

Helical plc (the “Group”) recognises the importance of the welfare of its employees and is committed to complying with all applicable employment laws and regulations.

- We are committed to promoting equal opportunities in employment and creating a workplace culture in which diversity and inclusion is valued and everyone is treated with respect. As part of our zero-tolerance approach to discrimination in any form, all employees and any job applicants will receive equal treatment regardless of sex, age, race, colour, background, national or ethnic origin, religious beliefs, marital status, civil partnership, pregnancy or maternity and gender reassignment, disability or sexual orientation (“Protected Characteristics”). This is also inclusive of part time or fixed term employees and trade union membership or non-membership as we support our employees’ rights to freedom of association and rights to collective bargaining. We are also committed to providing equitable treatment to all those we deal with as an organisation, including customers and suppliers.
- We treat our employees and suppliers with fairness, dignity and respect and do not permit or condone any form of harassment, discrimination, victimisation or bullying. Employees have the right to have any complaint of harassment investigated and have a responsibility to act if they become aware of inappropriate behaviour.
- We aim to ensure that people with disabilities are afforded equal opportunities to employment and progress within the Group and are committed to making reasonable adjustments within the workplace as appropriate.
- We will provide training, development and progression opportunities to all our employees. All promotion decisions will be made on the basis of merit.
- We are committed to paying fair wages that exceed the minimum wage. It is our policy to pay the voluntary Living Wage or, for employees working in London, the London Living Wage to all direct employees and to encourage our suppliers to adopt an appropriate system for remuneration in accord with the supplier relationship with Helical and our Supplier Code of Conduct. We will also ensure reasonable limitation of working hours and periodic holidays with pay for our direct employees.
- We will never use forced, compulsory or child labour and ensure all labour is voluntary and is employed in accord with applicable labour laws and international standards. In addition, we require our suppliers to demonstrate their adherence to this commitment.
- The above principles have been adopted within our Staff Handbook.
- The policy should be read in conjunction with the Group’s Equality, Diversity and Inclusion Policy.

Last approved by the Board on 11 February 2026.