



February 2020

*Our commitment to the Sustainable Development Goals (SDGs)*

Neinor Homes, SA.; Governance Risk and Compliance



**Neinor**  
H O M E S

## The Sustainable Development Goals (SDGs)



***Neinor Homes is aware that a sustainable company must be economically, socially and environmentally sustainable. As a result, our strategy for a responsible and sustainable business is based on the 17 Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda.***

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. In 2020, **52.73% of the 165 developments** launched included the requirements to obtain “Good” or “Very good” BREEAM® sustainability certification from the design stage, i.e. **more than 7,700 homes**. A total of 32 of all the developments completed obtained the BREEAM® Final certificate (2,225 certified homes).



Neinor Homes is the leading developer in Spain in implementing BREEAM® certificates; well ahead of its competitors. 38% of the developments that obtained the final certificate are Neinor Homes’ developments and 39% of those that obtained the provisional certificate.



**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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**Innovation committees** for strategic decision-making in relation to innovation, for sector improvement and transformation through internal working groups with Neinor Homes' workforce and periodic meetings.

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**Neinor Next**, a ground-breaking initiative in the Spanish market, making **Neinor Homes** an innovative developer as a result of generating an ecosystem to attract **innovative technology start-ups**, to foster collaboration and lead the sector's transformation in Spain: *Architectures, Bigle Legal, Plactherm and 4 Domo*.

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**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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## 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, LED-technology lighting and light movement sensors in some of our offices. Energy consumption was thus reduced by 0.74% from 2018-2019 and 2% in 2020.



**Paperless policy** with dual screen desks, use of tablets in board meetings, double-sided printing, shared documents in digital format and recycled paper for certain documents. **A 17% reduction in paper consumption from 2018-2019 and 39% from 2019-2020.**



**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.



## 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.

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**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.

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**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.

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## Contribution to the SDGs through our activity

### Responsibility to our stakeholders

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



### Main actions

### SDG



**Neinor Homes' workforce has increased considerably** since its incorporation, from 80 employees then to 288 employees now. In the **last 3 years we have given indirect employment to 14,000-24,000 professionals**. We have acquired new companies and expanded business areas. One of our strengths is that **we have not furloughed any staff in 2020**. Not only have we maintained jobs but also the activity on our worksites.



The Company is committed to **ongoing training for its employees**. All employees have **initial measures for working from home and have all the necessary materials to do so; they have flexible working hours and other work-life balance policies**. We also have **equality policies, internal whistleblowing channels and ethics policies in place**.



**Safeguarding employees' health** has been vital in the last year, introducing measures for working from home and personalised safety protocols for everyone based on their own personal risk and that of their families.

**Importance of health and safety at our construction sites**. We have a Book of Best Practices and we perform ongoing audits, monitoring and reporting. As a result we have **accident rates that are far lower than the real estate sector in general**. We are 5 points below the market average in terms of accidents and 12 points below in the accident rate.



## 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



### HeLpUP

Our employees' can participate in the company's ESG policy thanks to **our ESG "Help Up" Platform** where all of our employees can promote **social action** initiatives and take part in ESG campaigns created by the company.

Introduced two years ago, this platform **encourages all the workforce to take part** in social actions; help and encouragement on an individual basis or as part of a team or with the company's support, thanks to its extensive content on educational and social actions.



The **ESG committee** formed by the **main departments**: Communication, Marketing, GRC and HR, meets on a regular basis to establish all the social actions and initiatives that are carried out in the company.





## 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).



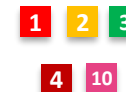
➤ *Gavi, the Vaccine Alliance*: economic contribution through La Caixa's social welfare projects for the **vaccination of more than five million children**, preventing premature deaths.



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



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



#### 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**.



#### Promotion of sporting activities



➤ *2019 Companies' Race* in Madrid, Barcelona and Bilbao.

➤ *Sponsor of the First Costa del Sol Charity Paddle Tournament (2019)*: to raise funds for two charitable projects in Uganda and Marbella.

➤ *Charity Football Tournament on behalf of the Madrid Down's Syndrome Foundation (2019)*: Organised by Asprima.

➤ *Employees aware of the deterioration of our oceans*, who work as volunteers in their free time, collecting plastic, cans, etc. to reduce marine pollution.

