

ESG
Charter
2025-2027



Delivering Sustainable Homes
for a Better Tomorrow



ESG Charter

At Tuath, we are committed to embedding Environmental, Social, and Governance (ESG) principles into every aspect of our operations. By aligning our business plan with a strong focus on social responsibility, we aim to create lasting positive change for our residents, employees, and the communities in which we operate.

ESG Framework

ENVIRONMENTAL



Protecting the Environment

Tuath is dedicated to reducing the environmental impact of our activities and operations. We will continually seek to improve our sustainability efforts by implementing measures to reduce greenhouse gas emissions, energy consumption, water usage, and waste. Our environmental stewardship will also focus on understanding and mitigating our impact on biodiversity and climate change, both within the communities we serve and throughout our value chain.

Our Environmental Commitments:

- **Energy Efficiency:** Subject to continued availability of finance, upgrade all our own stock to a minimum of B2 by 2030.
- **Resource Efficiency & Conservation:** Implement policies and practices that minimise resource waste and promote the circular economy.
- **Responsible Sourcing:** Ensure that materials, products and services procured for our projects prioritise sustainability.
- **Climate Action:** Implement a strategy with the ambition of halving our carbon emissions by 2030 (from a 2020 baseline) and reaching net zero by 2050.

SOCIAL



Treating People with Fairness, Equity, and Respect

At Tuath, we are committed to treating all individuals with fairness, respect, and dignity. We believe that a diverse and inclusive culture is essential to the success of our organisation and the communities we serve. We are dedicated to providing a safe and supportive work environment that fosters equal opportunities for everyone, where all voices are heard, and every person is valued for their unique contributions.

Our Commitments to Our People:

- **Health & Safety:** Ensure a safe and healthy work environment for all employees, with a focus on wellbeing and prevention.
- **Learning & Development:** Invest in continuous learning and professional development to empower our employees and support career growth.
- **Labour Practices:** Uphold fair labour practices, offering competitive compensation, benefits, and opportunities for advancement.
- **Equality, Diversity, and Inclusion:** Foster a culture of inclusivity, where diversity is celebrated, and all individuals are given equal opportunity to succeed, regardless of background or identity.

Our Vision

By tracking and reporting on our ESG achievements, Tuath aims to be a leader in driving sustainability within Ireland's affordable housing sector. Our focus on positive environmental and social impacts will not only benefit our immediate stakeholders but will also contribute to better, more sustainable outcomes for future generations.

Our Commitment

We strongly believe in the power of partnership. By working collaboratively with our stakeholders, we will deliver more homes to more people, creating thriving communities across Ireland. As part of this commitment, we have identified the following ESG priorities that are material to our core values and essential to achieving our long-term objectives.

SOCIAL



Supporting Sustainable Communities

Tuath's work goes beyond simply building homes—it is about creating communities. We are dedicated to supporting the well-being of the people who live in the homes we provide and strengthening the communities in which we operate. We believe that by investing in people and places, we can foster a sense of belonging, engagement, and empowerment.

Our Community Commitments:

- **Community Engagement:** Creating a sense of belonging for our residents
- **Tenant Development & Learning:** Provide opportunities for tenants to develop new skills, improve quality of life, and engage with local services.
- **Community Enhancement:** Invest in initiatives that enhance the physical and social infrastructure of the communities in which we operate.

GOVERNANCE



Upholding Values

As an ethical business, Tuath is committed to the highest standards of integrity and transparency. We will adhere to all relevant regulations and legislation, ensuring full compliance with industry standards and certifications. Our commitment to good governance encompasses robust risk management, sustainable business practices, and the provision of affordable housing.

Our Governance Commitments:

- **Human Rights:** Uphold the rights and dignity of all individuals in our operations and throughout our supply chain.
- **Information Security & Data Privacy:** Protect sensitive data and ensure the privacy of residents, employees, and stakeholders.
- **Sustainable Business Practices:** Maintain a long-term, responsible approach to business, focusing on sustainability and ethical practices.
- **Risk Management:** Proactively manage and mitigate risks associated with our operations and investments.
- **Affordable Housing Provision:** Ensure that affordable housing remains central to our mission and is delivered in a way that meets the needs of our communities.



Our ESG Framework

ENVIRONMENTAL



SOCIAL



SOCIAL



GOVERNANCE



Conclusion

Through this ESG Charter, Tuath is reaffirming its commitment to environmental sustainability, social responsibility, and sound governance. By staying true to these principles, we aim to deliver lasting value not only for our residents and employees but also for the wider community and the planet.

As we continue to grow and evolve, we will track our ESG progress and seek opportunities to improve our practices, ensuring that we remain at the forefront of responsible, sustainable development in Ireland's affordable housing sector.