

Foreword

Helical plc (“Helical” or the “Group”) is a central London development focused real estate business listed on the London Stock Exchange. We create design-led, sustainable and inspiring spaces.

Our Human Rights Policy represents our commitment to engaging in practices that enhance the welfare, safety and well-being of our employees, business partners and wider communities. As a responsible business, respecting human rights is fundamental to our values, ethics and is a core component of our sustainability strategy. Within all our business activities and partnerships, we are dedicated to considering our social and environmental impacts and addressing any human rights issues.

Compliance with International Human Rights Standards

Helical supports any and all internationally recognised human rights understood, at a minimum, as those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

This policy is formulated in accordance with the UN Guiding Principles on Business and Human Rights, and the Group promotes the implementation of these principles by complying with all applicable laws and respecting internationally recognised human rights, wherever we operate.

Scope of this policy

Our commitment to respecting human rights applies to all employees and those who work on behalf of Helical. We are committed to implementing effective systems and controls to prevent violations from occurring anywhere in our business or supply chains.

Our goal is to promote human rights awareness not only within our Group, but across our supply chain. As a purchaser of raw materials and manufactured goods, we strive to conduct business with third-party suppliers and business partners who share our commitment to high ethical standards and operate in a responsible and ethical manner towards their workers and their own suppliers. Please see our [Supplier Code of Conduct](#) for more details.

We are dedicated to promoting the knowledge and respect for the commitments in this policy among Helical's business partners, suppliers, contractors, as well as our employees. We expect all our suppliers to respect internationally recognised human rights and specifically, to adhere to the UN Guiding Principles on Business and Human Rights.

Our Core Principles

We will not tolerate human rights violations of any kind and are:

- committed to providing a fair salary and good conditions of employment;
- committed to providing a healthy, safe and secure workplace for all employees and contractors;
- opposed to discrimination at work and committed to promoting diversity;
- committed to exercising high standards of integrity in dealing with and protecting personal data of employees;
- committed to promoting the personal development and dignity of every individual employee;
- respect the rights to water and sanitation for people who could potentially be affected by our activities, including our employees, occupiers, contractors and local communities;
- opposed to all forms of forced labour, including slave labour and any form of human trafficking, and are committed to prohibiting the use of such labour; and

- committed to complying with minimum working age laws and requirements, and prohibiting the use of child labour.

Policy Compliance and Governance

In the event that the Group finds that it has caused or directly contributed to adverse impacts on the human rights of others, we will work to remedy those impacts through legitimate and proportionate processes. Any actual or potential violation of human rights caused or contributed to by our activities or business relationships must be reported to the Helical Board without delay in accordance with our Group Whistleblowing Policy.

The Helical Board and Executive Committee are responsible for the oversight for this policy including the approval of any changes to the policy. This policy is reviewed annually and is one of a suite of Group level policies that promote a healthy business culture, guide decisions and actions as expected by our stakeholders.

Last approved by the Board of Directors of Helical on 11 February 2026.