

ESG Policy

D/RES considers it a priority that all development decisions and investments should be viewed through a lens focused on Environmental, Social and Governance (“ESG”) issues using a company ESG Policy and a defined process which can be measured. D|RES commits to making the resources available to implement this ESG policy and to monitor our performance to achieve continuous improvement and transparent reporting.

D|RES has developed this ESG Policy using principles developed by the property industry and is expecting that it will submit its performance information annually to an internationally recognised certifier such as the GRESB Real Estate Assessment process.

Environmental Sustainability

D/RES is committed to operating in an environmentally responsible manner to reduce our impact on climate change, conserve natural resources and operate in compliance with environmental regulations.

We acknowledge the risk of climate change and commit to understanding how our activities and developments contribute to its causes. We commit to determining what actions we can take to reduce the embodied carbon of construction and the operational energy use of our completed developments.

We believe that risk management is critical to development success and acknowledge that the mitigation of climate risks is beneficial to the global environment, society, and our development assets. Accordingly, we study and incorporate these risk parameters within our development criteria.

We actively seek and develop projects that are consistent with the transition toward a global low carbon economy, the cultivation of resilient developments, communities and enterprises, and our high standards of development with healthy indoor environments, water conservation measures and energy efficient housing with low embodied carbon construction materials.

Social Responsibility

D/RES is committed to being a socially responsible employer by fostering an environment of diversity and inclusion across our business, with a focus on empowering women and minorities, operating ethically and supporting our local communities.

Corporate Governance

D/RES is committed to building a corporate culture dedicated to ethical business behaviour and responsible corporate activity. We believe strong corporate governance is the foundation to delivering on our ESG commitments.

Environmental Sustainability

	Definition	Policy Implementation
Climate Change	<p>About 40% of the carbon emissions which create the greenhouse effect which leads to climate change are caused by the built environment.</p> <p>The building industry needs to reduce the embodied carbon of the construction stage and reduce the amount of energy required to provide heating, hot water and cooling to the built environment.</p>	<ul style="list-style-type: none">- Build very energy efficient houses- Built the largest award winning certified Passive House development in Ireland- R&D programme to achieve continuous improvement in our designs and building methods to reduce CO2 emissions- All housing is wired ready for EV chargers, solar PV- We transitioned our electricity supply to 100% renewable electricity for head office and all construction sites- Replaced 750 000km of diesel car use with full EV Vehicles. The target for full fleet transition by 2025
Resource Depletion	<p>Efficient building designs, materials, methods, components and systems</p>	<ul style="list-style-type: none">- Design low carbon developments in all aspects of design, construction and waste management- Water conserving low flow plumbing fittings are installed as standard
Waste & Pollution	<p>Reduce CDM waste with waste management and reduce CO2 emissions</p>	<ul style="list-style-type: none">- Waste segregation on site- Waste reduction management plan- Developments use excavated soil on site in recreational areas

Social Responsibility

	Definition	Policy Implementation
Working Conditions	We strive to create a healthy working environment both physically and socially with HR policies that support our staff	-Provide career and development opportunities
Local Communities	We strive to make our developments the choice location for our customers and create a sense of community	<ul style="list-style-type: none"> - Choice of sites close to public transport, amenities, schools, retail and village/town centres - Site designs include recreation, green spaces and a strong focus on placemaking. - Playgrounds and outdoor gyms - Support to Sustainable Energy Community development
Conflicts	Create a company culture which deals with personal conflicts in a mature manner with management processes to support staff	- Create office culture based on safety, respect and trust
Health & Safety	Safety First Approach	<ul style="list-style-type: none"> - Company Head of Health & Safety managers - Safety Officer designated at each site and a Head of Health & Safety who reports directly to CEO - A Member of SMT - <i>Safe T Cert</i> Accreditation - Safe Pass training for all site staff - CIF Safety Week involvement and support
Employee Relations & Diversity	HR policy and processes comply with all relevant legislation and best practice	- We have an annual employee appraisal scheme

Governance

	Definition	Policy Implementation
Executive Pay	Linked to ESG outcomes	Objectives are clear and measurable at all levels
Bribery & Corruption	We operate to the highest ethical and legal standards	Training is provided to relevant staff
Political Lobbying & Donations	We operate to the highest ethical and legal standards	Training is provided to relevant staff
Board Diversity & Structure	We aim to have a gender balanced board and senior management team	Management ongoing review
Tax Strategy	We comply in letter and spirit with all relevant tax legislation	We operate and are fully taxable in Ireland and do not make use of offshore tax structures
Charitable Donations	Management select charities which support our ESG objectives	When made these donations are transparently reported