



SASB Disclosure

2022

SASB STANDARDS INDEX

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	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. 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.
	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).

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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>Site Selection 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>Site Design 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. 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>Site Development and Construction 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. 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>

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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. Further information is available on page 8.</p>

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	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 give 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 page 5 of our 2022 Annual Report, 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>

SASB STANDARDS INDEX CONTINUED

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	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"> • Future Sites (planned for development but not commenced in the reporting period): 73 units per Hectare • Active Sites (where construction is under way): 56 units per Hectare • Sales Sites (where construction is complete and sales are ongoing): 44 units per Hectare
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 accommodate 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 pages 16 to 20 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 https://www.cairnhomes.com/media/m5zay0te/gpg-2022_final.pdf .
	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.