

	<b>Sustainability Policy</b>	EHS P05	Issue No. 01
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## Introduction

Glenveagh Properties PLC ('Glenveagh') is Ireland's leading homebuilder. Our ambition is to set a new benchmark in our sector by delivering the maximum possible social benefit at the lowest possible environmental cost. This is consistent with our broader business vision which is to create the leading sustainable homebuilding platform in Ireland. We believe that being a sustainable business is fundamental to the long-term success of our Company.

## Our Sustainability Strategy & Principles

Our approach to sustainability is how we are responding to the global challenges of sustainable development including climate change. It is shaped by our sustainability strategy.

Our sustainability strategy is guided by our sustainability principles, which ensure that we are addressing the most important issues to our business and all our stakeholders. We are committed to delivering on these issues:

### 1. Putting customers at the heart of what we do

The quality of our homes and our high standards of customer service & relationships are key across private, institutional and state customer

#### Our Commitments:

- Continue to deliver housing linked to local affordability
- Continue to provide high quality product that exceeds customer expectations
- Put customers first, continually striving for service excellence in all that we do

### 2. Creating sustainable homes and communities

Deliver high quality homes with low environmental impact where people can live a sustainable life

#### Our Commitments:

- Create places where people aspire to live
- Design and build homes with reduced carbon emissions over their lifetime
- Maximise efficiency of land use on our developments.
- Promote biodiversity of our developments and connect communities with nature.
- Continually improve engagement with local communities & local authorities

### 3. Attracting, inspiring and investing in people

Attract and retain the best people by investing in their development and success

#### Our Commitments:

- Demonstrate commitment to improving the wellbeing of our workforce.
- Ensure we have appropriate development programmes and defined career pathways to further encourage promotion and career development in the Group
- Value and promote diversity and inclusion

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#### 4. Keeping people safe

Ensure our operations are safe for all those employed and affected by what we do

Our Commitments:

- Strive to ensure the highest standards of health and safety across our workforce and sites
- Continue to raise health and safety awareness amongst our directly employed and supply chain workforce
- Maintain group health and safety Annual Injury Incidence Rate (AIIR)

#### 5. Environmentally considerate and efficient operation

Focusing on excellence and innovation across all aspects of construction so as to increase build efficiency whilst minimising environmental impacts

Our Commitments:

- Develop human resources for environmental management and improve environmental awareness and knowledge of the entire workforce
- Achieve continuous reduction in carbon footprint from our operations
- Achieve continuous reduction in waste intensity and increase waste reuse/recycling rate
- Continue to invest in offsite construction techniques

#### 6. Sustainable and responsible sourcing

Select suppliers who meet high standards on sustainability issues and build meaningful, long-term relationships with them

Our Commitments:

- Engage with our suppliers to drive down emissions in our supply chain (Scope 3)
- Purchase sustainable materials to reduce embodied carbon in purchased materials (Scope 3)
- Promote and improve the efficiency of sustainable procurement across the group

### Responsibility and Accountability

Our Chief Executive is accountable for sustainability issues. Responsibility cascades down to our CFO and Director of Strategy & IR, who sit on the Sustainability Committee. We have made a commitment to placing sustainability issues on the agenda of the Glenveagh Board at least quarterly and more often where capacity allows.

Our performance in the area of sustainability is reviewed with the support of our Sustainability Committee. The Committee coordinates sustainability activities at an operational level, which ensure the implementation of the plan against clearly defined benchmarks & KPIs. The Committee is responsible for continuous assessment of sustainability issues, which of material importance to the business and our stakeholders.

All employees are responsible for adopting sustainability into their day-to-day activities.

**Our policy is regularly reviewed by our Group's Executive Committee reflecting the company's commitment to Sustainability. It is shared with employees, stakeholders, business partners and is readily available on our website.**



Chief Executive Officer

15/02/2021

Date