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## **Our commitment to health and safety**



**Neinor Homes, SA.; Governance Risk and Compliance  
Castellana, 20; 6th Floor; 28046 Madrid; Tel: 912 875 130**

## 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 8,500-17,000 indirect employment positions have been generated each year as a result of Neinor Homes' activity.

## What form does our commitment take?

*Neinor Homes' Best Practices Book is a differentiating element of the company that has led it to have 1 accident in 2021.*

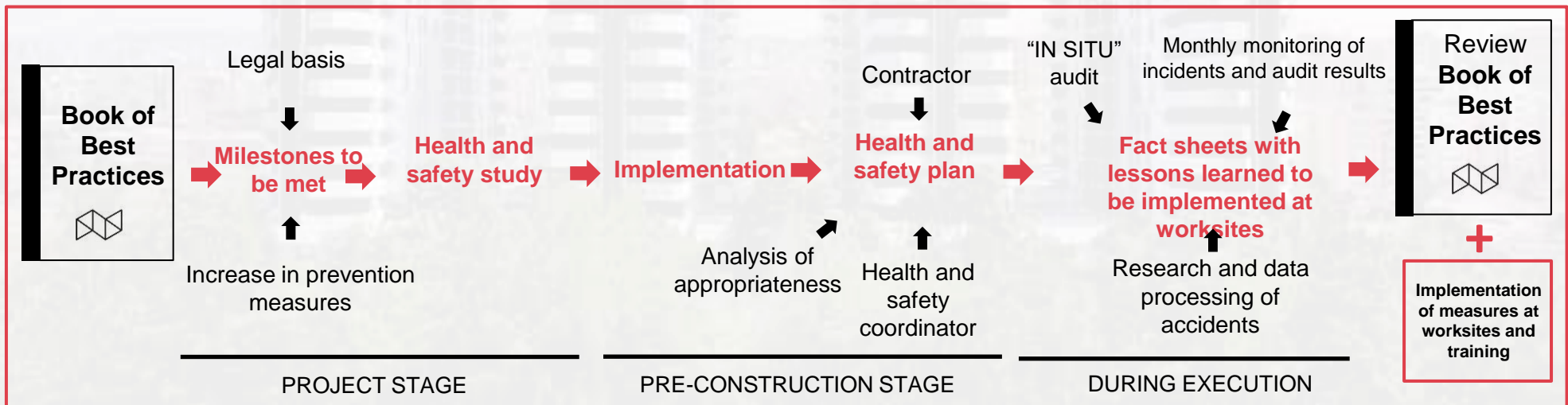
### What is Neinor Homes' Book of Best Practices?

- ✓ 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?

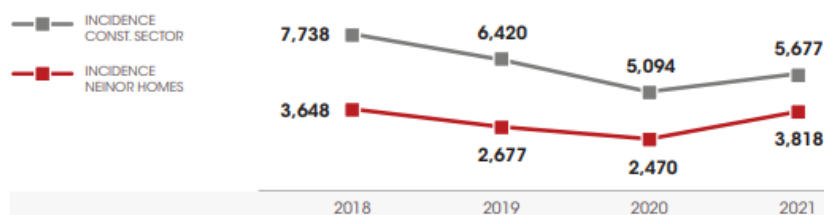
- 1** work-related accidents while travelling to or from work that led to own personnel being off work.
- 0** work-related accidents in the workplace (“in-situ”) that led to time off work.
- 2.90%** absenteeism rate, despite the pandemic. (-3% compared to 2020)
- 75** health and safety audits.
- 89%** 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

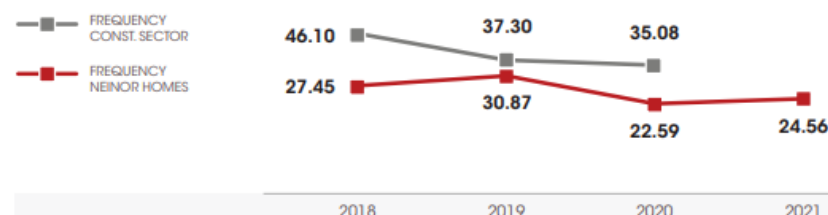
TOTAL	Construction sector Dec-2018	NEINOR HOMES 2018	Construction sector Dec-2019	NEINOR HOMES 2019	Construction sector Oct-2020	NEINOR HOMES 2020	Construction sector Oct-2021	NEINOR HOMES Nov-2021
Incident rate	7,738.45	3,647.53	6,419.6	2,677.42	5,093.82	2,470.4	5,676.60	3,818.38
Frequency rate	46.1	27.45	37.3	30.87	35.8	22.59	Not yet published	24.56
Severity rate	1.51	0.62	1.28	0.73	1.32	0.53	Not yet published	0.57

Neinor Homes' accident incidence, frequency and severity rates are well below those of the construction sector.

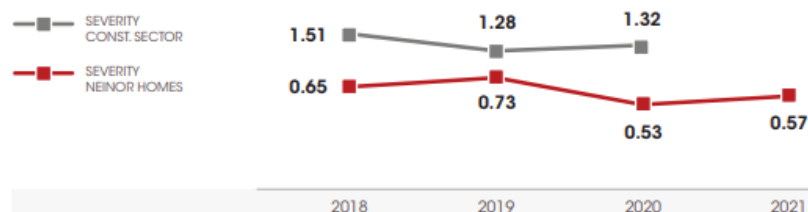
### INCIDENCE



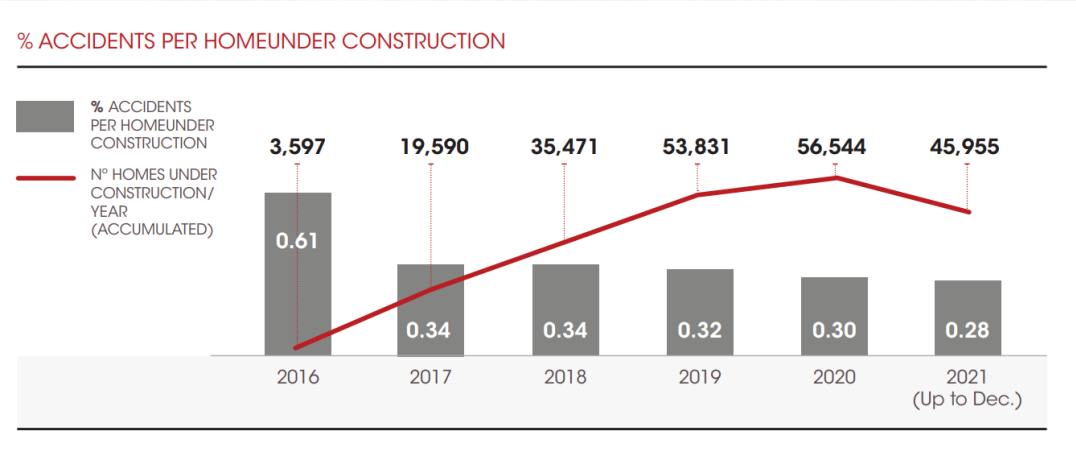
### FREQUENCY\*



### SEVERITY\*

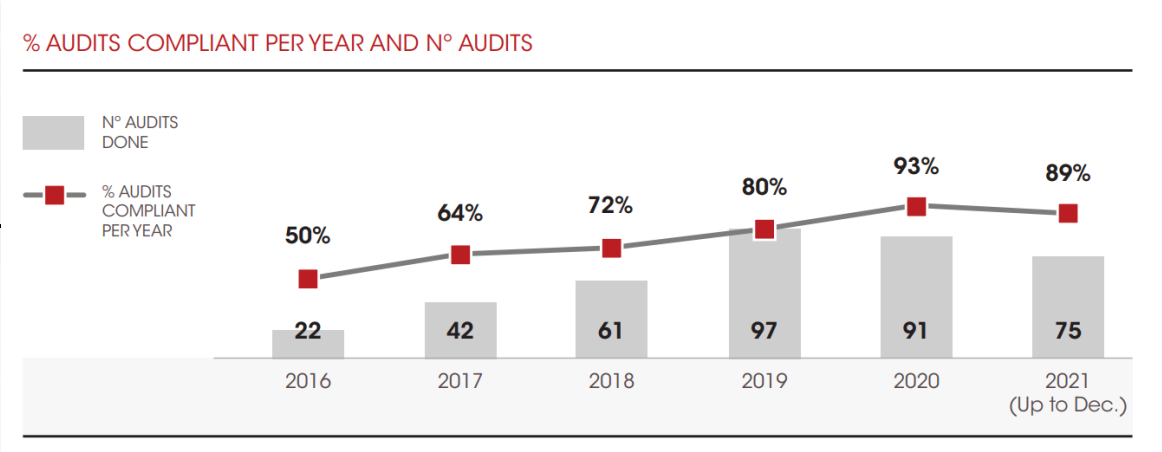


# The trends in health and safety reflect Neinor Homes’ good performance



Despite the increase in the number of construction sites in progress, accidents on construction sites have decreased by 46% since 2016.

The health and safety audits carried out in 2021 have shown that 98.06% have complied with health and safety regulations and 90.11% have complied with the Good Practices Manual, with the result of 89% of the audits being “Compliant”.



\* Fewer audits were performed in 2021 than in 2020 because of the lower number of developments under construction. The percentage of audits in relation to developments under construction has risen year on year.