPI alignment in 2022 and expect our first certifications in 2023.

As part of the in-depth due diligence assessment, sustainable innovations are evaluated under the following criteria:

**1. Sustainability:** our ESG team, in collaboration with the Technical team, assesses the impact of the initiative relative to ESG priorities including but not limited to:

contribution to our targets for reduction in our carbon footprint, biodiversity impacts, health and safety impacts and socio-economic changes.

**2. Cost Effectiveness:** a collaborative approach is taken to test whether there would be more cost effective means of achieving a similar contribution to our sustainability goals, ensuring commercial realities are always considered in a balanced way.

**3. Buildability, Scale and Programme:** asking how the initiative might contribute to our output targets and whether it would be beneficial in this regard if implemented across the portfolio.

**4. Brand and Reputation Impacts:** almost always aligned to sustainability however it is sometimes necessary to ensure our customers are educated as to the sustainable impact of an initiative in order to reap the reputational benefits. HPI is an example of this as our private customers would not necessarily be aware of the rigour of the process and the full meaning of this accreditation.

**5. Customer Need:** this allows us to assess the impact of a new initiative on our customers’ day-to-day experience of living in a Cairn home.

Our investment in Innovation in Construction is how we bring new technology to life to create better homes for our customers.

## HPI – WHAT IT MEANS



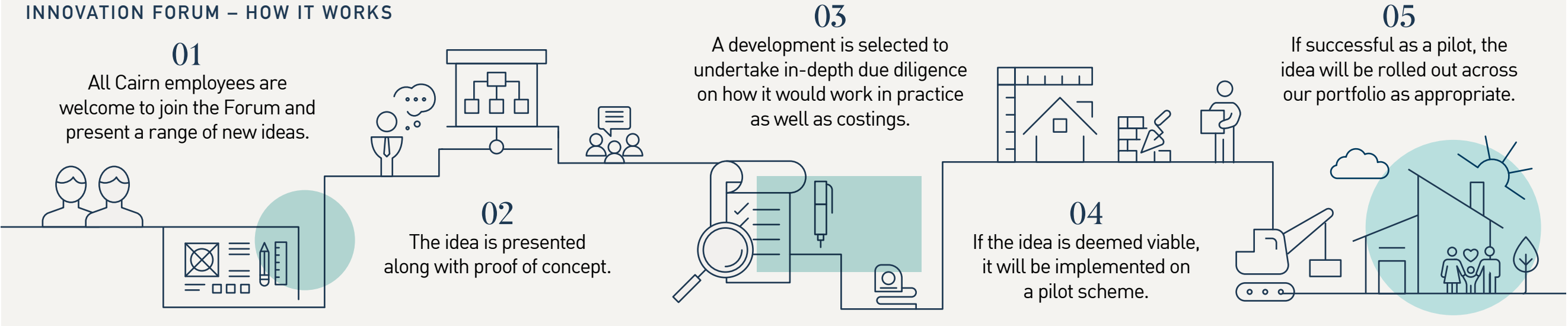
**Home Performance Index (HPI)**  
A green building certification designed to meet the specific needs of the Irish market. HPI evaluates schemes using 30+ metrics related to land use, ecology, transport, embodied carbon, health and wellbeing, costs to customers, design, risk, and quality assurance.

The accreditation is verified by the Irish Green Building Council and was awarded 5 stars for good practice and transferability by the EU Commission’s European Construction Sector Observatory in 2020.

In 2022, we decided to target this certification on all new schemes.

LEARN MORE → <https://homeperformanceindex.ie/>

## INNOVATION FORUM – HOW IT WORKS



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# Strategy and Governance



Our approach to achieving our vision for sustainable construction is centred on respect for people and planet.

In this section —

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15	Our Approach to Reporting and Accountability
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# Our vision for sustainability at Cairn

We seek to leave a legacy of community and sustainability that will endure long after our work is done, contributing to thriving communities in Ireland where sustainability is ingrained in our culture.

**Guiding Principle**

Sustainable communities is the ultimate guiding principle that steers our work, the driving force behind our commitment to quality, health and safety, sustainable building practices and respect for our people.

**Governance**

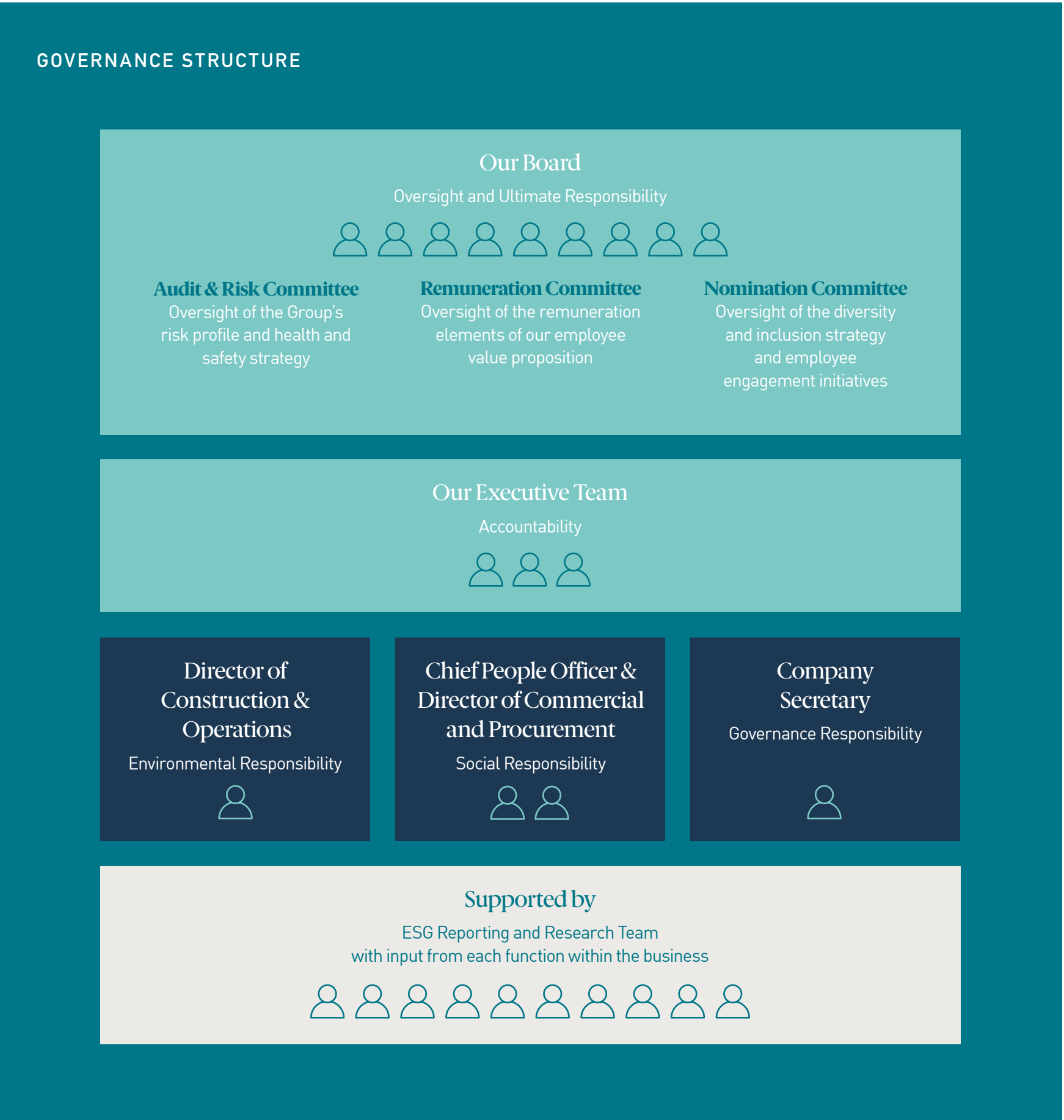
The Board maintains oversight and is ultimately responsible for our performance. Three Board Committees have specific remits to oversee individual strands of our sustainability strategy.

**Our Sustainability Strategy**

Our journey to a comprehensive sustainability strategy commenced in earnest in 2020 with our first materiality assessment. This year we undertook our second assessment to fully understand our “double materiality” using a combination of surveys, in-depth stakeholder consultations and workshops.

It is clear, following two materiality assessments, that the most material environmental impacts we have are connected to climate and biodiversity. Our social impacts are centred on our employees and the communities we create, while the supply of affordable homes has become increasingly important.

The housing crisis in Ireland was a recurring theme across stakeholder consultations in 2022; our stakeholders have asked that Cairn show leadership in working to solve the crisis through increasing supply and particularly by working with local authorities and Approved Housing Bodies to provide housing to those most in need.



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OUR SUSTAINABILITY STRATEGY CONTINUED

To become a trusted partner for Government in the pursuit of a collaborative approach in alleviating the housing crisis, Cairn must maintain our focus on sustainable construction. The Irish Government Climate Action Plan sets out a 40% reduction target for our sector by 2030, and this is aligned to global commitments.

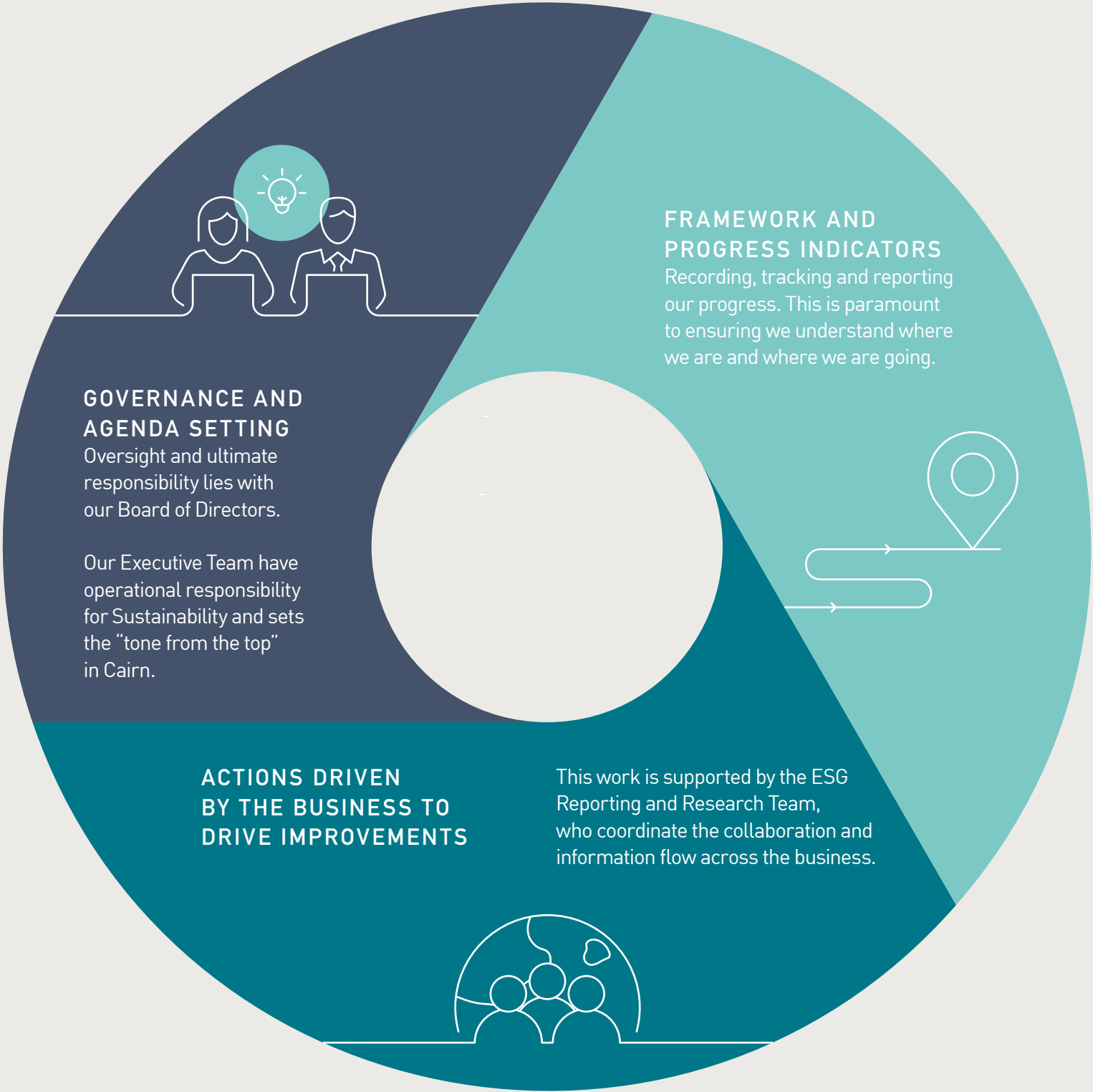
For our customers and employees alike, the current cost of living crisis is a challenge. We build energy efficient A-rated, NZEB compliant, quality homes, and we fit heat pumps as standard removing the need for fossil fuel central heating. This reduces the cost of living for our customers over the long term. We provided almost 500 social and affordable homes to this standard in 2022 and we are proud to take a leading role in boosting supply in an under-served market.

However we are not content to stay still, we continue to push for innovation in the way we build, the standards we achieve, and in reducing the embodied carbon in the materials we use. Climate action will be a defining material impact on our strategy going forward. In 2022 we submitted carbon reduction targets for scopes 1, 2 and 3 to the SBTi for verification and expect these to be validated in 2023.

We are dedicated to building homes and creating places that contribute positively to communities and society and minimise our impact on the environment.



SUSTAINABILITY STREAMS AT CAIRN



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DEFINING OUR PRIORITIES: MATERIALITY

Our Priorities - Materiality

We updated our materiality assessment in 2022 to ensure that we have fully understood our sustainability impacts and that our values align with the expectations of internal and external stakeholders.

Materiality Assessment: Our Approach

The first step was to examine our core business activities and relationships and identify the broad impacts of these on both society and the planet. This was informed by expert guidance, our legal and regulatory obligations, and consideration of wider economic, environmental, and social challenges.

Surveys and consultations with stakeholders then helped us to evaluate the significance of the issues. This part of the process mirrored the format of our 2020 materiality assessment to ensure comparability. Initial survey results provided a baseline for deeper consultations with our stakeholders, uncovering more detail on strength of feeling, depth of knowledge and the ways in which individuals rationalise the process of prioritising material impacts. The consultations were semi-structured and covered a variety of areas to gather an in-depth view of our materiality.

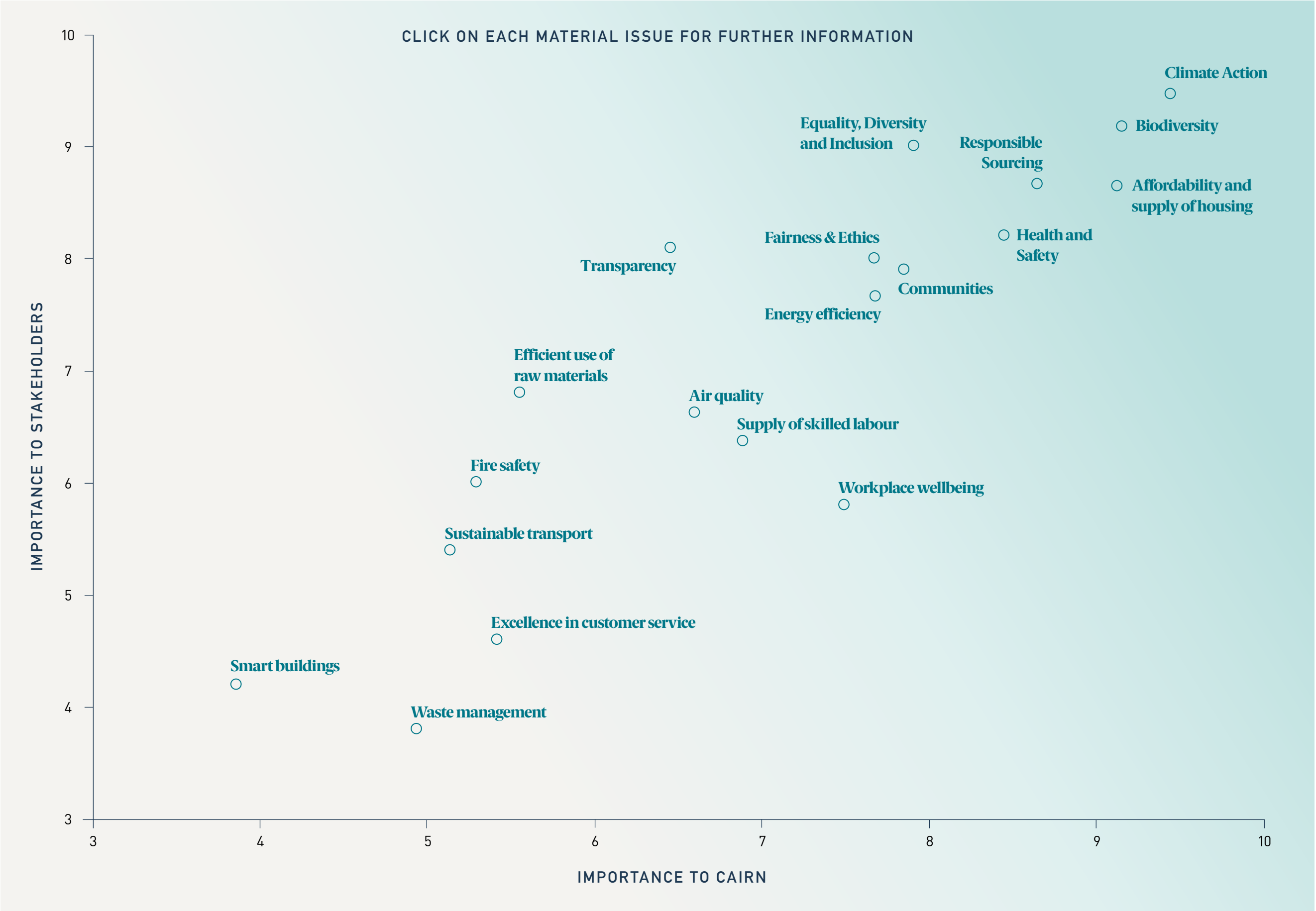
The risks and opportunities facing our business arising from the potential impacts of people and planet on our business was assessed through a rigorous risk assessment process<sup>1</sup>.

Materiality Matrix

The chart opposite shows the output from the assessment. Impacts most relevant to stakeholders are represented on the vertical axis of the materiality matrix. An internal workshop determined the relationship with topics material to Cairn as a business – this is represented on the horizontal axis. Thus the most important impacts are represented in the top right hand corner.

This matrix, along with developing a materiality threshold, enabled the prioritisation of the most significant impacts for reporting.

1. For further information see our Risk Report on pages 68 to 82 of our 2022 Annual Report



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# What are our most important & significant impacts?

When we show leadership across material issues as a whole, we can drive positive change, not just in our business or our industry but nationally. This is our purpose in action: sustainably creating thriving communities.

**What is our threshold for materiality?**

We were careful to distinguish between the objective impact and subjective importance of these topics. These ideas are not easily separated, particularly when assessing a threshold for materiality. Comparing issues as diverse as transparency in business and biodiversity on a single scale is complex. In order to identify and prioritise these issues, we needed to establish a threshold above which we would consider a topic material.

**Our core activities and the homes we sell**

To develop our threshold we borrowed from the ideas of risk management, which examines the likelihood and the impact of diverse business risks on a combined scale. Rather than looking at the likelihood, we evaluated the strength of the connection between the topic and our core activities. We then considered the broad impacts of our activities on people and planet with expert guidance as an overlay to the initial stakeholder assessment.

Our core activity is construction, thereby creating a necessary link to GHG emissions and biodiversity impacts. These are our most material environmental impacts.

As a purchaser of a range of products and services across different sectors and geographies, the impacts of our approach to procurement can reach a large number of people and environments within or directly connected to our supply chain.

This core activity also necessitates that our workforce be protected from physical threats such as heavy machinery on site and from mental health factors including work-related stress and personal issues. Without careful management, our activities could have serious negative impacts on our employees' health and their lives.

Our primary output is the supply of new homes. We are alive to the social impacts of our business both through the creation of new communities and through housing supply. Supply is in itself a significant impact given the context of the Irish housing crisis. New communities can thrive when placemaking is central to their design and when structures are put in place to support the nascent community.

**Expertise in key areas**

This year, we worked with external experts such as ecologists, sustainability professionals and consulting engineers to analyse ways in which our activities and outputs can create environmental impacts and to determine the scale of those impacts.

We sought external advice on matters such as community building from the StreetFeast group, to create the Home Together Initiative and worked with expert planners and economists at consultancies and industry bodies such as IBEC to refine our understanding of the housing crisis.

We can play a part in alleviating this crisis through the supply of affordable homes and through engagement with government on policy matters relating to housing.

We have partnered with specialists in responsible sourcing to develop stronger connections with our supply chain and to ensure our standards are upheld beyond our direct activities.

Regular external and internal Health and Safety audits show us where we can improve, while our team are continuously upskilling and looking for ways to create safer sites.

**Sustainability is more than the sum of its parts**

Materiality is presented as a series of discrete topics but it is essential that we recognise our impacts are greater than the sum of their parts.

When we show leadership across material issues, we can drive change, not just in our business or our industry but nationally. This is our purpose in action: sustainably creating thriving communities.



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# Topics identified

Topics confirmed to be of **high importance** during the 2022 materiality review



**Climate Action**

Climate action has been a focus of our sustainability agenda from the beginning. This year’s materiality assessment showed that we should continue to target change in how we build in order to minimise our carbon footprint. Our Life Cycle Assessments (LCAs) show that in addition to the impact of the materials we select, the use of our buildings

creates substantial downstream emissions, highlighting our obligation to prioritise energy efficiencies in the homes we design and build.

Our scale affords us the opportunity to test and adopt innovative solutions quickly [\(please see page 22 for further information\)](#).



**Biodiversity**

Biodiversity and climate are inextricably linked and our stakeholders confirmed that they do not view these as issues that can be ranked one above the other. Rather we should approach climate and biodiversity as mutually reinforcing material topics. We are committed to expanding our biodiversity targets, particularly in respect of Biodiversity Net Gain over the coming years and have demonstrated

that commitment by including biodiversity in our remuneration framework. Irish habitats include those of protected species such as bats, otters, and badgers and Ireland has experienced deep decline in biodiversity over the last two decades. It is our responsibility to contribute to the protection of this resource [\(please see page 25 for further information\)](#).



**Health and Safety**

Historically, construction had serious impacts on the health and safety of employees, but at Cairn we are committed to creating safe building sites. The impact on our employees is easy to understand – the fatalities and serious injuries that were a daily risk for the construction workers of the past are simply unacceptable now.

Our performance to date has been exemplary and the impact of that Company-wide focus is visible in the decline in the number of incidents recorded on Cairn sites. We will continue to focus on Health and Safety as our number one priority, maintaining our excellent performance and developing new ways of protecting our people. [\(please see page 28 for further information\)](#).

Topics identified as having become **significantly more important** during the 2022 materiality review



**Affordable Housing**

Social impacts are notoriously difficult to measure and evaluate. Nevertheless, there are incontrovertible facts surrounding the social impacts of our activities. The housing crisis continues to escalate in Ireland with a chronic gap between supply and demand for new homes leading to falling home ownership,

increasing rents, historically low rates of rental properties and increased homelessness. Cairn makes a significant contribution to alleviating the impacts of this crisis as a leading homebuilder and we continue to expand upon this as part of our sustainability strategy [\(more information on page 7\)](#).



**Responsible Sourcing & Procurement**

The increased importance of responsible sourcing has two areas of focus:

**1.** The upstream impacts on human and employee rights within our supply chain including our approach to monitoring and preventing modern slavery

**2.** Innovation in our supply chain to decarbonise our value chain through the purchase of materials and services. We can work with our supply chain to encourage the development of new products with lower carbon impacts [\(please see page 30 for further information\)](#).



**Fairness and Ethics**

Fairness and ethics in our business practices increased in importance to our stakeholders. Deeper analysis shows that this linked to a number of other important issues including:

- Responsible sourcing
- Providing a quality product to our customers
- Working with Government to create a better future for Ireland

- Transparency in our reporting, particularly in relation to sustainability and the gender pay gap.

Our business does not operate in a vacuum and ongoing societal change arising from the pandemic, war, and climate change have lead to an increased focus on fairness and ethics.



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Reporting is the key to unlocking the most impactful changes we can make – it provides us with consistent and accurate data on how to prioritise actions while giving our stakeholders comparable data with which to hold us accountable.



Since commencing operations in 2015, we have inherently focussed on our impacts on people and planet: our planners, engineers, designers, community builders, HR professionals and health and safety environmental officers maintain high standards and are always looking for ways to improve.

Taking a structured approach to sustainability reporting allows us to showcase this culture, and quality data points us to areas that we should target for further improvement.

In 2020 we began reporting on sustainability in a more focussed way, highlighting the work ongoing at Cairn and publishing a statement of intent to report data in line with internationally recognised frameworks.

We commit to refreshing our double materiality assessment every two years to ensure we stay abreast of the material impacts of our business.

In 2021 we made good on that promise, publishing our inaugural standalone Sustainability Report. Once again, we showcased the innovative and exciting projects at Cairn as well as our approach to managing our environmental and social impacts. We reported in line with the SASB standards, a partial GRI response and TCFD.

This year, we have built on this solid foundation, expanding our GRI reporting with a view to continuing this process, closing the data gaps and ensuring we are poised to report in line with the Corporate Sustainability Reporting Directive in 2025.

Additionally, we have enhanced our TCFD disclosures, undertaking and reporting on quantitative and qualitative scenario analysis for the first time.

Our Scope 1, 2 and 3 data has been verified by an established sustainability consulting firm and is in line with ISO14064-3. Our data quality and verification processes continue to improve.

TIMELINE

2015

Cairn Homes established and IPO

2016-19

Transition from CSR agenda to ESG

2020

Understand the material impacts and make our Statement of Intent

2021

Measured our baseline and published our inaugural Sustainability Report

2022

Implement further change and expand our reporting

2023

Continue to look for better ways to build

We are incrementally and methodically increasing our reporting capabilities in parallel with our continuous efforts to reduce our negative impacts.



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# Task Force on Climate-related Financial Disclosure (TCFD)

## Governance

The Board is ultimately responsible for ESG at Cairn while the Executive Directors (CEO and CFO, who are Board members) maintain full strategic and operational oversight of the sustainability agenda, which incorporates our response to the transition risks associated with the shift to a lower-carbon economy, and the physical risks it faces in respect of climate change.

At each Board meeting (approximately eight per year), progress towards our strategic objectives is discussed, together with factors that are affecting or may affect those objectives and our strategy. Climate-related issues are a key lever in our strategic focus areas and, consequently, form an integral part not only of the strategic reporting cycle, but also the annual strategic review.

The Audit & Risk Committee maintains oversight of the risk register, monitors our response to risk and has identified the impacts of climate change as a principal risk. The risk management framework supports and promotes the identification and management of climate-related issues on a business wide basis, managed through our embedded risk management process. This is reflected in the inclusion of sustainability within our LTIP (Long Term Incentive Plan), which in turn is underpinned by sustainability metrics incorporated into our remuneration frameworks (approved by the Remuneration Committee), ensuring that targets and objectives of employees, including Executive Directors, and the business, are aligned.

The Chief Executive Officer retains responsibility for defining the strategic direction of the business and Cairn's climate-related performance. Operationally, our Senior Leadership Team, supported by Cairn's ESG Team and Innovation Forum, direct the management of climate-related risks and opportunities. Separately, the Chief Financial Officer is responsible for ensuring the financial impacts of climate-related issues are fully understood and reflected in Company budgets.

All employees in Cairn, regardless of seniority, are responsible for supporting the delivery of goals and objectives, identifying and managing risks, and promoting Company values. Through our People Strategy, the Chief People Officer ensures that climate-related issues, and our response to them, are both communicated and incorporated into employees' annual objectives and associated incentives. The Chief People Officer is also responsible for ensuring the Company's resources and capabilities match its climate-related responses.

Our disclosure is in line with latest TCFD guidance, recommendations, and publications. We will continue to enhance our TCFD disclosure in line with latest guidance and supplement our responses.

All employees in Cairn, regardless of seniority, are responsible for supporting the delivery of goals and objectives, and identifying and managing risks.



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# Strategy

Our risk management framework, which identifies climate-related issues as a principal risk and uncertainty, considers all risks on the basis of three horizons.




The climate-related risks and opportunities presented here were identified through our climate-related scenario analysis. Further details of this analysis can be found on [page 19](#).

## RISK TIME HORIZON EXPLAINED

-  **Here and now**  
Risks to the immediate term (one year or less) goals and objectives of the business
-  **Medium-term**  
Risks with a horizon of between 1 year and 4 years
-  **Long-term**  
Risks with a horizon of more than 4 years

Climate-related risks are categorised into “transitional risks”, being the risks related to the transition to a lower carbon economy and “physical risks” being risks arising from the physical effects of climate change.

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

	TCFD RISK/ OPPORTUNITY TYPE	DESCRIPTION	TIME HORIZON	RESPONSE
Transitional Risk	Technology	Risk that Cairn may be unable to transition to low carbon options at the pace needed. For example, there are often public/local authority obstacles to using reused materials within Cairn sites. And where these obstacles are overcome, there may be issues with securing a reliable supply of those materials on a large scale. Some targets for reduction would require timber frame in apartments, which is not currently the norm. There is also a consideration that financiers may not lend to potential customers if units are not built to certain specifications e.g. no brick and clad.	 Long-Term	Our Technical team continues to review low carbon products, systems and processes for our house types. We are members of the Irish Green Building Council and actively participate in the Healthy Homes Ireland Forum with the aim of delivering greener, healthier homes.
Transitional Risk	Emerging Regulation	Emerging regulation poses a risk to Cairn. Increasing carbon pricing may lead to an increase in material costs as manufacturers face increased costs. There is also increasing regulation on energy efficiency, which Cairn must keep up with. There is focus on retrofit of existing buildings and quotas on new builds in Net Zero scenarios for Ireland. Cairn does not currently retrofit and may be limited in output in these scenarios. Broader planning conditions expected to include more environmental mitigation, specifically related to biodiversity and climate resilience.	 Medium-Term	We have submitted a Science Based Target for validation by the Science Based Targets Initiative in line with a 1.5°C pathway. This will guide our internal strategy towards the same goal as national and EU regulation to keep in line with the Paris Agreement and mitigate risk from emerging regulation.
Transitional Opportunity	Products and Services	Scenarios to keep in line with national climate reduction targets show all new builds should be A rated and have heat pumps as a heating source. This demand may come from any or all parts of our customer base including individual homebuyers and institutional buyers, particularly Government agencies.	 Medium-Term	All of our new houses have heat pumps by default and all of our homes have a BER rating of A3 or above. We are also researching passive house standards to further reduce energy demand for the homes we build.



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Strategy continued

RISK TIME HORIZON EXPLAINED



 **Here and now**  
Risks to the immediate term (one year or less) goals and objectives of the business

 **Medium-term**  
Risks with a horizon of between 1 year and 4 years

 **Long-term**  
Risks with a horizon of more than 4 years

Climate-related risks are categorised into “transitional risks”, being the risks related to the transition to a lower carbon economy and “physical risks” being risks arising from the physical effects of climate change.

CLIMATE-RELATED RISKS AND OPPORTUNITIES CONTINUED

	TCFD RISK/ OPPORTUNITY TYPE	DESCRIPTION	TIME HORIZON	RESPONSE
Physical Risk	Chronic Physical	In extreme scenarios, there is expected to be an increase in heatwaves and temperatures overall in Ireland. Homes sold by Cairn need to be able to withstand these rising temperatures and not overheat more than 2-3% of the year. An increase in dry periods may also lead to an increase in dust on site. The implication of excess dust exiting the site is that there can be a work stoppage, or site closure by the EPA, County Councils or the HSA. A decrease in rain in the summer may also lead to stress on water systems. Increased rain in winter may lead to a higher risk of accidents and could mean that homes need to be designed differently to account for changing subsidence patterns.	 Long-Term	<p>Our technical, construction and environmental teams are analysing the impact of shifts in climate patterns such as prolonged increasing temperatures on our house types. As an ongoing project they are assessing mitigating overheating in our homes through altering our home designs and any impacts that would have on costs.</p> <p>We closely monitor weather forecasts to ensure worker safety, and make preparations or adjust build schedules where needed. Remediations are designed on a site by site basis, informed by a pre-commencement risk assessment and responsive mitigation plan based on: (i) implementation of a robust dust minimisation plan during specified weather conditions (e.g. wind, dry spells, etc.); (ii) regular water suppression of site haul roads and other areas that are in close proximity to sensitive receptors; (iii) implementation of dust fogging systems for high-risk sites; and (iv) systematic dust suppression.</p>
Physical Risk	Acute Physical	Rising sea levels and increased rainfall in winter are expected to lead to a higher risk of flooding in Ireland. This may pose an issue for Cairn if potential customers face challenges when looking for mortgage approval or home insurance due to changing flood plains. For example, where homes are built on areas that were not deemed to be flood plains during development but are expected to become floodplains in a >3°C scenario.	 Long-Term	The impacts of severe weather events and extreme conditions are actively monitored and evaluated by the Group’s technical, construction and environmental teams on a site-by-site basis with remediations developed to respond to site specific risk and mitigate the cost impact. Flood risk assessments are a key part of our land appraisals.



Strategy continued

Climate change represents a principal risk and uncertainty to our strategic intent. We reviewed two scenarios to identify climate risks and opportunities, aligned to 1.5°C and >3°C models, to inform our strategy.



Scenario Analysis

This year we underwent a more detailed scenario analysis than in 2021, constructing a bespoke scenario relevant to our industry. Quantitative measures have been used to assess climate related risk and opportunities impacts. However, the assessment of risk impact is still ongoing while we refine this assessment process.

We reviewed two climate scenarios this year to identify climate related risks and opportunities. The first scenario was a transitional scenario in line with a 1.5°C world which included inputs from Ireland’s Climate Action Plan 2021, International Energy Authority (IEA) Net Zero by 2050 Scenario, the London Energy Transformation Initiative (LETI) and the Irish Green Building Council. The second scenario was a transitional scenario in line with a >3°C world and based on climate modelling from EPA Ireland. This showed Ireland’s climate from 2041-2060 modelled with the IPCC Representative Concentration Pathway (RCP) 8.5 scenario. This climate related scenario analysis helped to identify material risks and opportunities and inform our strategy for managing these risks.

Where possible, we have estimated the potential financial impact of climate related risks and opportunities. The transitional and physical climate risks and opportunities of our product directly influence our financial planning through three key processes outlined below:

1. Risks and opportunities influence financial planning through ongoing cost benefit analyses of new technologies and options for more sustainable construction or green building. The known and material environmental benefits of new technologies are noted and addressed in a qualitative manner in this analysis while financial impacts on costs and revenues are recorded in monetary terms.

2. Project-level financial appraisal that accounts for the additional costs associated with mitigating known risks as well as savings or increased revenue associated with climate opportunities. This includes a tender assessment for each element procured. Cost of all known inputs then form the budget for the project.

3. Strategic cost planning for the business as a whole is undertaken annually and is based on projections of costs and revenues for future developments and operations including those associated with climate risks and opportunities. This process covers an eight-year time horizon.

We recognise that climate change represents a principal risk and uncertainty to our strategic intent. Consequently, our process for identifying and reviewing that strategic intent incorporates a comprehensive analysis and understanding of the climate-related risks and opportunities presented by Our Purpose and Our Vision. This informs our strategy and goals creating a positive feedback process in which climate-related risks and opportunities play a fundamental role in defining strategy, with goals and objectives to mitigate or capitalise on opportunities having budgeted cost and margin impacts.

In 2022, we set Science-Based Targets for our scope 1, 2 and 3 emissions to drive down future carbon emissions and have aligned to 1.5°C. While completing this process we modelled various reduction targets on current and future developments. This exercise has allowed us to understand the potential changes that will be required operationally from the business and the outcomes they will cause. We have linked our carbon reduction commitments to a sustainability linked loan to ensure action.



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Risk Management

Our risk management framework assesses climate-related risks and opportunities, through engagement at all levels of the business to ensure comprehensive identification and evaluation. We consider the likelihood of the risk occurring, and then the impact of the risk should it occur (having regard to controls we have already effectively implemented). This assessment supports decisions on how we apply Cairn’s risk appetite to each risk and informs the materiality of the risk (or associated opportunity).

The purpose of the risk management process is to: help define strategies, including controls, to mitigate risks, or capitalise on the opportunities they may present; establish a process to consider risks and opportunities in the context of Cairn’s risk appetite; and ensure risks, mitigating controls and responsibilities for managing risk and opportunities are recorded and monitored.

Risk management is an important tool and we take a business-wide approach, allowing us to consider the potential impact and opportunity presented by all types of risk affecting our business, including climate-related risks. When considering climate-related risks, we seek to identify and consider all material existing and emerging factors relevant to our core activities:

- **Policy Risks:** how Government policy in respect of climate may impact on our business model, for example through planning policies or economic policies;
- **Brand Risks:** how our brand is impacted by our response to climate-related risk, for example if our developments do not meet customer requirements;
- **Economic Risks:** how climate-led factors impact economic conditions, such as increases in supply chain costs;
- **Development Risks:** how climate-related issues impact on our ability to deliver developments, including through local development plans; and
- **Compliance Risks:** such as how the Company complies with regulatory constraints on what and how we build.

Our approach to the assessment of risk is consistently applied based on the probability of the risk arising, and the consequences of the risk (which includes a materiality assessment based on a range of financial and non-financial factors).

Our response to the risk is then dependent on the overall risk rating (low, medium, high, or extreme) and the Company’s appetite for the risk.

Identifying and proactively responding to the challenges of climate change is core to Our Purpose and strategy. This means that as part of our overall risk management process, we proactively identify and manage risks associated with climate change in a way that ensures we can continue to deliver on Our Vision.

Metrics and targets

For the 2022 reporting period we are disclosing the metrics to assess and manage climate related risks and opportunities as set out within the “Disclosures and Policies” section.

As a homebuilder, we operate in an energy intensive industry. Emissions are the key driver of global temperature rises and result in many of the regulatory changes we are now faced with. Measuring our carbon emissions allows us to gain a full and thorough understanding of the emissions we produce directly and indirectly. Our Scope 1 and 2 emissions are reported under GRI-305-1 and GRI-305-2. Our Scope 3 emissions are reported under GRI-305-3.

This year we solidified our commitments to change for the better at Cairn and lead the way for our industry:

- submitted science-based targets to the SBTi for scope 1, 2, and 3;
- completed an updated materiality assessment to better understand the impacts of our activities;
- continued our support for Business in the Community Ireland’s Low Carbon Pledge, showing leadership by achieving the goal of setting Science Based Targets.

We have taken our commitments further by incorporating sustainability into our remuneration frameworks. This demonstrates the importance we place on accountability for our sustainability commitments.

We have:

- incorporated environmental metrics on biodiversity net gain into our long-term incentive plan; and
- incorporated social metrics, including our customer and people framework with a health and safety underpin, into our short-term incentive plan. All metrics and targets are reported in line with appropriate standards including SASB, GRI, EPRA and DEFRA.

METRICS AND TARGETS

KPI	CODE	2022	2021
Gross direct (Scope 1) GHG emissions	GRI305-1	1,777 tCO <sub>2</sub> e	1,522 tCO <sub>2</sub> e
Gross market-based energy indirect (Scope 2) GHG emissions	GRI305-2	299 tCO <sub>2</sub> e	695 tCO <sub>2</sub> e
Gross other indirect (Scope 3) GHG emissions by category (including embodied carbon)	GRI305-3	209,685 tCO <sub>2</sub> e (1.41 per square metre)	177,138 tCO <sub>2</sub> e (1.49 per square metre)
Total energy consumption within the organisation	GRI302-1	10,647,906 kWh	10,211,304 kWh
Total weight of waste generated including breakdown by disposal route	306-3, 306-4	12,810 tonnes 3.9% sent to landfill (495t) 96% recycled or recovered (1,096t recycled and 11,219t recovered).	6,810.7 tonnes 4.0% sent to landfill (272t) 96% recycled or recovered (538t recycled and 6,001t recovered).
Percentage of sites with biodiversity impact assessments	Industry	100% of our developments meet this standard.	100% of our developments meet this standard.

Our combined Scope 1 and Scope 2 GHG emissions have reduced by 6.4% in 2022 vs. 2021, and our Scope 3 GHG emissions on a per square metre basis, have reduced by 5.4% over the same period.





We recognise the impact our activities have on the environment and we are on a mission to reduce our carbon footprint while maintaining the biodiversity on our sites as they transform into homes and communities.

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# Environmental impacts



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Emissions occur throughout our value chain from the materials we purchase, to the preparation of a site for building, through to the activity on site as homes are built, and finally once our customers move in. Our Scope 3 emissions are linked to the energy demand created by those living in our homes.

The links between biodiversity, including water stewardship, and climate are well established. At Cairn we see the reduction of the impact our activities have on biodiversity on our sites not just as a standalone activity but as an extension of our work to reduce our climate impacts.





We submitted our targets for reducing our Scope 1, 2, and 3 GHG emissions to the corporate gold standard SBTi (Science Based Targets Initiative) and we expect to have these targets validated in 2023.

SCOPE 1 & 2  
COMBINED TARGET

46.2%  
absolute reduction by 2030  
from a 2019 baseline

SCOPE 3  
7.1%  
minimum per sqm  
per year to 2030

We have already taken action and there is more to come, through our next steps and strategic priorities:

Our Main Sources of Emissions	Action Taken	Next Steps	Strategic Priorities
<div></div> <div><b>Direct Emissions</b> SCOPE 1 &amp; 2</div> <div>Reducing diesel and switching to renewable energy.</div>	Switch to Hydrotreated Vegetable Oil (“HVO”) and moving away from gas as a fuel for homes.	Continue our move to 100% certified renewable electricity sources.	We are committed to reducing our Scope 1 & 2 emissions as much as possible. With this in mind, we are investigating switching our fleet to electric vehicles.
<div></div> <div><b>Groundworks and site preparation</b> SCOPE 3</div> <div>Soil management and site investigation and preparation prior to work commencing.</div>	2020: Soil stabilisation through rapid impact compaction.  2021: broader soil management to include detailed surveys and maps which analyse the level and conditions of the site before works commence. This allows us to target net zero soil import and export by maximising the onsite “cut and fill”.	Continue to target net zero soil import and export by maximising the onsite “cut and fill”.	2023 and beyond: we will continue to enhance our site investigation and design analysis to optimise how we build and to ensure we reduce our impact on the environment as much as possible.
<div></div> <div><b>Embodied Carbon</b> SCOPE 3</div> <div>Actions relating to the materials: Concrete, timber, glass, metals, plastics and waste.</div>	We use timber frames as standard, modular balconies and bathroom pods.	Reduce waste by increasing the use of pre-fabricated elements.	Research & development: using our Life Cycle Assessment (“LCA”) outputs and existing research as a guide, we will focus on component level changes (e.g. roof trusses and balconies) to reduce our emissions.
<div></div> <div><b>Emissions</b> SCOPE 3</div> <div>From the use of the home (actions relating to the energy used by the home over its lifetime) including heating, hot water, lighting and appliances. Our LCA research has shown that this is one of the priority areas for achieving Scope 3 emissions reductions.</div>	Heat pumps, double glazed, minimum BER A rated.	We will pilot an ultra low energy demand home and focus on educating our customers as to best use of their home via our Customer Care Portal.	We aim to build homes with ultra low energy demand as standard. This will mean we focus on increased insulation, triple glazed windows, mechanical ventilation with heat recovery and other adaptations.



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CASE STUDY

# Switch to HVO Fuels

Scope 1 carbon emissions are direct greenhouse emissions that occur from sources which are controlled or owned by an organisation.

In the final quarter of 2022, we made immense strides in reducing our Scope 1 emissions in our daily operations by switching our diesel fuel consumption to HVO fuel.

60% of Cairn’s Scope 1 emissions result from the amount of diesel we consume on site in our generators and teleporters.

HVO Fuel is considered one of the cleanest fuel alternatives, it is fully compatible with regular diesel and therefore can be used in its place with no special filters or adjustments needed.

By switching to HVO Fuel, we will reduce our CO<sub>2</sub> emissions from fuel by 90%. This switch will also deliver Cairn an 85% reduction in other harmful emissions such as particulate matter.



CASE STUDY

# Site Investigation and Soil Optimisation



Our research has highlighted that the key areas for Cairn are:

- The fuels we use directly
- The preparation of our sites
- The materials we buy to construct homes
- The energy our customers use living in the homes we build

Over the last three years we have placed significant focus on site preparation and evolved our approach.

In 2020, our technical and commercial teams demonstrated the benefits of introduced rapid impact compaction to our Innovation Forum and Cairn’s construction team became the first company in Ireland to use this technology.

This brought soil management to the forefront of our minds and in 2021, the technical team worked with expert engineering consultants to develop a broader soil management strategy that worked from a target of net zero soil import and export through detailed technical analysis of site levels.



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CLIMATE ACTION CONTINUED

🏠 CASE STUDY CONTINUED

In 2022, we doubled our efforts and used more extensive site investigation (SI) earlier in the process to understand our ground conditions better and provide a more optimised engineering solution. This minimises waste, dig quantities, and the volume of soil being transported. We are reducing intervention on site to make as little impact on the existing environment as possible.

Our work in this area is methodical and goes beyond the traditional approach. A topographical survey is undertaken to assess the ground levels but also to record details of existing infrastructure and features including:

- buildings;
- roads;
- drainage;
- habitat conditions such as hedgerows and scrub;
- trees;
- other features of the site (streams, banks, railings, signs, lighting, etc.); and
- services, including water infrastructure.

Geotechnical site investigations are carried out to assess:

- soil types and whether stabilisation will be needed;
- rock levels and condition, ground water levels;
- suitability of the soil for re-use in filling on site in line with our soil management policy; and
- a range of additional environmental analyses through sampling and probing.

The information gathered then influences the development design and layout, leading to reduced environmental impacts.

For example, the data gathered directs the foundation strategy – apartment basements would be located in areas on the site where the rock levels are lower, reducing the need to break and remove rock. The softer clay and gravel in these areas can then be re-used on site once it has been excavated – reducing the need to import soil.

Another example is water table management: attenuation and Sustainable Urban Drainage Systems are located at optimal points where outfall is lowest.

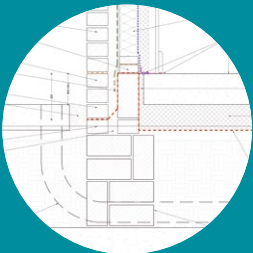
Once detailed designs have been completed Cairn’s approach is refined and modelled by expert civil engineers.

This detailed and methodical analysis provides a strategy for Cairn in our approach to the site, highlighting potential design issues and creating the optimal pathway with the least impact and interference with the existing ground conditions.

EXAMPLES



By understanding the existing landscape slopes and mapping these, the use of retaining structures is minimised - this allows us to reduce the use of reinforced concrete retaining walls at changing levels.



The analysis allows us to set of floor levels in line with the height above existing ground levels, avoiding the need for suspended floors.



Further testing determines whether excess material is suitable for lime stabilisation.



🏠 CASE STUDY

# Construction

We have built homes from timber frames as standard for several years, meaning that sustainable changes to our buildings are now at the component level. We are gradually increasing our use of pre-fabricated components, i.e. elements that are built in factories and delivered ready for installation. Examples include our bathroom pods, which include all sanitary ware and are plumbed ready for connection and more recently prefabricated balconies that slot into place on high density schemes.

Increased pre-fabrication allows for greater control of the building process which reduces waste and safety hazards. It also creates a more inclusive homebuilding industry.

**EMBODIED CARBON:**

This alternative type of balcony reduces embodied carbon by reducing anchors, reducing weight, reducing transport trips to site, and by reducing complexity to create better material utilisation and less waste. All of these reduce the embodied carbon but also reduce the material and the design complexity to deliver them. This makes our working environment and our sites safer. Another benefit is the reduced the overall time to complete a development reducing impacts on the local biodiversity.

**OPERATIONAL CARBON:**

The reduction of the number of penetrations and the simplification of the façade, for example by removing intricate door reveals, helps to maintain the best thermal performance of a façade, reducing the energy in use of the building. A better performing façade means less heat loss which ultimately means less carbon and reduced running costs during the life of the building while our customers will experience greater comfort.



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# Our biodiversity key mission

Our key mission in 2023 is to enhance our efforts towards our ultimate goal of achieving Biodiversity Net Gain (BNG) on all of our developments.

We have tied achieving our BNG Targets to Executive remuneration, ensuring it is front and centre in our corporate actions.

We continue to support the All-Ireland Pollinator Plan with our Pollinator Friendly planting and landscape works across all of our developments and have been acknowledged by the National Biodiversity Data Centre as a Pollinator Friendly business since 2018. As of 2022, all of our pollinator plan activities up to 2021 have been mapped on the All-Ireland Pollinator Plan website.

We have continued to be supporters of Birdwatch Ireland, an independent conservation organisation, and have collaborated with them on implementing a significant nesting box project as part of our Archers Wood development including the installation of barn owl and woodpeckers nesting boxes.

- Site-specific projects are bolstered further by our pollinator-friendly strategies across all Cairn schemes. These include:
- 100% of sites have had a biodiversity assessment
  - Pollinator-friendly mixes of perennials and flowering shrubs in all front gardens
  - Native tree planting in open spaces and private gardens
  - Mixed bulb drifts of pollinator-friendly plants
  - The provision of a packet of pollinator-friendly bulbs and information to every new homeowner



**Harpur Lane, Leixlip, Co. Kildare**  
In our Harpur Lane development in Leixlip we supplemented the existing planting with hundreds of new native trees and understory planting. In addition, we planted 250 sqm of wildflower meadow along an existing water stream, which has been retained and remodelled with naturally built-up small stone weirs to oxygenate the water. We also installed bird and maternal bat roosts on site during construction which is on-going.



**Parkside, Dublin 13**  
Now in development, this also will be one of our first ever certified Biodiversity Net Gain developments. A full biodiversity survey has been commissioned and a planting and action plan is ongoing. Engagement and planting with local schools has already begun.



**Hawkins' Wood, Greystones, Co. Wicklow**  
In addition to our standard Pollinator-friendly mixes of perennials and flowering shrubs in all front gardens, and native tree planting in open spaces and private gardens, we designed a showcase biodiversity garden to promote the individual actions our customers can take in their own spaces.



**Linden Demesne, Maynooth, Co. Kildare**  
In our Linden Demesne development, in addition to the retention and regeneration of 150m of native hedgerow habitat, we are planting for the succession of hundreds of new trees, all of native species. A water pond is being designed to enrich the habitat.  
  
Every garden is supplied with native floral planting and a birdbox based on designs supplied by Birdwatch Ireland.



**Clonburris, Dublin 22**  
Starting this year, Clonburris will be our flagship development for sustainability. Last year we harvested haws from the hawthorn trees on the site, and they are now in their first-year propagating in a nursery, allowing for sustained mature replanting. A biodiversity survey has taken place and a full plan targeting Biodiversity Net Gain is in development.



**Citywest Phase 3, Dublin 24**  
Now in development, this will be one of our first ever Biodiversity Net Gain developments and is due for completion in 2023 – 2024. A full biodiversity survey has been commissioned and a planting and action plan is ongoing.



**Graydon, Newcastle, Dublin 22**  
In our Graydon Development we have developed a 2.0 hectare public park with extensive native tree planting and meadow seeding. Overall, 3,400+ trees have been delivered at Graydon of which 2,965 are native.



**Mercer Vale, Cherrywood, Dublin 18**  
We planted a new native hedgerow in our Cherrywood housing scheme. We are using pollinator-friendly mixes of perennials and flowering shrubs in all front gardens. Native trees in open spaces and private gardens create habitats for the future.



**Griffith Wood, Dublin 9**  
We have planted a new tree belt of native Pines, Oaks, Hazel, Holly, and Birch along our site boundary using specially grown semi-mature stock for immediate impact.  
  
The apartment blocks at this development have been seeded as green roofs. We also sowed wildflower meadows in our courtyards and grounds.





We were delighted to partner with Irish Water, who launched their guide outlining how construction companies can better conserve and reuse water

The construction of new homes necessitates the consumption of water and it is important that we take a leading role in developing innovative methods to help conserve water throughout the construction process.

The Water Stewardship Guide was developed by Irish Water in partnership with Cairn, the Construction Industry Federation, Sisk, and the Irish Green Building Council and was launched in August 2022. It details how builders and developers can implement sustainable and circular processes to achieve significant savings in water conservation.

We recognise that the construction industry has an important role to play in championing efficient and sustainable water use and it is a core part of our sustainability strategy.

Almost all trades on our sites require the use of water to complete their work. We also require water for site welfare facilities. Some of the main uses for water on site are:

- Brick & Block laying (mortar)
- Plastering
- Cleaning
- Landscaping
- Dust suppression
- Wheel washing

We want to use water responsibly and ensure there is no misused or wasted water. Therefore it is critical that we implement best practice water management on site.

Our Environmental Team carry out regular site environmental audits along with toolbox talks to inform our teams about their use of water and methods to prevent water mismanagement.

Our approach to effective water management is reflected in our work from the design phase right through to when homes are occupied by customers.

1) The Design Phase

We engage with external consultants to incorporate water conservation measures into the design of our homes. These measures come as standard and include:

- Rainwater swales that capture and divert excess rainwater to adjacent green areas/treelines & hedgerows to enable further growth.
- We also incorporate permeable pavement & Sustainable Urban Drainage Systems (SUDS) into the design of our schemes.
- Attenuation tanks ensure that storm events do not lead to a overburden of storm sewer networks which can lead to localised flooding.

2) During the Construction Phase

We incorporate stringent environmental mitigation measures as needed to ensure there is no runoff into adjacent watercourses – we also carry out regular turbidity monitoring at adjacent streams measuring water clarity. This is a great indicator of how well our mitigation strategies are working on site. We go above & beyond what is required when it comes to mitigation & the protection of water quality.

- We collect and reuse surface water for dust suppression using water bunds on our sites
- Water meter readings help us to identify areas of high water consumption, waste, and/or leaks.

3) Post Construction Phase

From the design stage we also consider how new homes can use water as efficiently as possible once they are occupied.

We have implemented solutions such as water butts that provide homeowners the opportunity to harvest their own rainwater and take personal responsibility on reusing/conserving water.

Flow restricted fittings such as tap and shower heads ensure that not only is water conserved but also that the heating of such water is minimised

Through developing best practices and enabling our future homeowners, we are confident our efforts will make an impact.

Our Environmental Team carry out regular site environmental audits to inform our teams about their use of water and methods to prevent water mismanagement



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# Social impacts



Our social impacts are centred on the customers we build homes and create places for and the people we employ, both directly and indirectly.



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# Health and Safety remains our number one priority in Cairn

While Cairn has significantly increased productivity across the business from 2021 to 2022 the recorded accident frequency rate has reduced through the same period. This has been achieved through a top down approach led by the Leadership Team and functional leads providing consistent and concise messaging to our site teams and supply chain regarding the H&S standards and expectations. H&S objectives are agreed and tracked through each of the functions and site teams with aim of continually improving the working environment for our employees and the supply chain.

Our commitment to this is demonstrated by our strong Health & Safety culture and leadership across the business. In 2022 Cairn retained our Safe-T Certificate Grade A rating. This was achieved through our continuous improvement based on self-reflection and lessons learned through incident investigation, internal and external auditing, along with our continued commitment to safety training and by highlighting the importance of safety on site. In 2022 we commenced activity to bring our safety management system in line with ISO standards, and are on track for accreditation of ISO 45001 (Health, Safety and Welfare Management) and ISO 14001 (Environmental Management) in 2023.

We continue to increase safety awareness for site teams through internal and external training sessions. In addition to statutory training, we carry out a number of training programmes beyond the industry norms including in areas such as scaffold management, lifting supervisor and advanced slinging.

Throughout the year and as part of CIF Safety Month in October 2022 we hosted workshops on site on several different topics, including 'Working at Height', 'Safe Use of Hand Tools' and 'Safety by Example'. These activities were widely advertised on the company's internal networking site and across each site.

<sup>1</sup> Safe-T-Cert certification <http://www.safe-t-cert.ie> is based on the International Labour Office (ILO) "Guidelines on Occupational Safety and Health Management Systems". Safe-T-Cert is recognised by the Government Construction Contracts Committee (GCCC) in Ireland as meeting the requirements for public procurement and is accredited by Safety Schemes in Procurement (SSIP) Forum in the UK.

### Targeted Audits

We continue to engage external auditors Turner and Townsend to undertake a series of targeted audits across our sites. In 2022 these included:

- Excavation safety and management of confined entry space
- Management of plant and machinery
- Management of soil and stone

This continuous audit activity places a targeted focus on specific hazards in the construction industry and ensures not only compliance but continuous improvement and adherence to best practices.

### Health & Safety Awards Initiative

June 2022 saw the launch of our Excellence in Health & Safety Awards Initiative for subcontractors on Cairn sites. This is a weekly reward scheme to recognise good safety and environmental practices, with winners recognised weekly and monthly with prizes. To date we have had more than 60 winners who have been recognised for their excellent safety and environmental practices. This initiative has had a positive affect on the H&S culture on our projects by promoting collective ownership of safe work practices and rewarding good H&S behaviours.



The Accident Frequency Rate has decreased by 15% from 2021 to 2022, despite productivity having increased over the same period.

96%  
of employees think Cairn is  
a physically safe place to work



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**Mental Health Strategy**

To demonstrate our commitment to the welfare of our people, 2022 saw our Metal Health First Aiders (MHFA) almost double. We trained a further 17 MHFA in 2022 bringing the total number of MHFA's to 31, with more training already scheduled for 2023. Our MHFA have become more visible across construction sites with their Hi-Vis vests & stickers on hardhats.

Cairn first engaged with Mental Health First Aid Ireland in 2021 and trained an initial 23 Mental Health First Aiders from all functions within the business. In 2022 an additional 20 employees were trained, in line with our growing central office and number of active construction sites. Cairn celebrated Mental Health awareness month in May 2022, with a focus on sharing the supports available to both Cairn and subcontractor personnel. To promote Mental Health Awareness Month, we conducted several Toolbox Talks across sites designed to raise awareness around Mental Health and the introduction of additional training around the importance of mental health for our 'Black Hats' and Cairn site management team.

To further support our Mental Health Strategy, we partnered with the Lighthouse Club, a construction industry mental health charity who provide support to construction workers and their families. Cairn will be continuing the partnership with the Lighthouse Club into 2023, to further enhance the supports provided to employees and subcontractors. While Cairn employees are able to access supports through our internal EAP, we realised that there was a gap in support provisions to subcontractors. The Lighthouse Club partnership ensures that everyone working on Cairn sites now has access to general wellbeing and mental health supports.



MHFA'S TRAINED IN 2022

17

TOTAL NUMBER OF MHFA'S

31

**Safety Month 2022: on site workshops on 'Working at Height' and 'Safe use of Hand Tools' demonstrated the day-to-day need for vigilance in our work**



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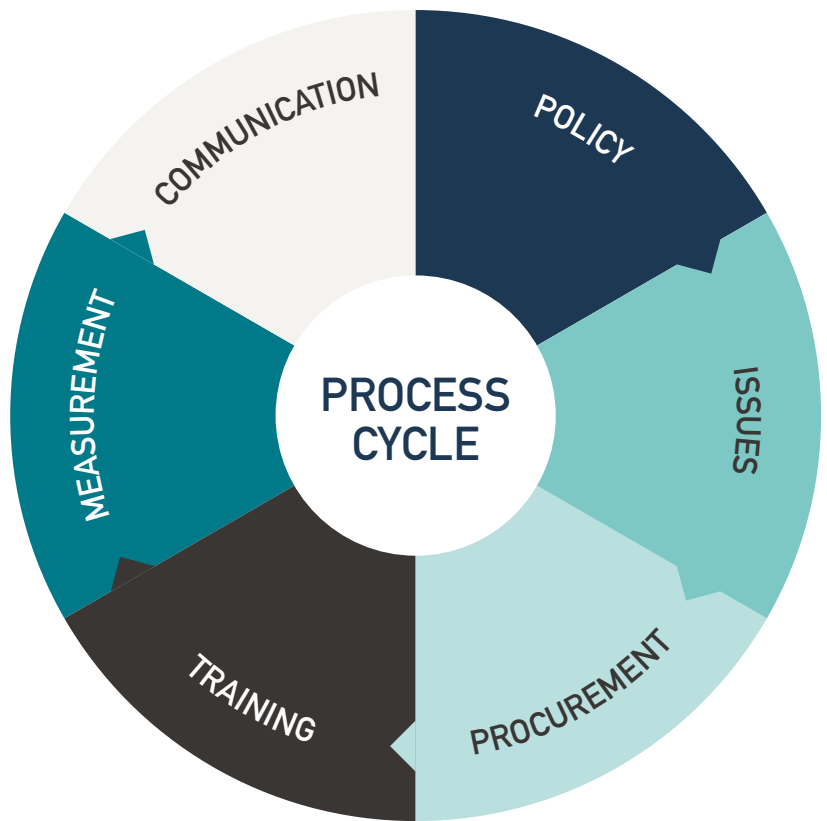
Most of our sustainability risk and opportunity lies outside our direct operations, so in 2022 we commenced a programme of work on Responsible Sourcing that will continue to be rolled out on a phased basis in 2023

**Our Responsible Sourcing Approach**

We cannot deliver high-quality, sustainable homes at scale, without strong, long-term relationships with our sub-contractors and suppliers, built on collaboration, trust and transparency.

In 2022, we began a Responsible Sourcing programme which is designed to ensure our supply chain partnerships support the delivery of our sustainability objectives. Key to this is leveraging strong, two-way engagement, to track, measure and enhance our suppliers’ approach to ethical, social, and environmental issues. This workstream will prepare us to align to directives such as the Corporate Sustainability Due Diligence Directive.

By improving the sustainability performance of our supply chain, we aim to build resilience and increase efficiencies, leading to reduced cost, risk and negative environmental impacts. This is vital as global supply chains face escalating pressures from increasing costs, issues with availability of materials, disruption to trade routes, and geopolitical tensions. It will also enable us to drive value, innovation and market opportunities through supplier and contractor collaboration.



In recognition of the fact that these aims can only be achieved through cooperation, we are taking a phased approach, bringing our supply chain partners with us and exploring how we might best support them in their journey.

**Supply Chain Engagement**

The initial engagement phase will determine a baseline performance and maturity level for our supply chain, help us identify issues of shared value between Cairn and our partners, and determine the best approach to formalising our expectations with regard to our partners’ ESG practices.

We conducted research and workshops with suppliers and subcontractors, to determine their maturity and understand current best practice in the construction sector.

The objectives of these workshops were to:

- Introduce the latest trends in Sustainability and ESG to our supply chain partners
- Help our partners gain an understanding of Cairn’s Sustainability priorities and plans
- Present an overview of Cairn’s Responsible Sourcing policy and introduce the ESG topics where we may expect our partners to make commitments
- Gain an understanding of our supply chain’s maturity, concerns and interests with regard to ESG

This forum for two-way dialogue provided an invaluable opportunity to share ideas, identify common challenges, and discover mutual benefits that could be derived from closer collaboration.

It also enabled us to identify variations in awareness and understanding, from those just commencing their journey, to those in leadership positions in ESG.

Regardless of their maturity, our supply chain partners’ feedback in relation to our approach was positive, with a collective understanding that formalising our approach to responsible sourcing is a necessary step.

**Our supply chain feedback was positive - there is a collective understanding that formalising our approach to responsible sourcing is the next necessary step**

**Interests & Concerns**

The issues raised during these discussions were largely consistent across all groups.

Access to materials and fluctuating costs remain significant challenges, with managing risks and maintaining a reliable flow of products and services a primary concern for most companies. The availability of a skilled workforce is an ongoing concern in some sectors, particularly in relation to the recruitment and retention of new entrants, while the health and safety of their teams remains a priority.

As a natural means of driving efficiencies, many are focusing on waste management and identifying opportunities to improve the circularity of materials, as well as embracing new technologies and digital tools to streamline their operations.



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The key areas of focus in our Responsible Sourcing programme include carbon management, energy and resource efficiency, sustainable materials, human and labour rights, biodiversity, health and safety, and design and innovation.

**Key Areas of Focus**

In alignment with our sustainability priorities, the key areas of focus in our Responsible Sourcing programme include carbon management, energy and resource efficiency, sustainable materials, human and labour rights, biodiversity, health and safety, and design and innovation.

Our partners also provided valuable suggestions and recommendations for Cairn as we move forward in our Responsible Sourcing programme, citing a need for clarity in terms of expectations, reasonable timelines and support to achieve compliance, and access to training and guidance materials, as key enablers of our programme.

**Next Steps**

In 2023, we plan to launch our Supplier Code of Conduct, and begin to set minimum expectations for sustainability performance for our partners, with a suitable support system in place to help those who need it to achieve compliance in a reasonable time frame. We will also evaluate third party tools and industry network supports to assist in the delivery of the programme.

Concurrently, we will undertake initiatives and training to embed the principles of responsible sourcing within our procurement process and set targets against which to measure our progress.

The importance of this workstream within our ESG strategy cannot be overstated. This dialogue and the setting of expectations in relation to key issues with our supply chain will underpin our research and innovation as we transition to a low carbon business and ultimately to Net Zero emissions, while providing the platform for our compliance with future requirements including the Corporate Sustainability Due Diligence Directive and the EU Taxonomy<sup>1</sup>.

<sup>1</sup> At present, Cairn employs 304 people and therefore we are not currently required to disclose under the EU Taxonomy.

This engagement underpins our research and innovation agenda, creating a solid foundation for collaboration with our supply chain as we work to reduce our GHG emissions



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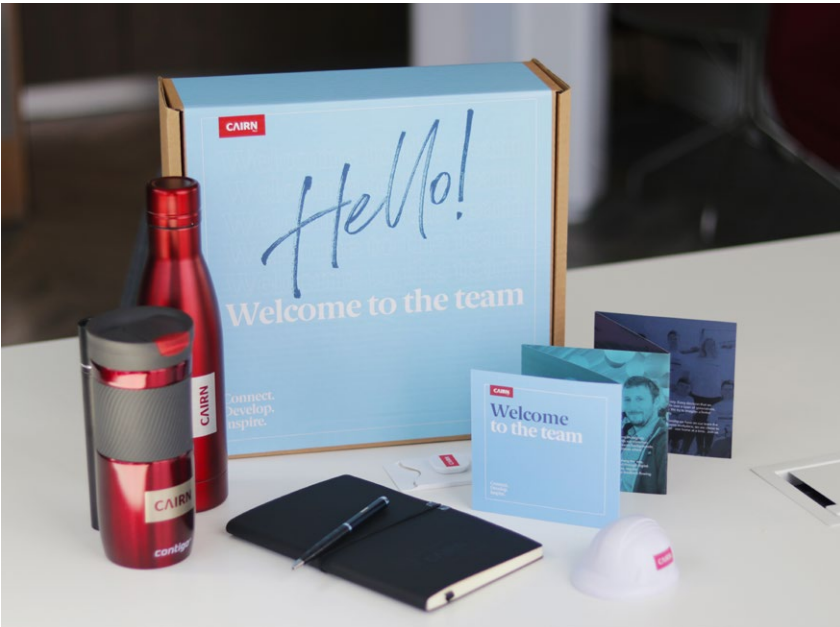
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# Supporting our people at every stage in their career encourages each employee to achieve their full potential



**Employee Journey**

In 2022 we developed a new Onboarding Plan. Each new starter receives an onboarding schedule and new Cairn Welcome Box one week prior to their start date. The Onboarding Plan is specific to each new starter and includes all key meetings and introductions that have been arranged, ensuring full visibility of the first weeks in their new role. This also ensures structured touchpoints with their new team for the employee and helps to alleviate some of the ‘unknowns’ that can so often surround a new position.

The new starter Welcome Box contains a range of practical gifts for starting in a new role, and ensures the new starter feels part of the team from day one.

**Cairn TY Programme**

Following on from success of last year’s Graduate Programme, this year we introduced our Transition Year (TY) Programme.

Cairn will facilitate two cohorts a year on the programme in addition to ad hoc work experience.

The programme was successfully run for a week in May 2022 with positive feedback received from the participating students.

92%

said ‘When you join the organisation you are made to feel welcome’

We have committed to running the programme for one week in both February and May each year, with there already being potential to add another week.

**Programme Structure**

- 5 days duration
- 5 (max) students in each cohort
- 2 cohorts per year
- Targeted at females with an interest in STEM but is open to all

Cairn recognises how important it is to encourage young women to consider a career in construction and for this reason our first TY Programme was a cohort of 5 Transition Year girls. Through this programme we are investing in the future of the construction industry and its female representation.

**The purpose of the TY programme is to:**

- Connect Cairn with external stakeholders including second level institutions to ensure we build a pipeline of future talent.
- Build on the Cairn brand as a place that welcomes, supports, and encourages all, with an interest in the industry, in their career pathway.
- Highlight the many departments that exist within a construction company and broaden the opinions of young minds when they consider what working within our industry ‘should look like’.
- Develop relationships with second level institutions to allow us to encourage more young people, in particular girls, to consider careers in construction.
- Inspire the upcoming generation of construction workers who have sustainable thinking at the forefront of their minds to get involved in building Ireland’s future.
- ‘Give Back’ to the community.



We understand how important it is to encourage young women to consider a career in construction. We will continue to invest in the future of the industry and its female representation



It is important to us that we retain and attract the best people. To do this, we invest heavily in our employee journey with learning and development opportunities.

87%  
of Cairn employees feel they are offered training or development to further their careers

85%  
of employees feel they are developing professionally working at Cairn

**Training**

This year to further assist and enable our people in their careers, we developed a function-specific training framework, designed to standardise capability across key roles by delivering a frequent rhythm of training modules based on core competencies relevant to each function.

Examples include Health & Safety, Quality and Programme Management modules for site management.

**Mentoring Programme**

During 2022 our approach to mentoring received a makeover. We redesigned our Mentoring Programme to target specific cohorts of the business, on rotation each year. There are three workstreams involved in the new look programme covering;

1. Development Planning with manager/Learning & Development Team
2. Group project solving real business challenges supported by group mentoring with the Cairn Senior Leadership Team
3. Individual coaching with an external coach to focus on personal development and leadership capability

We recognise that our people are one of our greatest assets and we are committed to investing in them and their careers.

To do this we ensure that all employees have access to development opportunities including:

- Further Education, CPD
- Conferences
- External courses
- Technical training
- Health and Safety training



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# We aim to create a place where people love to work through our focus on diversity and inclusion

### Business in the Community Ireland

To support our ED&I strategy, this year we continued our partnership with Business in the Community Ireland (BITCI). As part of this partnership, we took part in their mentoring programme, where Cairn employees partnered with Leaving Cert students in Delivering Equality of Opportunity in Schools (“DEIS”) schools in Dublin, to mentor them through part of their 5th and 6th year. 12 students were chosen to meet 12 employees monthly to help support them through their Leaving Cert preparation and give career guidance. This initiative began in May 2022 and will continue to April 2023 for this cohort.



### Irish Centre for Diversity

We continued our Partnership with the Irish Centre for Diversity (“ICD”) by rolling out their “Silver survey” and achieving “Silver” Status in February 2023. The results of this will inform our roadmap for 2023 to achieve the Gold accreditation.



### Volunteer Days

To encourage our employees’ desire to get involved and support those less fortunate, this year Cairn introduced “volunteer days”. We introduced two paid volunteers days for our employees to use to support charities and causes close to them. These can be used for either team or singular initiatives.

### Our Health and Wellbeing Offering

This year we expanded our Health and Wellbeing programme for employees further than ever before.

The key actions we took as part of this expansion were:

- celebrated Employee Appreciation Day with pizza lunches and a half day for all employees.
- launched our “Take a break” campaign which encouraged employees on site and in central office to take a break during the day and chat with colleagues.
- expanded IrishLife healthcare from couples to dependents. This resulted in a further uptake of this benefit.
- increased our maternity and paternity leave pay from 75% of salary to 100% of salary for both.
- increased our paid sick leave entitlement to 10 days.
- quarterly Wellness Seminars provided to all employees by our Wellness Partner such as “Sleep Hygiene”, “Building Resilience” and “Money Management”.
- all policies were rewritten to align to updated legislation to give clear guidance to employees on their entitlements.
- increased the number of societies and clubs for our people to join based on their interests e.g. Golf Society and Theatre Club.

91% of employees feel Cairn treat employees fairly regardless of their sexual orientation, gender, race or age

KEY RESULTS:

EMPLOYEE RESPONSE RATE

93%

RESPONDENTS WHO SAID CAIRN IS A GREAT PLACE TO WORK

83%

LISTED IN

Top 20

of the Best Large Workplaces at the GPTW awards

We have retained our Great Place to Work accreditation for a second consecutive year



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# Home Together – Celebrate your community

Beyond delivering beautiful, energy-efficient homes built to the highest standards and ensuring its developments are well-managed into the future, Cairn is committed to creating neighbourhoods in which people want to live. Sustainable communities which nurture the health and well-being of all their members are essential.



Home Together is a partnership between Cairn and Neighbourhood Network, a not-for-profit community-building organisation which grew out of the successful Street Feast initiative. It is designed to inspire people to come together within their neighbourhoods to create strong, well-connected communities.

Our ambition for this initiative was simple; to create happy places for people to live, where neighbours feel supported by each other. A community!

In 2020 Cairn and Neighbourhood Network launched the Home Together pilot scheme in three developments: Glenheron in Greystones, Mariavilla in Maynooth and Elsmore in Naas. The aims were to facilitate enhanced communication between residents and to kickstart community participation.

In preparation for kick off in March 2021, Neighbourhood Network carried out research and surveys, conducted workshops, established a website for each development, distributed leaflets and went door-to-door. They sought to engage and find out what residents truly wanted, so that the next steps would be planned specifically with their development in mind. It was important to tailor a response specific to each development’s distinct wants and needs, rather than offer a ‘one-size-fits-all’ approach.

These initial events, along with surveys and feedback via the website, enabled the Home Together team to gain a better understanding of each neighbourhood’s distinct identity, and informed the planning of further Home Together events.

Such was the success of the 2021 pilot, and following the amazing feedback from residents, Cairn has expanded and extended the initiative into a 3-year programme. The original three developments are now into Year 2, while three new developments: Donnybrook Gardens, Whitethorn in Naas and Graydon in Newcastle are in Year 1.

Our aim is to measure the success and learn from each experience, so that even more meaningful events can be held in the future. The feedback from residents shows an enthusiasm for events fostering community spirit and, as they get to know each other better, the ideas coming from each development become more creative and more ambitious.



“I knew when I came here it was what I wanted for life...you can count on any house and knock on the door”

Elsmore Resident

40% OF ALL RESIDENTS are directly connected, and actively engaged with Home Together

448 HOUSEHOLDS continue to directly engage with Home Together in 2022



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As the first three developments progress through Year 2 of Home Together, it is becoming apparent that the programme is helping to create resilient, supportive communities.

There are opportunities to tackle environmental issues by establishing hyper-local sharing networks, and to work together with others in the locality to improve safe active transport through walking and cycling buses for children.

“It’s family away from family, the unexpected gift of community.”

Glenheron resident

Residents in Glenheron, Mariavilla and Elsmore have kept up the momentum established in the first year of Home Together, and leaders have begun to emerge within each community. The initiative empowers communities to become self-motivated and self-directed, and so rather than organize events the Home Together team is there to guide and signpost, rather than lead the way.

Research shows that when neighbours recognise and get to know each other, more activity and volunteering ensues, and a stronger sense of identity within a development emerges. This leads to a growing sense of inclusion, which in turn leads to increased wellbeing and happier people.

The feedback on Home Together from families who are new to Ireland or to a particular area has been very positive. They say they feel a strong sense of belonging after being given the opportunity to become involved in their communities.

It’s important to recognise that Home Together is not just about putting up bunting and handing out a few free cups of coffee. The initial coffee mornings are a mechanism to kickstart a longer programme of activities ensuring longevity of the initiative and a legacy long beyond the 3-year programme.

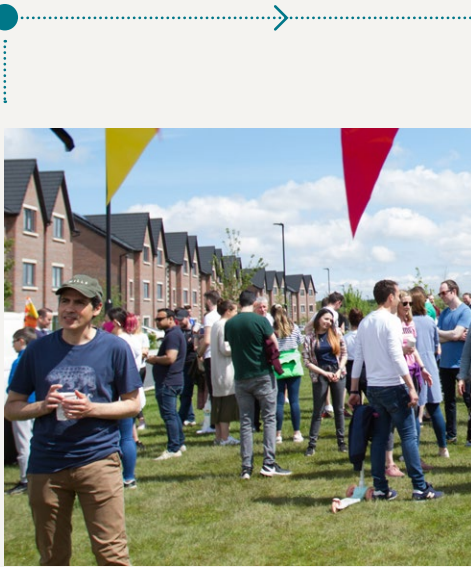
The Home Together community liaison team works on the ground, meeting up with residents on a regular basis, checking in, seeing what’s happening, and maintaining contact. Each development has its own personality, informed by its demographic.

One of the most exciting things about Home Together as it moves from Year 2 into Year 3 is the sense of possibility. As the Home Together initiative prepares to enter its third year, the focus is on ensuring each development can stand on its own two feet with minimal input from Cairn or Neighbourhood Network. Already, events are springing up of their own accord with no involvement from the team.

This is the best marker of success there could be.

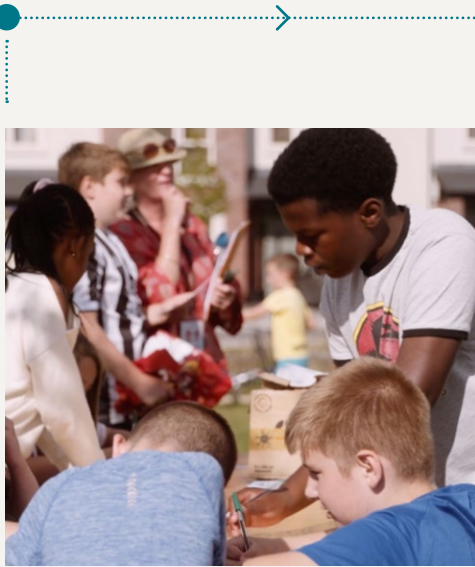
A SNAPSHOT OF OUR ACTIVITIES

YEAR ONE



- Introduction to Home Together.
- Relationship building by hosting events.
- Opening communication channels alongside the neighbours.
- Understanding the lay-of-the-land.
- Identifying resources.
- Hosting small facilitated workshops and conversations in the developments.

YEAR TWO



- Building upon personal relationships to create tailored projects in each of the developments.
- Leading residents to regular meet-ups around projects of interest.
- Collaborating with residents to run locally-driven events and projects. Sustained community group work.

YEAR THREE



- Events and projects are led by the residents.
- Neighbourhood Network and Cairn move to a mentoring, supporting and advisory capacity, stepping away from direct hands-on involvement.
- Sustained community group work.
- Accountability to ensure projects and events are realised.
- Advising on community and financial support.



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● CASE STUDY

# Building communities

New project from Cairn and Children's Books Ireland lays the foundation for a brighter future through books.



*Building Communities*, a new children's reading list from Cairn Homes and Children's Books Ireland, was launched in October 2022 with the goal to 'inspire building the homes, places and communities of tomorrow'.

As the next generation of community-builders, the reading list encourages children to approach their surroundings with creativity and imagination, creating places and spaces that are welcoming to everyone. Containing twenty-four titles for children, from board books up to sixth class, each book included is accompanied by a review from an expert in children's literature.

Furthering the impact of the guide at a community level, six primary schools each received a set of one hundred books from the reading list for their library. One such school is Rush National School, North County Dublin, where the launch of the guide was celebrated. The pupils of first class took part in a 'Monster Doodle' with artist Fuchsia MacAree, creator of the visual identity of the guide. Helped by volunteers from Cairn Homes, the children dreamt up and drew homes of all imaginable shapes and sizes on a giant, shared canvas, creating a colourful and vibrant neighbourhood of their own.



800 BOOKS

donated to primary school and community libraries across Ireland.



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Our Customers are diverse including private, state and institutional buyers. Our goal is to ensure a best-in-class experience for all buyers by providing support, guidance and clear information through our committed Customer Care team.



**Creating Positive Customer Experience**  
To us, Customer Experience is of vital importance - throughout the entire home buying process. Our Customer Care team is there to support and guide our customers - private, state and institutional - and are easily accessible by phone, email, and through our bespoke customer care portal, ensuring that all customers can reach out whenever they- need advice or assistance.


**Step-by-Step Guidance**  
From the start of the customer journey, we focus on providing clear, accurate and concise information around our homes, their features and relevant paths to ownership available to our customers such as the First Home shared equity scheme and the Help to buy Initiative. Customers are kept informed with email communications triggered at each stage of the journey, ensuring they are aware of what steps are ahead of them and keeping them informed of progress.

**Our Customer Care Portal**  
Our Customer Care Portal, in addition to streamlining cases and enquiries, also offers educational resources, such as guides and videos, to help homebuyers better understand the various steps involved in the homebuying process and to

make the most of their energy efficient new home and its innovative features. It's also a central repository for all of the information and advice people may need including operating manuals, warranties, maintenance information and FAQs. The portal also gives us the opportunity as a business to review any commonalities across developments so we can be proactive in adjusting our internal processes and product use.

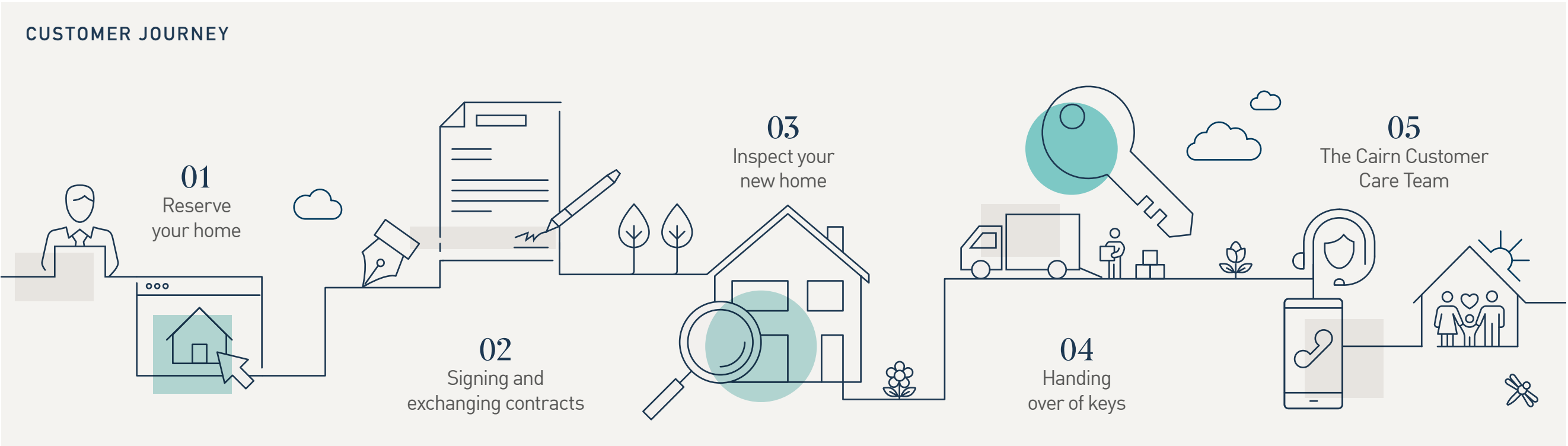
**Community Engagement**  
We place great importance on engaging with our customers as a community as well as individual families. This is reflected in our wider community actions such as community libraries, local grass roots engagement and our home together initiative.

**Evolving Our Processes**  
This year we augmented our Customer Satisfaction Framework to include the Likert Scale, giving us a more nuanced overview and clear performance benchmark. Through this framework and constant engagement with our customers through our surveys, feedback and analytics, we are always striving to improve our customers experience in any way we can.



**96%**  
of all issues are resolved within 30 days

**100%**  
24 hour response rate



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Our disclosures are aligned to the standards and definitions set out by the IFRS SASB Standards, the Global Reporting Initiative (GRI) and the Task Force on Climate-Related Financial Disclosures (TCFD)

In this section

40	SASB Standards Index
45	GRI Index
56	Our Policies



The activity metrics are reported as of the last day of the fiscal year, as per SASB1 guidelines.

Topic	SASB Criteria	Code	2022 Disclosure
Activity Metrics	Number of controlled lots	IF-HB-000.A	16,442
	Number of homes delivered	IF-HB-000.B	1,526
	Number of active selling communities	IF-HB-000.C	There were new homes sales at 19 developments in 2022.
Land Use & Ecological Impacts	Number of lots and homes delivered on redevelopment sites	IF-HB-160a.1	<p>Cairn Homes had 3,053 lots contractually available on redevelopment sites as at the end of 2022 (c.19% of our total landbank.) The share of redevelopment lots on our landbank is unchanged compared to 2021. The total number of lots available is an estimate based on the expected future development potential of the landbank.</p> <p>In 2022, 322 (21%) of the 1,526 homes sold were on redevelopment sites. The share of homes sold on redevelopment land is unchanged compared to 2021.</p>
	Number of lots and homes delivered in regions with High or Extremely High Baseline Water Stress	IF-HB-160a.2	No lots or homes were delivered in regions with High to Extremely High Baseline Water Stress.
	Total amount of monetary losses as a result of legal proceedings associated with environmental regulations	IF-HB-160a.3	No losses were recorded (unchanged from 2021).

1 Standard for Home Builders, Version 2018-10, October 2018





Topic	SASB Criteria	Code	2022 Disclosure
Land Use & Ecological Impacts	Discussion of process to integrate environmental considerations into site selection, site design, and site development and construction	IF-HB-160a.4	<p><b>Site Selection</b></p> <p>Prior to acquisition all candidate sites are subject to a rigorous due diligence process which includes scoping of environmental and ecological sensitivities and constraints. The process is led by our multi-disciplinary Planning Team with additional support from our Environmental Health and Safety team. We obtain additional expert scientific and engineering input on environmental issues that arise.</p> <p>As part of this process all candidate sites are assessed under a number of environmental and sustainability criteria such as proximity to public transport networks; access to schools, childcare and community facilities; greenfield or brownfield condition; known contamination; flood risk; and other environmental impacts.</p> <p><b>Site Design</b></p> <p>At the commencement of site design all projects are scoped out for Environmental Impacts. This process is led by our in-house Planning Team with assistance from Planning and Environmental Consultants. This establishes whether a full Environmental Impact Assessment (EIAR) is required or a series of focussed impact assessments on key issues. The Impact Assessment is fully integrated with the design process and our baseline studies and early impact assessment feed back into the developed design. The EIAR is coordinated by the Planning Consultants who attend all design team meetings to ensure full coordination and consideration of all issues.</p> <p>Once the planning application for a project is submitted, the Cairn Environmental Team review all applicable environmental planning compliance documents. This includes the Environmental Impact Assessment Report, Construction Environmental Management Plan (CEMP), Bat Report, Appropriate Assessments, Ecological Impact Assessment, and others as appropriate.</p> <p>Once all environmental planning compliance documents are reviewed, the Cairn Environmental Team engage with the site project manager to ensure all environmental mitigation measures are addressed at the earliest stages of a project and monitored on an ongoing basis.</p> <p><b>Site Development and Construction</b></p> <p>Site-specific CEMP and a waste management plan are drafted by the Cairn Environmental Team for all sites and these address all environmental risk associated with that site.</p> <p>The CEMP will outline the environmental risks and detail best practice environmental management which will enable the site to proceed while limiting its environmental impact. The waste management plan summarises how waste will be managed, stating the responsibilities within the site team, and includes estimates of expected waste, and reusability of soil under Article 27 of the European Communities (Waste Directive) Regulations 2011.</p> <p>The CEMP provides both the site team and Cairn Environmental Team a platform to work from and ensures all environmental risks are managed and reduced. All environmental concerns raised by the public and/or any third-party regulatory body will be dealt with in a timely manner and addressed immediately throughout the construction phase of a project.</p> <p>Any environmental Planning Condition issued by the Local Authority will be addressed prior to works commencing. Cairn Homes will engage with third party environmental consultants to ensure compliance with a sites environmental planning conditions. All necessary environmental monitoring will be adhered to with all consultant reports saved and recorded for future reference.</p>





Topic	SASB Criteria	Code	2022 Disclosure
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	IF-HB-320a.1	<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>
Design for Resource Efficiency	(1) Number of homes that obtained a certified HERS® Index Score and (2) average score	IF-HB-410a.1	<p>The HERS certification standard is not applicable in Ireland. We provide our Building Energy Ratings (BER) as an alternative.</p> <p>(1) 1,526 homes sold in 2022, all BER rated</p> <p>(2) A rating is our average: BER ratings range from A1 most efficient to G. 88% of our homes were rated A2 and 12% were rated A3.</p>
	Percentage of installed water fixtures certified to WaterSense® specifications	IF-HB-410a.2	<p>Although Water Sense specifications are not applicable in Ireland, we ensure that all of our homes are fitted with water fixtures that aim to minimise the amount of water used by the homeowner.</p>
	Number of homes delivered certified to a third-party multi-attribute green building standard	IF-HB-410a.3	<p>To date, we certify our homes to the ""Building Energy Rating"" BER standard and all of our homes are A rated.</p> <p>Additionally, our homes are NZEB compliant and meet strict energy use and resource efficiency standards.</p> <p>During 2022 we began assessing homes on new sites in line with the Home Performance Index a multi-attribute green building certification explicitly designed for homes in Ireland. <a href="#">Further information is available on page 8.</a></p>



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Topic	SASB Criteria	Code	2022 Disclosure
	Description of risks and opportunities related to incorporating resource efficiency into home design, and how benefits are communicated to customers	IF-HB-410a.4	<p>Ireland has one of the most rigorous energy standards for new homes in Europe, and we design the homes to build to meet or exceed these standards, as well as other efficiency standards defined by planning authorities and government, as well as EU regulation.</p> <p>Homebuyers are increasingly demanding greater resource efficiency, driven by climate-related concerns, rising energy costs, sustainability demands and lender preferences. This creates a dynamic landscape for home design which can gives rise to increasing development costs and, where expectations are not met, adverse impacts on the value of the homes we build. This gives rise to a variety of development, financial and compliance risks, as well as opportunities.</p> <p>As part of Cairn’s sustainability commitments, we constantly seek new ways to improve the resource efficiency of the homes we build. This ensures we remain at the forefront of sustainable home design, so meeting the demands of our target market. This means developing homes that use more sustainable building materials such as timber frames in our houses, always meeting a Building Energy Rating of A or above and researching new materials to pilot through our employee Innovation Forum who are tasked with Reviewing and improving current ways of working as well as testing modern methods of construction to ensure we remain at the forefront of sustainable innovations in construction.</p> <p>The building energy rating of the homes we build is one of the core benefits to our home buyers and is communicated through all marketing materials for our developments. Our Annual and Sustainability reports are available to the public such that key information is available to all interested stakeholders. Additionally, our corporate social media accounts are used to communicate with a broad range of stakeholders on innovation and change at Cairn.</p>
Community Impacts of New Developments	Description of how proximity and access to infrastructure, services, and economic centres affect site selection and development decisions	IF-HB-410b.1	<p>Proximity to services and public transport is a central tenet of our sustainable development model and is a strategic consideration in site selection.</p> <p>Prior to acquisition all candidate sites are subject to a rigorous due diligence process which includes scoping of environmental and ecological sensitivities and constraints. The process is led by our multi-disciplinary Planning Team with additional support from our Environmental Health and Safety team. We obtain additional expert scientific and engineering input on environmental issues that arise. Our Business Development Team evaluate the local amenities and transport links available to our prospective customers.</p> <p>As part of this process all candidate sites are assessed under a number of criteria including proximity to public transport networks; access to schools, childcare and community facilities; greenfield or brownfield condition; known contamination; and other environmental impacts.</p> <p>We build quality homes in great locations; in practice this means that we build close to existing public transport nodes and urban centres. A map showing the locations of our developments is available on <a href="#">page 5 of our 2022 Annual Report</a>, demonstrating our strategic commitment to this priority.</p> <p>100% of all active developments are within 1km of a public transport node and many are connected to road and rail as well as sustainable transport options such as cycleways.</p> <p>We provided 10.7ha of new public parks and green infrastructure in 2022 contributing to the 31.0ha of open space provided since the company was founded.</p>



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Topic	SASB Criteria	Code	2022 Disclosure
	Number of (1) lots and (2) homes delivered on infill sites	IF-HB-410b.2	<p>1) Cairn Homes had 2,384 lots contractually available on infill sites as at the end of 2022 (c14% of our total landbank down from 19% in 2021). The total number of lots available is an estimate based on the expected future development potential of the landbank.</p> <p>2) In 2022, 354 (23%) of the 1,526 homes sold were on infill sites.</p>
	(1) Number of homes delivered in compact developments and (2) average density	IF-HB-410b.3	<p>1) Cairn homes had c.16,400 lots contractually available on compact developments as at the end of 2022 (up from 21% in 2021). The total number of lots available is an estimate based on the expected future development potential of the landbank. In 2022, 1,526 (100%) of homes sold were on compact developments.</p> <p>2) The average density for developments planned in 2022 is</p> <ul style="list-style-type: none"><li>• Future Sites (planned for development but not commenced in the reporting period): 73 units per Hectare</li><li>• Active Sites (where construction is under way): 56 units per Hectare</li><li>• Sales Sites (where construction is complete and sales are ongoing): 44 units per Hectare</li></ul>
Climate Change Adaptation	Number of lots located in 100-year flood zones	IF-HB-420a.1	<p>None of our homes are within any flood zone. Where part of a site is within a potential flood zone this area is incorporated in the open space design to ensure no risk to property.</p> <p>100% of our developments incorporate Sustainable Urban Drainage systems designed to accomodate 1 in 100 year flood events.</p>
	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	IF-HB-420a.2	<p>Climate change risk is considered on the basis of risks associated with its exposure to the transition to a carbon-neutral economy, and physical risks affecting construction activity and developments.</p> <p>When considering climate change risks, we seek to identify and consider all material existing and emerging factors relevant to the business’ core activities, including policy risk, brand risk, economic risks, development risks, and compliance risks. Risks are assessed for likelihood and materiality based on a range of financial and non-financial factors.</p> <p>All risks (other than “low” risks), are managed and alleviated unless they are accepted by the business, with high risks being tolerable only with the approval of the Board, and extreme risks not being tolerated in any circumstances. In line with our risk management framework, decisions on how risks are to be managed are determined on a case-by-case basis, informed by a range of factors that are considered in the context of the specific risk and its wider business impact.</p> <p>Please see our TCFD disclosures on <a href="#">pages 16 to 20</a> for further information.</p>
ADDITIONAL INDICATORS	DEFINITION / CRITERIA	FRAMEWORK	2022 RESULTS AND PROGRESS COMPARED TO 2021
	Gender Pay Gap	GPG legislation UK	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 <a href="https://www.cairnhomes.com/media/m5zay0te/gpg-2022_final.pd">https://www.cairnhomes.com/media/m5zay0te/gpg-2022_final.pd</a> .
	Number of graduates / apprentices / trainees enrolled in reporting year	Industry	14 Interns and 11 Graduates hired in 2022, 10 Interns and 6 Graduates hired in 2021.
	Percentage of sites with biodiversity impact assessments in place	Industry	100% of our developments meet this standard.





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GENERAL DISCLOSURES																																																																																																						
THE ORGANISATION & ITS REPORTING PRACTICES																																																																																																						
Organisational details	2-1	<p>Cairn Homes PLC, 45 Mespil Road, Dublin 4, Ireland, D04 W2F1</p> <p>Cairn operates only in Ireland</p>																																																																																																				
Entities included in the organisations sustainability reporting	2-2	<p><b>Entities within the Group</b></p> <table><tr><th>Group company</th><th>Principal activity</th><th colspan="2">Company's holding</th></tr><tr><td></td><td></td><th>Direct</th><th>Indirect</th></tr><tr><td>Cairn Homes Holdings Limited</td><td>Holding company</td><td>100%</td><td>–</td></tr><tr><td>Cairn Homes Properties Limited</td><td>Holding of property</td><td>–</td><td>100%</td></tr><tr><td>Cairn Homes Construction Limited</td><td>Construction company</td><td>–</td><td>100%</td></tr><tr><td>Cairn Homes Butterly Limited</td><td>No activity in period</td><td>100%</td><td>–</td></tr><tr><td>Cairn Homes Galway Limited</td><td>Holding of property</td><td>100%</td><td>–</td></tr><tr><td>Cairn Homes Killiney Limited</td><td>Holding of property</td><td>100%</td><td>–</td></tr><tr><td>Cairn Homes Navan Limited</td><td>No activity in period</td><td>100%</td><td>–</td></tr><tr><td>Cairn Homes Finance Designated Activity Company</td><td>Financing activities</td><td>100%</td><td>–</td></tr><tr><td>Cairn Homes Montrose Limited</td><td>Holding of property</td><td>100%</td><td>–</td></tr><tr><td>Balgriffin Investment No.2 HoldCo Designated Activity Company</td><td>Holding company</td><td>100%</td><td>–</td></tr><tr><td>Cairn Homes Property Holdco Limited</td><td>Holding company</td><td>–</td><td>100%</td></tr><tr><td>Cairn Homes Property Management Limited</td><td>No activity in period</td><td>–</td><td>100%</td></tr><tr><td>Cairn Homes Property Holding One Limited</td><td>No activity in period</td><td>–</td><td>100%</td></tr><tr><td>Cairn Homes Property Holding Two Limited</td><td>No activity in period</td><td>–</td><td>100%</td></tr><tr><td>Cairn Homes Property Holding Three Limited</td><td>No activity in period</td><td>–</td><td>100%</td></tr><tr><td>Cairn Homes Property Holding Four Limited</td><td>No activity in period</td><td>–</td><td>100%</td></tr><tr><td>Cairn Homes Property Holding Five Limited</td><td>No activity in period</td><td>–</td><td>100%</td></tr><tr><td>Cairn Homes Property Holding Six Limited</td><td>No activity in period</td><td>–</td><td>100%</td></tr><tr><td>Cairn Homes Property Holding Seven Limited</td><td>No activity in period</td><td>–</td><td>100%</td></tr><tr><td>Cairn Homes Property Holding Eight Limited</td><td>No activity in period</td><td>–</td><td>100%</td></tr><tr><td>Balgriffin Investment No.2 Designated Activity Company</td><td>No activity in period</td><td>–</td><td>100%</td></tr><tr><td colspan="2">Joint ventures</td><td></td><td></td></tr><tr><td>Clonburris Infrastructure Limited</td><td>Construction company</td><td>–</td><td>80.57%</td></tr></table>	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%	Joint ventures				Clonburris Infrastructure Limited	Construction company	–	80.57%
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Reporting Period, frequency and contact point	2-3	<p>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.</p>																																																																																																				





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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	<div><b>Diversity by Gender and Age</b><table><tr><th></th><th colspan="4">2022</th><th colspan="4">2021</th></tr><tr><th></th><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><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></table> <table><tr><th></th><th colspan="4">2022</th><th colspan="4">2021</th></tr><tr><th></th><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><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></table></div>		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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Male	74%	74%	70%	93%	74%	76%	69%	97%																																																																																				
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>																																																																																										





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>





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.
Management of water discharge-related impacts	303-2	Please see <a href="#">page 26</a> for further information
		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.





Disclosure Title and Description	Disclosure Number	Performance and Disclosures
GRI 304: BIODIVERSITY		
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>
GRI 305: GHG EMISSIONS		
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.
GRI 306: EFFLUENTS AND WASTE		
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)
GRI 307: ENVIRONMENTAL COMPLIANCE		
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.
GRI 401: EMPLOYMENT		





Disclosure Title and Description

Disclosure Number

Performance and Disclosures

GRI 401: EMPLOYMENT																																														
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																																												
		<b>Turnover by Gender and Age</b>																																												
		<table><thead><tr><th></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%
			2022				2021																																							
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	2022				2021																																									
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Male	72%	72%	70%	85%	70%	63%	69%	91%																																						
Benefits provided to full-time employees that are not provided to temporary or part time employees	401-2	Benefits including life insurance, health care, and parental leave are available to all employees.																																												
		Pension coverage is available to all employees, however no employer contributions are paid to Fixed Term Contract employees.																																												
		Cairn Homes has one significant location of operation; Ireland.																																												





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.																																							
		<table><tr><th rowspan="2">Leave Type</th><th colspan="2">Employees that took Leave</th><th colspan="2">Employees that returned to work</th><th colspan="2">Return Rate 2022</th></tr><tr><th>Male</th><th>Female</th><th>Male</th><th>Female</th><th>Male</th><th>Female</th></tr><tr><td>Maternity</td><td>0</td><td>2</td><td>0</td><td>1</td><td></td><td>50%</td></tr><tr><td>Paternity</td><td>18</td><td>0</td><td>18</td><td>0</td><td>100%</td><td></td></tr><tr><td>Parental</td><td>0</td><td>4</td><td>0</td><td>4</td><td></td><td>100%</td></tr><tr><td>Parents</td><td>4</td><td>2</td><td>4</td><td>2</td><td>100%</td><td>100%</td></tr></table>	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
Leave Type	Employees that took Leave			Employees that returned to work		Return Rate 2022																																			
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Disclosure Title and Description	Disclosure Number	Performance and Disclosures
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
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
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
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>
GRI 404: EDUCATION AND TRAINING		
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
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
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	<p>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.</p> <p>26% of the average headcount of 304 employees over the course of 2022 were women.</p> <p><b>Diversity by Gender and Age</b></p> <table><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><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>176.5</td><td>35</td><td>110</td><td>32</td></tr></table> <table><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><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></table> <p><b>Turnover by Gender and Age</b></p> <table><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><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></table> <p><b>Hiring by Gender and Age</b></p> <table><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><tr><td>All</td><td>139</td><td>53</td><td>73</td><td>13</td><td>102</td><td>32</td><td>59</td><td>11</td></tr><tr><td>Female</td><td>39</td><td>15</td><td>22</td><td>2</td><td>31</td><td>12</td><td>18</td><td>1</td></tr><tr><td>Male</td><td>100</td><td>38</td><td>51</td><td>11</td><td>71</td><td>20</td><td>41</td><td>10</td></tr></table> <table><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><tr><td>All</td><td>100%</td><td>38%</td><td>53%</td><td>9%</td><td>100%</td><td>31%</td><td>58%</td><td>11%</td></tr><tr><td>Female</td><td>28%</td><td>28%</td><td>30%</td><td>15%</td><td>30%</td><td>38%</td><td>31%</td><td>9%</td></tr><tr><td>Male</td><td>72%</td><td>72%</td><td>70%</td><td>85%</td><td>70%</td><td>63%</td><td>69%</td><td>91%</td></tr></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	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%		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%		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%
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Ratio of basic salary and remuneration of women to men	405-2	<p>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 <a href="https://www.cairnhomes.com/media/m5zay0te/gpg-2022_final.pdf">https://www.cairnhomes.com/media/m5zay0te/gpg-2022_final.pdf</a></p>																																																																																																																																																																																																																												



OVERVIEW



STRATEGY AND  
GOVERNANCE



ENVIRONMENTAL  
IMPACTS



SOCIAL  
IMPACTS



DISCLOSURES  
AND POLICIES



Disclosure Title and Description	Disclosure Number	Performance and Disclosures
GRI 406: NON-DISCRIMINATION		
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.
GRI 406: NON-DISCRIMINATION		
Incidents of discrimination and corrective actions taken	406-1	There were no incidents of discrimination across our operations in the reporting period.
GRI 411: RIGHTS OF INDIGENOUS PEOPLES		
Incidents of violations involving rights of indigenous peoples	411-1	This is not relevant in our jurisdiction, Ireland.
GRI 413: LOCAL COMMUNITIES		
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>
GRI 414: SUPPLIER SOCIAL ASSESSMENT		
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>
GRI 416: CUSTOMER HEALTH AND SAFETY		
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.





To find out more about our policies  
please click on the links below:

**Environment**

- 🌐 Sustainability
- 🌐 Biodiversity
- 🌐 Climate Action
- 🌐 Environment
- 🌐 Sustainable Procurement

**Social**

- 🌐 Anti-Slavery
- 🌐 Board Diversity
- 🌐 Dignity at Work
- 🌐 Equality Diversity and Inclusion
- 🌐 Health and Safety

**Governance**

- 🌐 Anti-bribery
- 🌐 Antitrust
- 🌐 Business Continuity





