

Corporate Social Responsibility (“CSR”) Review

At Glenveagh, our dedication to providing quality homes for our customers is matched by our focus on the safety, development and retention of our people and a commitment to doing business in a sustainable manner in the communities we are helping to create. In our first full year of operations our CSR strategy has evolved and will continue to be a key area of focus in 2019 and beyond.

Workplace

Glenveagh operates a ‘Safety First Approach’ to construction on all sites with health and safety at the core of how we operate. Glenveagh continues to hold a Safe-T Cert accreditation which is a certification scheme designed for certifying safety management systems of contractors working in the construction industry and requires intense and continuous assessment.

In 2018 our ‘Safety First Approach’ was to the fore in our role as a primary sponsor of the Construction Industry Federation’s Construction Safety Week from 22 to the 26 October.

As part of Construction Safety Week, Glenveagh collaborated with the Construction Workers Health Trust to deliver a health screening to all employees on its sites and is committed to continuing a number of wellbeing initiatives throughout 2019. Every day during Construction Week there was a

daily ‘toolbox talk’ given by a guest speaker on a different aspect of work safety, including ‘Working safely at height’, ‘Positive Mental Health’ and ‘Working safely with hazardous substances’. The Group has and will continue to actively promote safety across its social media platforms.

In respect of our support Construction Safety Week Stephen Garvey, COO said “safety is a cornerstone of our operations at Glenveagh. We’re starting as we mean to go on, instilling a focus on safety amongst our employees in everything we do. We also want to contribute to the creation of a safety culture and the promotion of greater safety awareness in the wider industry. We are delighted to partner with the Construction Industry Federation.”

The Director General of the Construction Industry Federation, Tom Parlon, said Glenveagh’s support for Construction Safety Week was a demonstration of their commitment to safety in the industry.

“As a modern construction company, Glenveagh are leading the way on site safety in the housebuilding sector. It’s essential we have safety champions like them to drive a safety culture through their employees and their supplier network. As housebuilding activity increases this is the only way we can keep fatalities and accidents at the historically low level the industry has worked so hard to achieve.”



Working Safely Near Utilities - Tool Box Talk at the Glenveagh Rush site.



Attending Bressie’s talk on Positive Mental Health to Glenveagh Properties PLC staff L to R: Dermot Casey, Director, Safety and Training, CIF; Diarmuid Leahy, CPO, Glenveagh; Bressie; Stephen Garvey, COO Glenveagh; Darren Gavin, Laya Healthcare and Cathel Mooney, Health & Safety Manager, Glenveagh.

Our People

We recognise that the talent and commitment and development of our employees is crucial for the future success of the Group and along with building quality and affordable homes for our customers, Glenveagh is focused on building a future for our people. As can be seen from the Risk Management report, the attraction and retention of talent is an area of continued focus for the business. We have identified the training and development of our employees as key to maintaining the talent pipeline and succession planning within the Group.

Glenveagh wants not only the best people but also wants the best for its people. To achieve this the company had several initiatives in place during 2018 and have a number of initiatives on the horizon for 2019.

In our first full year of operations we prioritised the implementation of an employee appraisal process at all levels of the organisation to ensure we understand the individual needs and wants of our people to allow us action these needs as we move forward. We also use this process to get feedback on the organisation at this early stage of the Group’s life to allow us understand what we can do differently to help our people in their work life and careers thereby continuing to enhance our commitment to our people.

We were named among Ireland’s Best Workplaces in the 2019 “Great Place to Work” annual survey which allowed us benchmark our commitment to our employees against other organisations.

This process provides the organisation with both an internal review of the satisfaction level of our employees as well as an external benchmark to measure ourselves against other similar sized companies across Ireland.

We have appointed a dedicated Learning & Development Manager who will work with all levels in the organisation and liaise with various levels of the Irish Education System (Primary, Secondary and Third Level institutions). Our aim is to promote careers in the construction industry and to provide students, parents and teachers with information about the industry and current market so all are adequately informed. This initiative aims to build on our already established support system for employees undertaking further education or qualifications aligned with their roles in Glenveagh. Currently, we are supporting employees as they complete a wide range of qualifications which include a range of undergraduate degrees and professional qualifications ranging from accounting to quantity surveying. Glenveagh have already engaged directly with third level institutions and agreed to take on Health and Safety interns and Quantity Surveyor graduates in 2019.

Glenveagh also recognise the need to promote diversity within the construction industry and demonstrated this through our partnership with the Women in Trades Network Ireland who celebrate women working in manual skills and trades and normalise the idea of women on site with advocacy and action. Glenveagh provided funding for the Network as part of their attendance at the Women Build Nations Conference 2018.



Presentation of defibrillator to the Navan First Responders. Present from L to R: Laughlin Rigby, Marketing Director, Glenveagh and Peter Millen, Operations Director, Glenveagh along with members of the Navan First Responders

Community

Glenveagh are not only committed to building high quality homes but are also dedicated to providing our developments with a neighbourhood identity through our commitment to sustainable placemaking. It is important to us that our customers identify with the neighbourhood they live in and feel part of a community. As part of our site identification and acquisition process we place particular emphasis on the relative location of public amenities (including schools, local retail offering and creches) and the proximity to alternative modes of transport amongst our selection criteria. In addition, as part of the design of all Glenveagh developments we identify green space areas for social and recreational infrastructures.

Currently we have construction plans for playgrounds in a number of our Cork and Dublin sites and have also committed to developing a 14-acre park at our Marina Village development in Marina Village, Greystones and a 20-acre park at Taylor Hill Balbriggan to ensure families living in our developments are appropriately catered for.

As part of our commitment to developing a sense of neighbourhood identity for all our developments, Glenveagh have launched a defibrillator initiative across all our sites. As part of our defibrillator initiative all sites are provided with defibrillators while the site is under construction and the defibrillator is then donated to the local First Responders group once residents move in.

12 of our 14 active sites at year end have defibrillators available for use.

In December 2018, Glenveagh donated three mobile defibrillators to community group Navan First Responders. Navan First Responders are one of several groups around the country whose volunteers make themselves available to be called upon in the event of a person suffering chest pain, cardiac arrest, stroke or choking. The group, which has 16 active members, has been operational since February 2015. When Ambulance Control dispatches an emergency ambulance in response to a callout, it also sends a text message to the Community Responder Team. If there is a member on duty, they will attend the incident in their own vehicles. In most cases the Community First Responders will be on the scene within 3 to 9 minutes. This early attendance can mean the difference between life and death for the patient, especially if they have suffered a cardiac arrest and require immediate lifesaving intervention.

Co-Founder of Glenveagh Properties PLC and COO, Stephen Garvey, said the group was providing a vital community service.

“As a company which is building and fostering new communities in the Navan area, we are delighted to support Navan First Responders and the potentially lifesaving service they provide to local residents and visitors to the town. This is what community spirit and volunteerism is all about and Glenveagh is eager to play its part.”



Environment & Sustainability

The Group continue to consider and respond to advancements in technology as part of the design of our developments and homes to build sustainable living environments. Given the rate of growth and change in technology, The Group are focused on delivering a product that gives customers the opportunity to avail of latest technologies, such as leaving all sites and developments planned and completed to include pre-wiring for electric cars. The Group also includes sustainable build materials and elements as part of all our homes as standard. All homes are built to include dual flush toilet cisterns, smart technology thermostats, roof, wall and floor insulation and contain low U-value window systems. These standard specifications help our homes to achieve at a minimum a BER rating of A3 and air tightness levels that exceed Part L building regulations. Where possible the Group design our homes to include the option of high level roofs, roof mounted

solar panels and heat recovery ventilation systems to customers preferences.

The Group are committed to the duty of care we have to the environment and biodiversity that surrounds the sites we are active on. During 2018 we implemented a waste segregation and recycling plan to ensure that site waste was managed and recycled in the most environmentally friendly manner possible. Leading on from this in 2019, the Group will be focusing on developing a ‘Waste Reduction and Management Plan’ across all active sites to ensure we are working to reduce the level of waste on our sites as well as continuing to manage the disposal of any waste that does arise in the most environmentally friendly manner possible. Part of this strategy will be the continued focus on off-site manufacturing and standardisation of process. By standardising and moving as much of the build process off-site, the Group will continue to reduce the level of onsite waste which will have a positive impact on surrounding biodiversity.



Dragon at the Docks. Vivian Marques (second from left) who represented Glenveagh at the cheque handover to Sam McGuinness (center) CEO of Dublin Simon Community.

Charity Work

Over the past year we have helped charities throughout the country raise money for worthy causes. All our departments actively participate in raising funds for a variety of beneficiaries and we operate a charity matching scheme where the Group matches every euro raised on a one for one basis for selected projects. Overall, Glenveagh and its employees have raised €70,055.