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Our commitment to the Sustainable Development Goals (SDGs)



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The Sustainable Development Goals (SDGs)



The 17 Sustainable Development Goals (SDGs) of the United Nations as a reference to define the Sustainability Plan, and therefore the social actions to be developed, convinced that the collaboration and action of all -company, employees and collaborators- will help us to achieve our goals.

We consider that integrating the SDGs in our business plans is a long-term growth model that will enable us to:

- Carry out **more robust strategies** and favour **business development**.
- **Enhance the company's reputation**.
- **Increase the satisfaction** of our **employees and collaborators**.
- Contribute to **improving our society and the planet**.



Below we explain how **Neinor Homes has complied with each of the SDGs** through different responsible business activities in the last three years.

Contribution to the SDGs through our activity

Sustainable business (1/2)

Our activity and our business are responsible and committed to sustainability, creating value in the cities where we carry out our business. We think about our customers, offering them optimum energy efficiency and comfort and we are firmly committed to sustainable building in the places where we build.



Main actions



SDG



Pre-installation of **water-saving devices in bathroom fixtures** in many of our developments.



BREEAM® certification in most of our developments. Of the total number of developments delivered since the company was founded (106), by the end of 2022, 67 have the final BREEAM® certificate or are in the process of certification, which represents 63.20%. Of these 67 developments, 61 are certified at the good level and 6 at the very good level.



Continued commitment to this certification is also reflected in the 2022-2025 Sustainability Plan, as it aims to continue to be the national developer with the highest percentage of homes delivered with BREEAM® certification.



Pioneers in “Green mortgages” after signing an agreement with Bankia for this type of loan in respect of its Amara Homes development (Las Rozas, Madrid).



Spatium seal (2018) of conformity in “Safe and healthy residential development” in one of the completed developments and nine of the developments at the design stage, furthermore with an “Exceptional” qualification.



Contribution to the SDGs through our activity

Sustainable business (2/2)

Our activity and our business are responsible and committed to sustainability, creating value in the cities where we carry out our business. We think about our customers, offering them optimum energy efficiency and comfort and we are firmly committed to sustainable building in the places where we build.



Main actions

SDG



Neinor Homes has a **Quality and Environmental Policy** and has been awarded **ISO 14001 certification for Environmental Management** for promoting the use of sustainable techniques in the design of energy efficient buildings.

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Collaborative Innovation Participation in forums and working groups: Euskadi Construction Cluster, Building Cluster, PTEC (Spanish Construction Technology Platform) and Cemex.

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Neinor Next, a pioneering initiative in the Spanish market, positioning Neinor Homes as an innovative promoter in generating an ecosystem to attract innovative technology start-ups, foster collaboration vectors and lead the transformation of the sector in Spain.

9 11 17



Neinor Stores, created by Neinor Homes as **revolutionary points of sale of innovation**, with digital platforms, online sales and virtual visits where all of the network of developments can be visited. **Recognised** by “Actualidad Económica” as **one of the 100 best ideas of the year**.

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Digital Transformation , We promote the digital transformation of the real estate process, in which the use of new technologies is key. Part of our corporate culture.



Contribution to the SDGs through our activity

Responsibility to society and the planet (1/2)

We are environmentally responsible, helping to maintain a sustainable society and planet.



Main actions

SDG



Participation in the working group with the **Association Green Building Council** to obtain green financing. The only residential buildings of this type were provided by Neinor Homes.



Environmental awareness campaigns in our offices to reduce energy consumption through green energy, luminaires with LED technology and light movement sensors in some of our offices. Green energy in offices.



Paperless policy with dual-screen workstations, use of tablets in councils, double-sided printing, shared documentation in digital format, recycled paper in certain documents.



ESG factors have been included in our purchasing/supply chain policies: all projects have a **Waste Management Plan**; 100% of **supplier contracts** contain **ESG clauses** and require guarantees in respect of health and safety, sustainability, confidentiality, prevention of money laundering, bribery and corruption and crime prevention. All suppliers must comply with all the environmental legal provisions with possible penalties if they do not.



Sustainability Plan 2022-2025

- **Environmental:** Sustainability and eco-efficiency of housing, consideration of climate change, protection and improvement of the environment, circular economy
- **Social:** Access to housing, safety and health and well-being of people, customer relations and protection, commitment to the team and society
- **Governance:** Ethics, integrity and transparency, good corporate governance practices, responsible supply chain, sustainable financing, innovation.



Contribution to the SDGs through our activity

Responsibility to society and the planet (2/2)

We are environmentally responsible, helping to maintain a sustainable society and planet.



Main actions

SDG



In our offices we have introduced the **elimination of all types of plastic**: we have banished the use of plastic cups and bottles and we use **biodegradable cups** in our vending machines. We gave all of our employees personalised glass bottles. In addition we have an **awareness campaign** to encourage people to use their own cups and stop the consumption of biodegradable single-use cups.



Elimination of aluminium coffee pods through the use of biodegradable and compostable pods. Employees have received packets of these pods as a gift to raise their awareness of the need to stop using aluminium pods.



Recycling awareness campaign. All of our offices have been equipped with recycling containers for all types of waste. **Awareness-raising** campaigns and training to ensure correct recycling, through information posters, notifications and the sending of the Ecoembes Guide on how to recycle.



Lifestyle measures. To be carried out in the office by 2023: Distribution of fresh fruit in the office, mindfulness workshops, physiotherapy workshops, payment of the percentage of the purchase of a bracelet or sports watch, Bach cooking workshop and healthy eating.



Training and advice on energy saving in our offices and homes. Training of all employees in energy saving measures by an expert in the field.



Contribution to the SDGs through our activity

Responsibility to our stakeholders

We act responsibly with our stakeholders, we contribute alongside our employees, suppliers, customers and shareholders.



Main actions

SDG



Neinor Homes has significantly increased its workforce since its creation, from 80 to 511 employees, with 55% men and 45% women, in the Neinor Homes Group *. Currently. **We have given indirect employment from 2018 to 2020 between 14,000 and 24,000 professionals to which we should add the 15,163 given during 2021 and 2022.** We have acquired new companies and expanded our business areas. One of our strengths to highlight is that we have not applied any temporary suspension of employment during 2020. Not only has employment been maintained, but also the activity at our construction sites..



In addition to the measures already in place and implemented in the areas of family reconciliation, job quality, labor and temporary flexibility, family support, personal and professional development, the guidelines **for an orderly equality plan are set out in 2021, aimed at achieving equal treatment and opportunity between women and men in the company and eliminating discrimination.**



The health and safety of employees, suppliers, customers and shareholders has been vital in recent years and after the Covid19 pandemic, establishing with our employees teleworking measures and individualized safety protocols per person depending on personal risk and that of their family members; telematic meetings and advice; supplier channel to facilitate receipt of invoices; electronic signatures for purchases and sales; virtual visits of promotions.



Importance of Health and Safety in our works. We have a Book of Good Practices, we carry out continuous audits, monitoring and reporting. With the purpose of minimizing the risks of exposed personnel and promoting a zero accident rate.



Decent work, economic growth, and partnerships

- Organic growth of the company with positive results each year fosters job creation.
- Inorganic growth by acquiring other companies in order to diversify the business



Contribution to the SDGs through our activity

Social Action Plan

We also contribute to achieving the SDGs through our Social Action Plan.



Main actions

SDG



Based on the selection of activities to contribute to the development of these objectives:

- Corporate volunteering
- Environmental awareness and protection
- Support of NGOs
- Support of cultural activities
- Promotion of sporting activities
- Encourage and promote links where our offices are located or where we carry out our activities.
- Involvement of the workforce in social actions.



Employee participation in the company's ESG policy is possible thanks to our Social Action mailbox, accion.social@neinorhomes.com,. Through surveys and emails received.



Our contribution to the environment and sustainability

- Measures aimed at creating a more sustainable world continue.
- Measurement of the corporate carbon footprint (2021 and 2022).
- Climate risk analysis of housing (2022).
- Life cycle analysis (2021).
- Sustainable financing-Green Bond .
- Compliance with European taxonomy to achieve a fairer and more sustainable world.



Contribution to the SDGs through our activity

Corporate Social Actions

We have various corporate social actions aligned with the SDGs.



Main actions



SDG

Collaboration with NGOs and social initiatives



➤ *Perlas en el barro (Pearls in the mud)*: participation with economic and human resources in a **fundraising concert** and a **charity match** within the real estate sector for Fundación ASPRIMA to raise funds and help abandoned children and orphans in Kisii (Kenya).



➤ *Gavi, the Vaccine Alliance*: economic contribution through La Caixa's social welfare projects for the **vaccination of more than five million children**, preventing premature deaths.



➤ *Fundación Aladina (Foundation Aladina)*: **donation of gifts** to help children suffering cancer, who are hospitalised in Hospital Niño Jesús, Madrid.



➤ *La Calle Cultural Association*: **donation of mobile devices and laptops** for distribution among **vulnerable young people** with the aim of achieving their social and economic inclusion.



➤ *NGO Aida Ayuda, Intercambio y desarrollo*: **Campaign to collect books to help** with the medical evacuation of children from Guinea Bissau with heart disease and their subsequent transfer to European countries for treatment.



➤ *Solidarity with those affected by the eruption of the La Palma volcano*: **Collection of money** to help rebuild their homes after the eruption of the Cumbre Vieja volcano, active for 85 days.



➤ *Apadrina un árbol Foundation*: **Main sponsors of the "Apadrina un árbol"** Program and of the environmental, economic and social recovery project in the Solanillos Farm



➤ *Aid to the Ukrainian people*: **Campaign to collect money**. Main sponsors of the Program to help Ukraine after the attack launched by Russia with the collaboration of the NGOs: Save the Children, WCK, Mensajeros de la Paz, F. Alboan and UNHCR.



➤ *Collaboration with the ASIGC magazine (Annual Bulletin of the Civic Guard)*: **Aid to the Institution to favor the social insertion and progress of the institution** by means of advertising insertion in its bulletin.



➤ *Sponsorship and collaboration of Neinor Homes in the Fiestas de la Virgen del Carmen 2022 in the town of Alovera (Guadalajara)*, **Sponsorship of activities in the festivities where we are developing various residential developments**, contributing to the development of activities that develop neighborhood integration.



➤ *San Joan de Déu Hospital in Esplugues de Llobregat*, **Donation**, where Neinor Homes is developing a strong residential activity.



➤ *Food Bank: "Operation Kilo - Join the solidarity challenge"* Collection of the food requested by each of the Food Banks where Neinor Homes has offices.





Promotion of sporting activities



- *Companies' Race 2019, 2021 and 2022*: in Madrid, Barcelona and Bilbao.
- *Women's Race 2021*. To promote women's sports and help in the fight against breast cancer.
- *Sponsor of the 1st Costa del Sol Sol Solidarity Paddle Tournament (2019)* To collect donations for two charity projects in Uganda and Marbella.
- *Solidarity Soccer Tournament in favor of the Madrid Down Syndrome Foundation (2019)* Organized by Asprima.
- *Employees who are aware of the deterioration of the oceans*, voluntarily and in their free time, collect plastics, cans, etc., to reduce maritime pollution.
- *Collaboration with sports associations*: Eibarrés cycling club and Alvoera soccer club.



Corporate volunteering



- *NGO World Central Kitchen Chefs for Spain*: human resources to prepare food for **families in need** during the pandemic.
- *Blood donation with the Red Cross*: **34 donors** from the Bilbao office took part (44% of the workforce in this office have given blood).
- *Financial donation to the Food Bank (Banco de Alimentos)*: the joint donation made by the company and its employees was sufficient to **provide food for 4,000 people**.
- *Donate your gift received at Christmas*, launched on the occasion of corporate Christmas gifts, in which "for each gift received by an employee who donated it to be raffled among all the employees in his or her delegation, the company donated €10 to the NGO chosen by the region with the highest ratio of gifts received to gifts donated".
- *Training staff to save energy* in offices and at home

