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Our commitment to health and safety



Neinor
H O M E S

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Committed to health and safety

Neinor Homes has a firm commitment to prevention and protection of the health and safety of all its people, those working with the company* and those that enjoy its homes.

Why is health and safety relevant in the real estate sector?

- In the real estate sector **most accidents and incidents** occur during the **building stage**.
- Generally, there are **very few accidents and incidents** during the **marketing stage**.
- The final product - the home - should **protect consumers' safety** while using it.
- The **prevention and protection measures to be taken** throughout the entire value chain of the sector **have risen** as a result of **COVID-19**.

What is Neinor Homes' role in people's health and safety?

- Neinor Homes, as a new build developer, has the **obligation to protect the health and safety** of its:

 **Own employees**

 **Suppliers and contractors**

 **Clients**

- **Safety is one** of the nine **main attributes** that form the basis of Neinor Homes' **product definition**.

What is Neinor Homes' commitment in respect of global health and safety goals?



Neinor Homes is committed to contributing to the fulfilment of the Sustainable Development Goals. Specifically, in the area of health and safety the following are worthy of note:



The Board of Directors of Neinor Homes assumes the commitment that the company will achieve 0 work-related accidents through ongoing improvement.

* In the last three years 14,000-25,000 indirect employment positions have been generated each year as a result of Neinor Homes' activity.

What form does our commitment take?

Neinor Homes' Book of Best Practices sets the company apart and has led to it having 0 accidents in 2020.

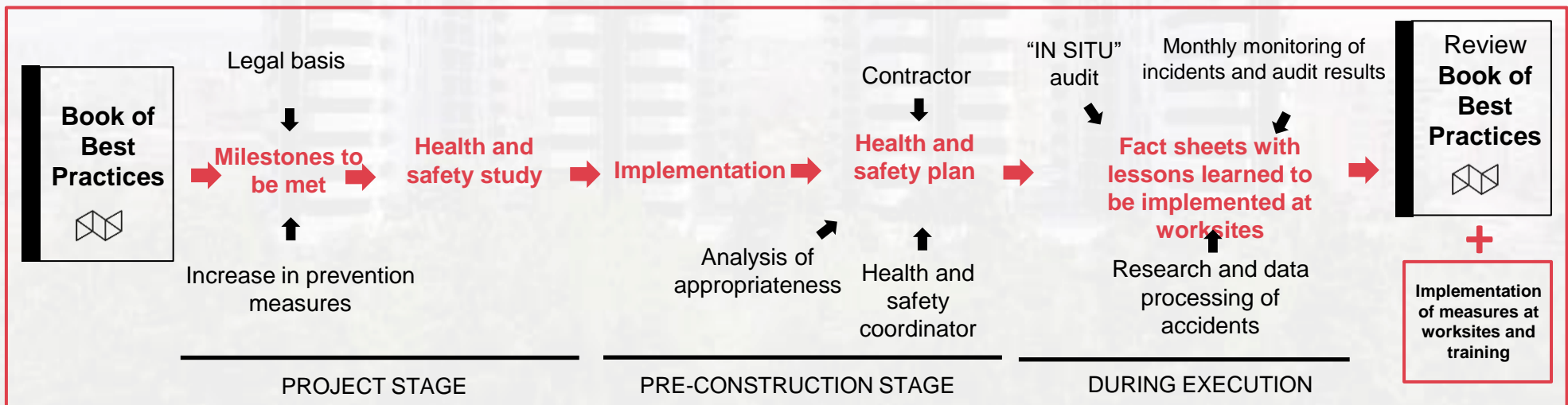
What is Neinor Homes' Book of Best Practices?

- ✓ It is a tool to **standardise the prevention measures** to be applied on **worksites**.
- ✓ It sets out the **guidelines to be followed** by each and every one of the parties involved in the building works of Neinor Homes.
- ✓ It aims to **exceed the safety levels required by law**.
- ✓ It applies **best practices** and **lessons learned** criteria.

Why is the Book of Best Practices so important for Neinor Homes?

- ✓ Its **objective** is to have **far better safety conditions** at construction sites where Neinor Homes is the developer than stipulated in **current legislation**.
- ✓ It establishes mechanisms to **ensure compliance and that the objective is met**.
- ✓ It has been conceived as a tool for **ongoing enhancement**.

How is the target of 0 accidents achieved in Neinor Homes?



What has been the result of our commitment in 2020?

0 work-related accidents while travelling to or from work that led to own personnel being off work.

0 work-related accidents in the workplace (“in-situ”) that led to time off work.

2.99% absenteeism rate, despite the pandemic.

91 health and safety audits.

93% satisfactory health and safety audits.

100% of professionals received occupational health and safety training.

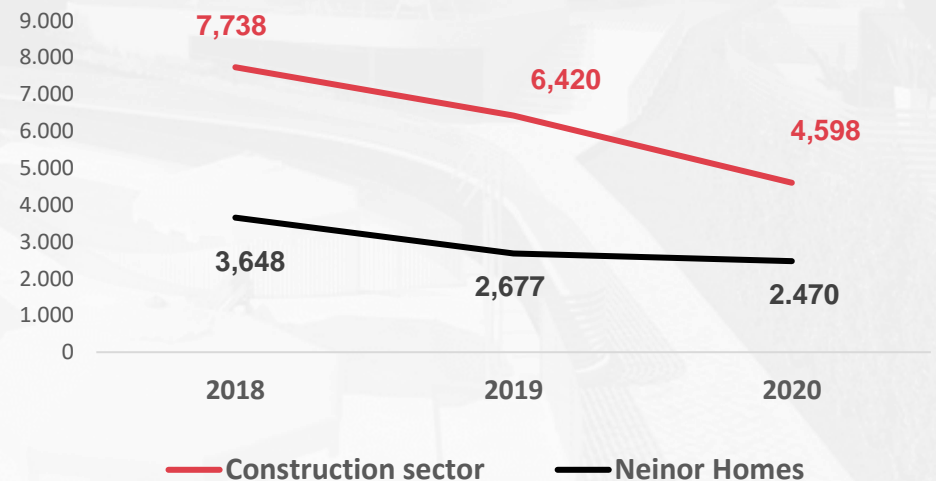
100% of employees are subject to the collective bargaining agreement for construction, which stipulates aspects related to health and safety.

We are sector leaders in health and safety, as the numbers show

TOTAL	Construction sector Dec-2018	NEINOR HOMES 2018	Construction sector Dec-2019	NEINOR HOMES 2019	Construction sector Oct-2020	NEINOR HOMES 2020
Incident rate	7,738.45	3,647.53	6,419.6	2,677.42	4,598.05	2,470.4
Frequency rate	46.1	27.45	37.3	30.87	Not yet published	22.59
Severity rate	1.51	0.62	1.28	0.73	Not yet published	0.53

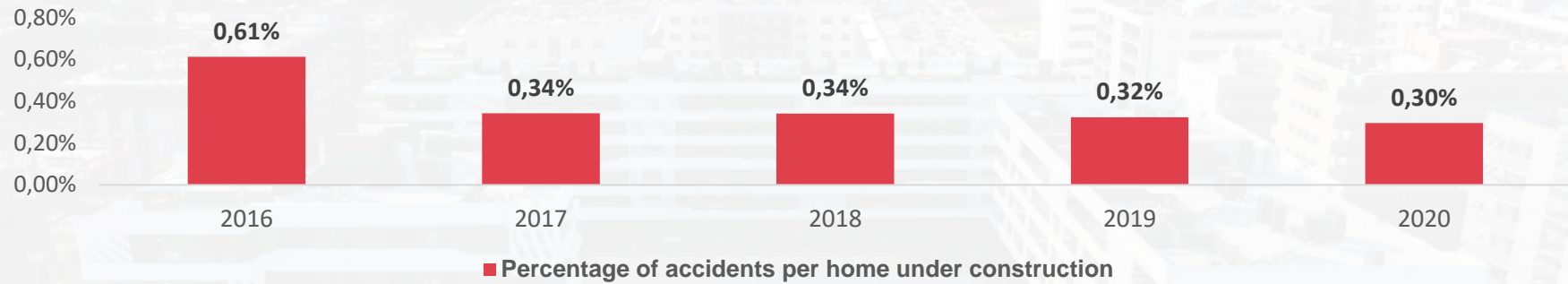
- ✓ The accident incident rate of Neinor Homes is lower than the sector rate.
- ✓ The accident frequency rate of Neinor Homes is lower than the sector rate.
- ✓ The accident severity rate of Neinor Homes is lower than the sector rate.
- ✓ The accident incident rate of Neinor Homes is decreasing.
- ✓ The accident frequency rate of Neinor Homes is decreasing.
- ✓ The accident severity rate of Neinor Homes is decreasing.

The accident incident rate of the sector is approximately double that of Neinor Homes.

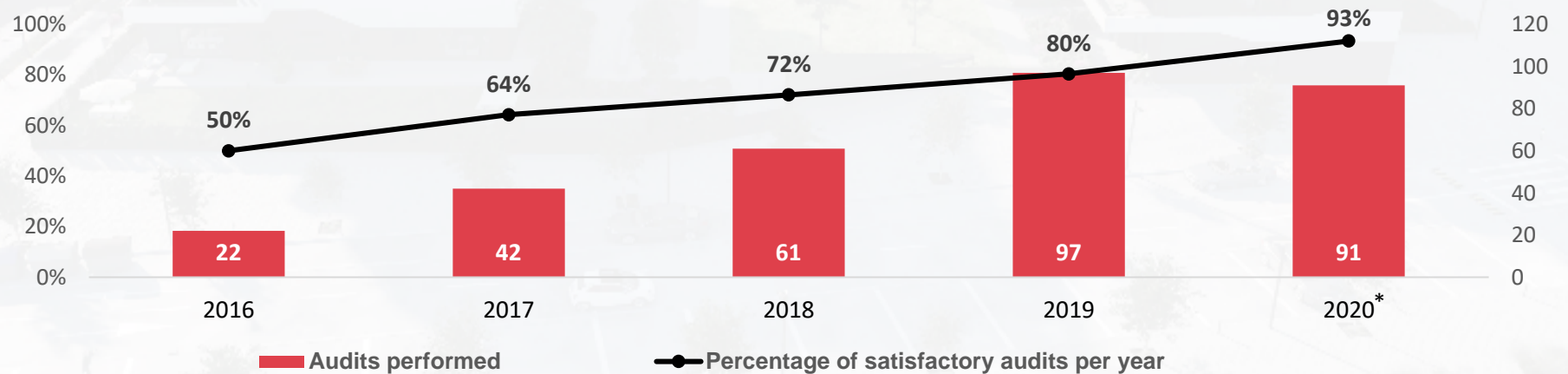


The trends in health and safety reflect Neinor Homes' good performance

Decrease in the percentage of accidents per home under construction



Increase in the number of audits and the percentage of satisfactory audits



* Fewer audits were performed in 2020 than in 2019 because of the lower number of developments under construction. The percentage of audits in relation to developments under construction has risen year on year.