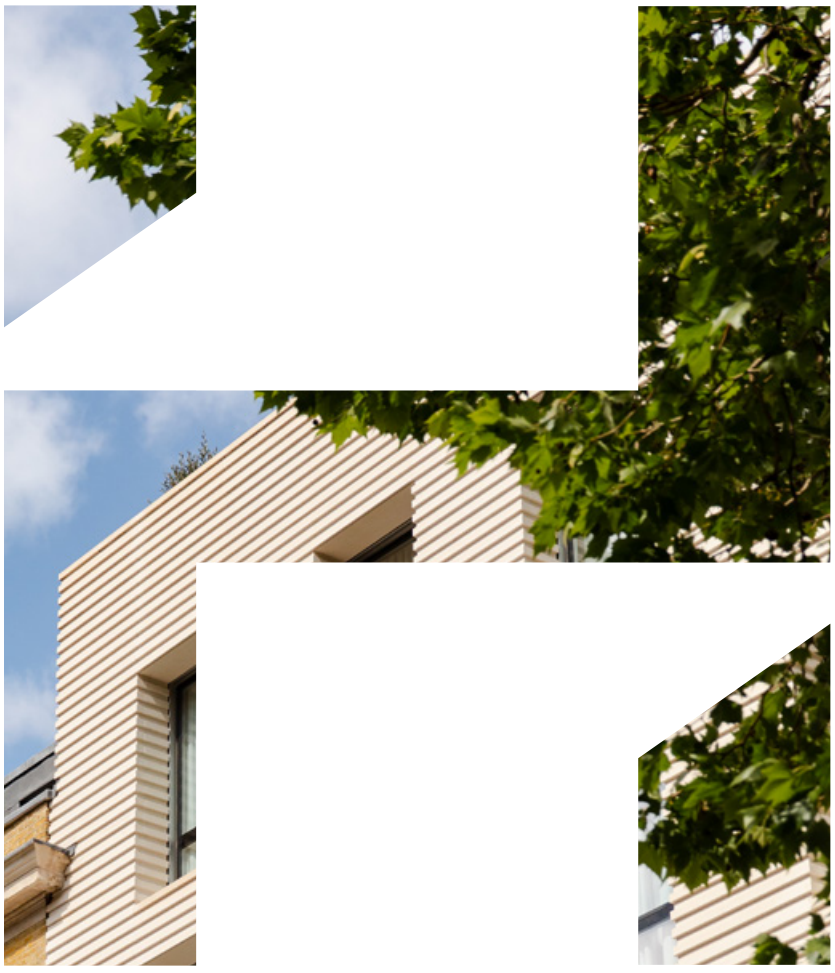
HELICAL

Sustainability Performance Report 2023



We create and manage a high-quality portfolio of multi-let London office buildings which incorporate sustainability, wellness, smart technology, and enhanced tenant amenities. We focus on well located buildings in vibrant areas of London where we can add value through active management. Applying this philosophy we seek to maximise stakeholder returns while delivering the “best-in-class” space that our customers are seeking.

Contents

Sustainability reports

Alongside our Annual Report and Accounts we have also published our Sustainability Strategy “Built for the Future”, our design guide “Designing for Net Zero” and our “Net Zero Carbon Pathway”. Please refer to our Company website to view these reports.

Highlights of the year

11% Reduction in like-for-like whole building energy intensity from 31 March 2020

28% Reduction in Gas (direct fuel) consumption

5% Reduction in Scope 1 and Scope 2 emissions

80% Renewable energy procured

5 Assets hold BREEAM ratings of “Excellent” or above

136 Volunteering hours by Helical staff

5 Star GRESB Score for Investment Portfolio and Developments

Introduction

Matthew Bonning-Snook
Chair of Sustainability Committee
and Property Director

I am pleased to present our annual Sustainability Performance Report. This year we have made good progress on our sustainability ambitions and the commitment we made to become a net zero carbon business by 2030.

As we continue to see evidence of occupiers paying a premium for best-in-class "green" buildings with "brown" assets increasingly hard to let, we believe Helical are well placed to deliver truly sustainable buildings which are low carbon, promote health and wellbeing and are operationally efficient.

Our latest development, The JJ Mack Building EC1, which reached practical completion in September, is our most sustainable building to date. Through careful design, low carbon material selection and modern methods of construction we delivered the project with a final embodied carbon of 741kgCO_2e/m^2, below the current RIBA 2030 target of 750kgCO_2e/m^2. Through applying the principles set out in our "Designing for Net Zero" guide and nominating a Carbon Champion for the life of the project, we were able to make meaningful reduction in embodied carbon from a baseline of c1000kgCO_2e/m^2. In this rapidly evolving field, we will be applying a lessons learnt approach to our future developments, such as 100 New Bridge Street, EC4, where we will be using a circular economy approach to retain, recycle and reuse as much of the existing building as possible.

If we are to meet our 2030 net zero carbon target, we must address energy efficiency within our existing portfolio. During the year, we undertook an energy assessment of our Central London office buildings and found our buildings, on average, had an energy intensity of 129kWh/m^2/year. This equals a 11% reduction since 2019 however we recognised there is still more to do. As part of our Net Zero Carbon Pathway, we have set ourselves the ambitious 2030 target of 90kWh/m^2/year in line the UKGBC's guidelines. We have already begun to address this performance gap by measures such as the installation of an upgraded Building Management System at The Bower.

This year will see the next legislative change for energy performance certificates (EPCs), where the minimum rating of 'E' will apply to all commercial buildings. It is proposed that by 2027 all buildings will need to have a minimum rating of 'C', and then 'B' by 2030. Currently only 23% of London's office accommodation currently meets the 2030 requirement. At Helical, 99% of our assets by value already meet the 2030 target and we have committed to delivering EPC 'A' buildings going forward.

As we move into our next reporting year, we will keep a firm focus on our Net Zero Carbon Pathway, specifically in defining our approach to carbon offsetting and the types of projects we would like to support along with identifying carbon reduction projects within our own portfolio.

We are continuing with the work we do in our communities and the charities we support. This year, the Helical team came out in force for a day of volunteering at Spitalfields City Farm. Located in one of the most densely populated boroughs, the farm work with a vibrant and multi-cultural community to provide educational opportunities for children and adults alike. Helical donated 136 hours of volunteering time performing a variety of tasks including painting, weeding, general maintenance and animal care.

In recognition of the progress we have made to date, we received a 5 star rating from GRESB for both our investment portfolio and development assets, furthermore we improved our CDP score from C to B highlighting the transparency in our reporting and our enhanced TCFD analysis.

Matthew Bonning-Snook
Property Director and Chair of Sustainability Committee

Progress against our targets

As part of our sustainability strategy "Built for the Future", we set ourselves a number of targets. Below we have summarised our progress against these targets.

Our environment

TARGET: NET ZERO CARBON BY 2030

How will this be measured?	**Operational energy intensity target of 90kWh/m² for our existing assets and developments by 2030.**
Comment:	Our long-term hold assets (those which we have held for more than 3 years) account for 90% of our total energy usage. These assets have an average energy intensity of 129kWh/m² which is on track for 90kWh/m² by 2030. At The JJ Mack Building, EC1, which reached practical completion exceeds Part L Building Regulations for emissions rate and currently targeting an operational carbon saving of c. 43%.
Progress:	On track to meet

How will this be measured?	**Embodied carbon target of 600kg/co$_2$/m² for all new developments and major refurbishments by 2030.**
Comment:	The JJ Mack Building, EC1, which reached practical completion in September 2022 achieved an embodied carbon of 741 kgCO$_2$e/m², on track for meeting our 600kg/co2/m² target in 2030. At 100 New Bridge Street, EC4, where we will be prioritising circular economy principles and retaining and recycling a high proportion of the existing structure, we are targeting an embodied carbon target of below 450 kgCO$_2$e/m².
Progress:	On track to meet

How will this be measured?	**Using a science-based target we will reduce our combined Scope 1 and Scope 2 emissions by 25% by 2025 compared with 2019 base year.**
Comment:	Our Scope 1 and 2 emissions reduced by 5% in the period, keeping us on track for our 2025 target.
Progress:	On track to meet

How will this be measured?	**Purchase 100% green tariff electricity for managed portfolio.**
Comment:	Our green tariffs fell to 80% in the year, primarily due to The JJ Mack Building, EC1, reaching practical completion in September 2022 and being unable to secure a green tariff until April 2023. Going forward we aim for 100% of our electricity procured to be via REGO backed energy contracts.
Progress:	More to do

Our environment

TARGET: BUY, USE AND REUSE RESOURCES EFFICIENTLY

How will this be measured?	**All new developments above a contract value of £5 million and all new major refurbishments to achieve a minimum of BREEAM "Outstanding".**
Comment:	The JJ Mack Building, EC1, our only major development has achieved a BREEAM "Outstanding" rating at the design stage. We are also targeting an "Outstanding" rating at 100 New Bridge Street, EC4.
Progress:	On track to meet

How will this be measured?	**Achieve a minimum of EPC B and NABERS 5 star on all new developments.**
Comment:	The JJ Mack Building, EC1, received an EPC A rating and is currently pursuing NABERS 5 star.
Progress:	Target met

How will this be measured?	**Divert at least 90% of construction and demolition waste from landfill for all new developments and major refurbishments and aim for minimum of 50% recycling.**
Comment:	100% of construction and demolition waste was diverted from landfill and recycled.
Progress:	Target met

How will this be measured?	**Achieve a recycling rate of 50% at managed properties.**
Comment:	Our managed portfolio achieved a recycling rate of 50%.
Progress:	Target met

How will this be measured?	**Develop site specific Biodiversity Action Plans as appropriate on individual sites.**
Comment:	We have a Biodiversity Action Plan in place at The JJ Mack Building, EC1, and look to implement where appropriate at other sites. At this asset we prioritised enhancing the biodiversity. The roof is home to 885 square metres of biodiverse green roof, pre-planted with a variety of native wildflowers, grasses, herbaceous perennials, bulbs and sedums as well as housing bug hotels, bird and bat roosting spaces to help support local species. As part of the building's genuine commitment to biodiversity and local ecology there are two bee colonies located on the roof. Bees are an essential part of our global ecology and are estimated to contribute £200m a year to the economy through pollination as well as being a critical factor in our ecosystem.
Progress:	Target met

How will this be measured?	**Reduce landlord purchased water consumption by 2% from 2019 baseline.**
Comment:	We saw a significant increase in our landlord purchased water consumption from 2022, however this is likely to be skewed due to increased occupancy rates. We will continue to monitor.
Progress:	More to do

Progress against our targets

continued

Our communities

TARGET: BRING SOCIAL, ECONOMIC AND ENVIRONMENTAL BENEFITS TO THE AREAS WHERE WE OPERATE

How will this be measured?	**Register all sites above £500,000 with Considerate Constructors Scheme and achieve a minimum score of 40/50.**
Comment:	The JJ Mack Building, EC1, our only development in the period received a CCS score of 50/50. A perfect score.
Progress:	Target met

How will this be measured?	**Host a number of our local community events, talks and initiatives.**
Comment:	See page X for more details.
Progress:	Target met

How will this be measured?	**Facilitate a number of our apprenticeship schemes on construction sites.**
Comment:	During the construction of The JJ Mack Building, EC1, there was a total of 6 apprentices employed on site alongside 8 work experience placements.
Progress:	Target met

TARGET: DESIGN AND OPERATE OUR BUILDINGS TO SUPPORT HEALTH AND WELLBEING

How will this be measured?	**Consideration of WELL building certification or WELL Enabled to allow future tenants to get certification for one scheme above £5 million.**
Comment:	The JJ Mack Building, EC1, has been built to be WELL Platinum enabled which allows for any future tenants to pursue the full accreditation for their fit out. At 100 New Bridge Street, EC4, we will be targeting WELL Platinum enabled for the development.
Progress:	On track to meet

How will this be measured?	**Number of cycle storage spaces.**
Comment:	There are 967 cycle spaces within our managed portfolio.
Progress:	Target met

How will this be measured?	**Number of tenant onsite health and wellbeing initiatives.**
Comment:	We run health and wellbeing initiatives at all our sites, supported by the Equiem app which provides a number of resources to tenants surrounding health and wellbeing.
Progress:	On track to meet

Our people

TARGET: ATTRACT AND RETAIN THE BEST PEOPLE

How will this be measured?	**Analysing employee turnover performance.**
Comment:	8% employee turnover. See page X for further details.
Progress:	Target met

How will this be measured?	**Measuring the number of training hours.**
Comment:	1,302 training hours. See page X for details.
Progress:	Target met

TARGET: MAINTAIN STRONG RELATIONSHIPS WITH OUR BUSINESS PARTNERS

How will this be measured?	**100% of capital projects to complete site sustainability checklist.**
Comment:	All our sites have submitted a sustainability checklist and their responses incorporated into this report.
Progress:	Target met

How will this be measured?	**Monitor adherence to Supplier Code of Conduct.**
Comment:	All our major contractors sign our Supplier Code of Conduct and we review their compliance quarterly.
Progress:	Target met

How will this be measured?	**Monitor RIDDOR Accident Frequency Rate (AFR) and Lost Time Accidents Frequency Rate (LTAFR).**
Comment:	Please see page 18 for details.
Progress:	Target met

Progress on our Net Zero Carbon Pathway

In the UK, the built environment is responsible for 40% of the country's total greenhouse gas emissions. If the UK is going to achieve its commitment of becoming net zero by 2050, there needs to be rapid transformational change within the built environment and the real estate sector.

In May 2022 we released out net zero carbon pathway and committed to becoming net zero carbon by 2030. As part of this pathway we set a number of targets;

- All assets to meet the UKGBC's 2030 Target for Offices of 90 kWh/m^2
- All new developments to meet a 600 $kgCO_2e/m^2$ carbon intensity for embodied carbon
- All future new developments will have their residual embodied carbon offset

As part of our Better Build Partnership Climate Commitment we have reported on our progress against our pathway below.

1 Reduce embodied carbon

As part of our pathway, we are targeting net zero carbon for all future developments, seven years ahead of our 2030 target. While the industry establishes a recognised certification scheme, we will be aligning with the definitions set by the UK Green Building Council and the Better Build Partnership, both of which Helical is a member.

The JJ Mack Building, EC1, completed in September 2022 with a final embodied carbon intensity of 741 $kgCO_2e/m^2$ (A1-A5). This significant saving was achieved by incorporating recycled materials in the construction process, for example within the aluminium cladding, steel frames, raised floor tiles, light fittings, and using reclaimed bricks. We used Earth Friendly Concrete that is 50% less carbon intensive than a standard concrete mix. Our steel was produced in the UK, which reduced our embodied carbon significantly by being partly sourced from recycled/reused steel and from the lowered transportation related emissions.

Our pipeline of development properties, including 100 New Bridge Street, EC4, and the three over station sites we are developing in partnership with TFL, have a core focus to reduce embodied carbon and achieve net zero carbon status. We will continue to use circular economy principles such as repurposing existing structures and using materials with a high recycled content to drive down the embodied carbon of each of these projects.

2 Reduce operational energy

Reducing the operational energy of our buildings and driving down energy intensity across our managed assets is a key element of our net zero carbon pathway. Over the past year we have taken a hands-on approach to monitoring the buildings that account for the majority of our energy in usage. At The Bower, EC1, which accounts for 40% of our total energy usage, we have been working with our M&E contractors to reduce equipment run times and optimise how the building is powered. In partnership with our managing agents we have rolled out these changes without impacting our tenant's experience of the building. This collaborative process resulted in a c20% saving in gas usage with further savings expected for the following financial year.

The JJ Mack Building, EC1, is targeting a NABERS Energy Performance Target Rating of 5 Stars and received an EPC A rating in recognition of its energy performance and our commitment to achieve excellent energy efficiency in operation.

We are still awaiting confirmation from the UK Government on the introduction of energy performance in-use ratings and new minimum energy efficiency standards. The expectation is all commercial lettable space will require an EPC B rating by 2030. As it currently stands 99% by value of our managed portfolio hold an EPC A or B, we are therefore well placed for any incoming legislative changes.

3 Maximise renewable energy

At The JJ Mack Building, EC1 we installed 144 photo voltaic panels which to date have generated c.14,000 kWhs with the energy generated used within the building to reduce the load on the grid. We continue to explore options for installing renewable technologies at our existing assets, however due to limited roof space the options available are limited. At The Bower, we looked at the possibility of connecting to the Bunhill District Heating Network, which is partly powered by excess heat from the underground network, however the network was unable to provide the load requirements needed for the building. We will continue to monitor the feasibility of this connection going forward where energy loads may be able to be met in the future.

For our pipeline of developments, we will ensure all sites have some renewable energy on-site, will be fossil fuel free, and where appropriate be connected to local district heating networks.

While we procure 80% of our energy via REGO-backed electricity and green gas contracts, we recognise we will need to significantly increase our on-site renewables if we are to meet our 2030 target.

4 Offset unavoidable emissions

We are in the process of defining our approach to how we will offset our unavoidable emissions. While there is currently no universally recognised method of offsetting for the industry, we are exploring a variety of options including the use of an internal price of carbon and the use of a transition fund to aid the move away from fossil fuels at our buildings and enhance renewable technologies.

We recognise climate change is a worldwide issue however we have a strong preference to support UK based carbon projects, particularly those that seek to restore habitats, enhance biodiversity, and have wider social value benefits. There is a significant shortfall of recognised UK based carbon projects and associated credits which can be used for net zero carbon claims, however as the legislative landscape changes we are hopeful that more UK projects will become eligible.

While we have not yet defined our carbon offsetting strategy, we have elected to support two UK based carbon projects, purchasing 4,500 tonnes of carbon credits in the year. To date, we have purchased soil sequestration carbon credits which have been created as a result of UK farmers converting to regenerative farming practices. Rather than aggressively tilling farmland, these farmers align with a set of regenerative farming principles which advocate no tilling, planting cover crops and crop rotation. Adopting these methods leads to an increase in the soil quality, reducing the amount of carbon emissions released into the atmosphere and creates nutrient rich soil which attracts greater biodiversity. We have supported a 1000-acre farm in Lincolnshire, partnering with Hylton Phillipson Murray, a keen advocate for the regenerative farming movement. In addition to this, we have also purchased credits from Agreena, a Danish based farm-tech business who have established a cooperative of smaller UK farmers, Agreena are in the process of having these credits verified by VERRA.

Our communities

Protecting and supporting communities plays a vital role in our development activities and is a key priority for Helical.

We monitor and manage the social impact of our development activities, ensuring that we are bringing a positive social, economic and environmental impact to the area. This includes creating a calendar of events and initiatives to ensure we are positively engaging with local residents, schools, community groups and businesses, issuing monthly newsletters to those impacted by our development activities and supporting local charities. In addition to building specific activities, we also support a number of charities and through the connections we make, our volunteering programme gives employees the chance to get involved in initiatives outside work and in the wider community.

Volunteering day

Spitalfields City Farm is the nearest city farm to the City of London's square mile and is located in one of the most densely populated wards of Tower Hamlets. The farm works with a vibrant and multi-cultural community to provide educational opportunities for children and adults alike, to empower people to gain new skills, confidence and combat social isolation.

Small yet ambitious, it accomplishes a lot with a little, which is an even greater challenge, given the food poverty and cost of living crisis people are facing. At Helical, we are inspired by those that bring communities and nature together and in July 2022 the Helical team came out in force for a day of volunteering.

We donated a total of 136 hours of volunteering time with a 17 strong Helical team and spent the day participating in a number of maintenance activities for the farm. Despite the 30-degree heat we repainted and oiled the Tea Hut, made and painted A frame signs, mucked out, weeded and fed the animals. In total the hours we donated equated to c£2,000 of social value creation.

Spending the day at the farm was a great way for all us to re-connect, it allowed us to work as a team in a totally different environment than we're used to and use a different set of skills. The day itself was really varied and we were able to get involved in a variety of tasks including weeding, painting, watering, shifting compost and attending to animals– we were certainly kept busy!

It was a very rewarding experience – it was great to have the opportunity to support a local initiative right on the doorstep of some of our assets and spend a day with our colleagues outside of the working environment."

— Laura Beaumont, Head of Sustainability

Making London streets safe for Women

Helical were pleased to be a sponsor and contributor to Publica's (a London based urban design and public realm practice) campaign to address violence against women and girls in the built environment. The campaign, which has been welcomed by London's mayor and deputy mayor for policing and crime, was launched in September 2022 and aims to deliver essential knowledge, tools, and expertise to transform cities for all. In the UK, nearly 50% of women report feeling unsafe walking alone after dark, rising to more than 80% in open spaces. Beyond the most extreme cases of violence, Publica said concerns around personal safety remained a pervasive everyday experience of women and girls.

The campaign's programme of work will include practical projects delivered in partnership with developers, local authorities, and communities. It hopes these will demonstrate the possibilities for gender-inclusive urban development. Its two other strands of work are: creating a knowledge hub to provide a one-stop shop and engaging platform for research and expertise on gender inclusive urban development; and fostering innovation through cross-sector meetings and events to reimagine safer cities for women and girls.

The campaign hopes to highlight how addressing gender inequality in cities will help to make cities better for all. For example, making streets and public transport safer for women and girls means improving access to low-carbon and active travel, which in turn improves pollution levels and wellbeing.

We are very aware of the impact that the built environment can have on the safety and wellbeing of all people, particularly women. As such we are delighted to support Publica's initiative and hope that our contribution can play a part in tackling this crucially important issue."

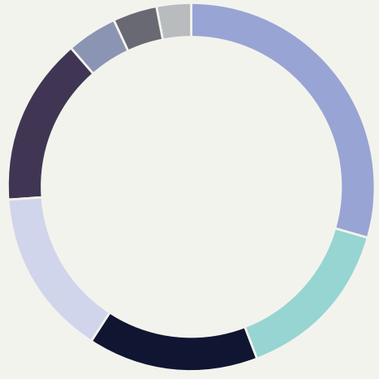
— Matthew Bonning-Snook, Property Diretor

Encouraging cycling in the City

Helical were sponsors of and contributors to the BCO's 2022 study into the rise of cycling as a means of transport to office locations, and the results this is having on the specification of tenant amenities. As market leaders in the provision of exemplary tenant amenities, we were keen to participate in this comprehensive research to share knowledge and further our own learning in this fast moving area.

At Helical we recognise that the quality and quantity of cycling facilities in offices has steadily improved in response to an increased demand for secure parking, showers and lockers, as has the provision of cycling infrastructure. At The JJ Mack Building, EC1, providing a best-in-class end of journey experience for cyclists was a key driver in the type and specification of the amenities we installed. The building has 426 bike storage spaces, charging for electric bikes and a bike repair station. This space is complemented with 672 lockers and 30 showers located in high quality changing areas.

Charitable donations



LandAid	£10,000
Lord Mayor's Appeal	£5,000
Helical Bursary	£5,000
London Air Ambulance	£5,000
Women & Safety in the Public Realm	£5,000
Sponsorships	£1,500
London City Farms	£1,300
Hackney Doorways Shelter	£1,000
Total	**£33,800**

Our environment

Energy performance

Reduction in total fuel consumption – LfL

24%

Reduction in total electricity consumption – LfL

3%

Table 1 Total energy consumption from electricity from managed and development portfolio – EPRA-Elec-Abs 4.1 & EPRA-Elec-LfL 4.2

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23	Percentage change
Head office – kWh	92,896	103,704	108,440	5%
Multi-let offices – kWh	4,466,869	3,568,568	3,953,056	11%
Other managed assets – kWh	360,951	373,892	226,244	-39%
Development buildings – kWh	2,202	162,025	134,322	-17%
Electricity procured from off-site renewable sources (%)	100%	100%	80%	-20%
Electricity procured from on-site renewable sources (%)	–	–	0.1%	100%
Company car – kWh	3,113	3,323	3,425	3%
Total electricity consumption*	**4,926,031**	**4,211,512**	**4,425,487**	**5%**
Total electricity consumption LfL		**3,276,993**	**3,176,937**	**-3%**
Absolute coverage	13/13	9/9	9/9	
LfL coverage		4/4	4/4	

* Consumption for one multi-let office development represents both tenant and landlord consumption as it has not been possible to separate due to metering complications.

Table 2 Total energy consumption from district heating and cooling from managed and development portfolio – EPRA DH & C-Abs 4.3 & DH & C-LFL 4.4

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23	Percentage change
Tenant consumption at multi-let offices – kWh	–	573,000	1,772,800	209%
Landlord consumption at head office and multi-let offices – kWh	1,597,900	–	1,637,000	100%
Other managed assets – kWh	–	–	–	–
Development buildings – kWh	–	–	–	–
District heating & cooling procured from renewable sources	–	–	–	–
Total energy consumption from district heating and cooling	**1,597,900**	**573,000**	**3,409,800**	**495%**
Total energy consumption from district heating and cooling LfL	**–**	**–**	**–**	**–**

Table 3 Total energy consumption from direct fuels from managed and development portfolio – EPRA-Fuel-Abs 4.5 & EPRA-Fuel-LfL 4.6

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23	Percentage change
Multi-let offices – kWh	2,913,098	3,396,716*	2,447,408	-28%
Development buildings – kWh	1,333,468	72,095	–	-100%
Company car – kWh	27,437	13,415	52,737	293%
Total fuel procured from renewable sources	**0%**	**0%**	**0%**	**–**
Total fuel consumption	**4,274,003**	**3,482,226**	**2,500,145**	**-28%**
Total fuel consumption LfL		**3,007,557**	**2,290,447**	**-24%**
Absolute coverage	13 /13	9/9	9/9	
LfL coverage		2/2	2/2	

* Restated due to a calculation error at The Bower.

Table 4 Total energy consumption intensity (managed portfolio) – EPRA-energy-Int 4.7

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23	Percentage change
Total landlord electricity consumption (managed portfolio) – kWh	4,827,820	3,942,459	4,179,300	6%
Total tenant electricity consumption (managed portfolio) – kWh *	4,280,702	2,813,039	6,883,574	145%
Total direct fuel consumption landlord purchased (managed portfolio) – kWh	2,913,098	3,396,716*	2,447,407	-28%
Total direct fuel consumption tenant purchased (managed portfolio) – kWh	–	128,000	861,813	573%
Total electricity consumption LfL (managed portfolio) – kWh	3,404,824	3,568,568	3,068,497	-14%
Total floor area – metres^2	118,528	80,199	99,342	
Landlord floor area – metres^2	43,231	22,218	30,715	
LfL floor area – metres^2		16,186	16,186	
Whole building electricity – kWh/m^2	**69**	**70**	**91**	**30%**
Whole building direct fuel – kWh/m^2	**27**	**58**	**42**	**-28%**
Whole building combined – kWh/m^2	**97**	**128**	**133**	**4%**
Whole building electricity – kWh/m^2 LfL		**81**	**82**	**1%**
Whole building direct fuel – kWh/m^2 LfL		**69**	**53**	**-24%**
Whole building coverage	**10/13**	**8/9**	**10/11**	

* Restated due to a calculation error at The Bower.

Table 5 Total energy consumption from development portfolio – EPRA-Elec-Abs 4.1 & EPRA-Elec-LfL 4.2

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23	Percentage change
Total electricity consumption (development portfolio) – kWh	2,202	162,025	134,322	-17%
Total direct fuel consumption (development portfolio) – kWh	1,333,468	72,095	–	-100%
Total energy consumption (development portfolio) – kWh	**1,335,670**	**234,119**	**134,222**	**-43%**
Coverage	2/2	2/2	1/1	

Commentary on performance

Energy

- Due to the ongoing long-term challenges which have faced the UK market following the global pandemic, traditional benchmarking of performance has remained complex in the year. Fluctuations with regard to occupancy and tenancy rates returning to pre-pandemic levels have contributed to a variable consumption across the portfolio. In addition to the impact of the pandemic, property investments made at the end of the previous reporting year, alongside completion of development projects and several disposals within this reporting year have contributed towards the year-on-year variation across the portfolio. Nevertheless, where possible, comparison of the like-for-like ('LfL') performance of long-term assets which have remained in continual management across the reporting year, and last reporting year, has been undertaken. Every effort has been made to capture accurate consumption information across the portfolio, however, in some discrete cases it is necessary to estimate consumption. A total of 307,866 kWh electricity has been estimated in the reporting year. This equates to 6.96% of the total electricity consumption from the managed and development portfolio.
- An overall increase in electricity consumption across the managed and development portfolio (5%) is attributed predominantly to the variations in occupancy and consumption across the managed portfolio. Particularly at 25 Charterhouse Square, EC1, which saw a significant increase in energy consumption across this reporting period (178%). This can be explained by reduced occupancy during the previous reporting year, followed by a return to normal occupation within the current reporting year, accompanied by changes in CIBSE guidance with regards to equipment run times.
- Total fuel usage within the reporting year has seen a decrease (-28%). This is largely due to a significant reduction in reported gas consumption at Trinity as the asset was sold in May 2022, resulting in only two months of gas consumption being reported. Further decreases in consumption can be seen at The Bower, EC1. The Bower, EC1 is part of a pilot study to reduce emissions and target net zero through updates to the Building Management System ('BMS') and recommissioning of Mechanical and Electrical (M&E) plant. Boiler run times and temperatures have been altered at the asset to reduce associated gas consumption and resultant emissions.
- Fuel consumption at multi-let offices reported for the prior reporting year has been re-stated from 659,516 kWh to 3,396,716 kWh (reported within Tables 3 and 4), to account for previous data reporting errors with regards to gas consumption at The Bower, EC1. Additionally, tenant gas consumption at 100 New Bridge Street, EC4, (a newly acquired asset at the end of the prior reporting period, under a FRI lease) has been reported for both this reporting year and the last reporting year within Table 4.
- As with the absolute performance fluctuations, the multi-let office occupancy and portfolio make it make it difficult to compare year-on-year intensity performance. However, it has been possible to compare LfL performance at four properties for whole building electricity intensity, showing a 3% reduction. Two properties were compared for LfL performance for whole building fuel intensity, showing a 24% reduction.
- Two of our assets are connected to a District Heat Network and where we have sight of consumption information, we have reported this in Table 2 above. One property is let on an FRI basis, and as such only tenant consumption is reported for Kaleidoscope, EC1, this property was also disposed of September 2022. However, the second property, The JJ Mack Building, EC1, is currently vacant following completion of development works in September 2022, as such total energy consumption associated with the district heating and cooling has been attributed to landlord consumption.

Our environment

Carbon performance

Total Scope 1 and Scope 2 emissions – tonnes CO_2e

1,453

Percentage reduction

5%

Table 6 Total direct greenhouse emissions from managed and development portfolio (Scope 1) – EPRA-Dir-Abs 4.8

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23	Percentage change
Direct greenhouse gas emissions (diesel fuel) – Vehicles – tonnes CO_2e	1	–	–	-
Direct greenhouse gas emissions (diesel fuel) – Refurbishment portfolio – tonnes CO_2e	307	17	–	-100%
Direct greenhouse gas emissions (diesel fuel) – Managed portfolio – tonnes CO_2e	–	0	–	-100%
Direct greenhouse gas emissions (petroleum hybrid fuel) – tonnes CO_2e	6	3	13	297%
Total direct greenhouse gas emissions (natural gas) – tonnes CO_2e	546	622*	447	-28%
Head office and multi-let offices – tonnes CO_2e	452	622*	447	-28%
Development buildings – tonnes CO_2e	11.00	–	–	–
Direct greenhouse gas emissions (air conditioning gas) – tonnes CO_2e	–	–	–	–
Total direct greenhouse gas emissions – tonnes CO_2e	**860**	**642**	**460**	**-28%**
Total direct greenhouse gas emissions LfL – tonnes CO_2e		**551**	**418**	**-24%**
Absolute coverage	13/13	9/9	9/9	
LfL coverage		2/2	2/2	

* Restated due to a calculation error at The Bower.

Table 7 Total indirect greenhouse emissions from managed and development portfolio (Scope 2) – EPRA-Indir-Abs 4.9

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23	Percentage change
Indirect greenhouse gas emissions from purchased electricity (location based) – tonnes CO_2e	1,148	894	854	-4%
Indirect greenhouse gas emissions from purchased electricity (electric vehicle) – tonnes CO_2e	1	1	1	-9%
Indirect greenhouse gas emissions from purchased electricity (market based) – tonnes CO_2e	126	92	314	241%
District heat, steam & cooling	184	–	138	100%
Total indirect greenhouse gas emissions – tonnes CO_2e	**1,333**	**895**	**993**	**11%**
Total indirect greenhouse gas emissions LfL – tonnes CO_2e		**674**	**593**	**-12%**
Absolute coverage	13/13	9/9	9/9	
LfL coverage		4/4	4/4	

Table 8 Total indirect greenhouse emissions from managed and development portfolio (Scope 3) – EPRA-Indir-Abs 4.9

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23	Percentage change
Electricity – Transmission and Distribution (T&D)	99	79	78	-1%
Electricity – Well to Tank (WTT) UK electricity T&D	14	21	19	-9%
Electricity – WTT- UK electricity generation	158	232	204	-12%
Gas – Tenant consumption	–	23	157	571%
Gas – Well to Tank	71	106*	76	-29%
District heat, steam & cooling	–	46	156	239%
District heat & steam – Distribution	8	–	–	–
District heat & steam – WTT	25	–	–	–
Tenant consumption *	998	597	1,331	123%
UK electricity T&D for EVs – Large Battery Electric Vehicle	0	0	0	-5%
UK WTT – Passenger vehicles – Large Battery Vehicle	0	0	0	0%
UK WTT – Passenger vehicles – Large Diesel Vehicle	0	–	–	–
UK WTT – Passenger vehicles – Large Petrol Vehicle	–	–	–	–
UK WTT – Passenger vehicles – Large Hybrid Vehicle	2	1	3	289%
UK water supply	7	3	5	64%
UK water treatment	15	5	8	80%
Construction waste	13	1	1	26%
Managed asset & head office – Recycled waste	3	3	8	159%
Managed asset & head office – General waste (EfW)	5	3	7	102%
Managed asset & head office – Organic waste	–	–	0	-
Construction materials – Developments	–	–	20,481	100%
Greenhouse gas emissions (Air conditioning gas)	–	–	510	100%
Total indirect greenhouse gas emissions – tonnes CO_2e *	**1,417**	**1,120**	**23,044**	**1955%**
Absolute coverage	13/13	9/9	11/11	

* Restated due to a calculation error at The Bower.

Table 9 Total greenhouse gas emissions intensity (managed portfolio) – EPRA-GHG-Int 4.10

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.2023	Percentage change
Total Scope 1 and Scope 2 emissions – tonnes CO_2e	2,193	1,537*	1,453	-5%
Total tenant emissions – tonnes CO_2e	1,760	667*	1,644	147%
Portfolio net lettable floor area – metres^2	118,528	80,199	99,342	25%
Portfolio landlord area – metres^2	43,231	22,218	30,715	38%
Net rental income £m	25.0	31.2	34.3	10%
Whole building emissions – tonnes CO_2e/m^2**	**0.021**	**0.025**	**0.025**	**-1%**
Scope 1 and Scope 2 – tonnes CO_2e/m^2 (landlord)	**0.051**	**0.069**	**0.047**	**-32%**
Scope 1 and Scope 2 – tonnes CO_2e/m^2 (whole building)	**0.014**	**0.015**	**0.011**	**-26%**
Scope 1 and Scope 2 – tonnes CO_2e/£m revenue	**87.7**	**49.26**	**42.38**	**-14%**
Absolute coverage	13/13	9/9	11/11	

* Restated due to a calculation error at The Bower.

**Represents both tenant and landlord consumption expressed as tCO_2e against associated floor area where whole building consumption is available. This is not the total floor area.

Commentary on performance

Carbon

- Direct and indirect GHG emissions are reported across the entire managed and development portfolio. This accounts for the Helical's head office, managed properties and current developments sites and is 100% of our operational control. The variation in the occupancy levels, investments/disposals of assets within the portfolio, and efficiency improvements, have a direct impact on GHG emissions. In addition, the alteration in UK GHG conversion factors has also affected the absolute emissions. Due to asset disposals over reporting period, and efficiency measures implemented at The Bower, EC1 (as described in the previous energy section), and to a lesser extent the decrease in fuel utilised at our development sites, the absolute consumption figures have reduced accordingly. Of the properties able to be compared under a like-for-like ('LfL') basis there has been an overall decrease in Scope 1 and 2 emissions of 24% and 12%, respectively. The decrease in Scope 1 emissions can be attributed to the before-mentioned efficiency measures implemented at The Bower, EC1.
- When comparing the whole building and landlord only intensities with the previous year (Table 9), a reduction can be seen, which principally reflects the above-mentioned reduction in gas consumption across all assets, alongside an increase in net lettable floor area, and landlord area. Further continued energy efficiency improvements and decarbonisation of the grid also contribute to the reduction in asset carbon intensity.
- Associated Scope 3 emissions have seen a significant increase of 1,955% compared with the previous reporting year. This can be attributed to the reporting of embodied carbon associated with construction materials used in the refurbishment of The JJ Mack Building, EC1, which was completed within this reporting year and contributes 89% of all Scope 3 emissions. Such reported embodied carbon accounts for materials used over the whole of the construction period. This increase is also attributable to the increased tenant electricity and gas consumption, and use of district heating. Tenant gas consumption has seen an increase of 571% directly as a result of the first whole-year coverage of tenant gas consumption at 100 New Bridge Street, EC4. The increase in emissions of 239% associated with district heat, steam and cooling is associated with an increase in consumption at Kaleidoscope, EC1, although this asset was disposed of in the year. Finally, the increase in tenant electricity consumption of 123% can largely be attributed to an increase in consumption reported at 100 New Bridge Street, EC4, as a result of the first whole-year of consumption data. Tracking our performance across all scopes of emissions will allow us to identify key areas for improvement across our supply chain to ensure a sustainable business strategy.
- Scope 1 natural gas emissions within the previous reporting year has been restated from 120.8 tCO_2e to 622.14 tCO_2e due to a calculation error at one of our properties. Associated Scope 3 Gas – Well to Tank emissions within the previous reporting year have also been restated from 71.03 tCO_2e to 106.49 tCO_2e to account for the change in Scope 1 natural gas emissions. Additionally, Scope 3 gas tenant consumption within the previous reporting year (2021-2022) has been restated from 0 tCO_2e to 23 tCO_2e to account for tenant gas consumption at 100 New Bridge Street, EC4, which is under an FRI lease, and was not reported within 2021-2022 annual reporting. Total Scope 3 emissions for the previous reporting year has been restated from 1,012 tCO_2e to 1,121 tCO_2e to account for the above-described changes.

Our environment

Water performance

Table 10 Total municipal water consumption from managed and development portfolio – EPRA-Water-Abs 4.11 & EPRA -Water-LfL 4.12

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23	Percentage change
Head office and multi-let offices (municipal water) – m^3	20,439	16,975	31,202	84%
Development buildings (municipal water) – m^3	921	2,245	1,183	-47%
Total volume of water consumed – m^3	**21,360**	**19,220**	**32,385**	**69%**
Total volume of water consumed LfL – m^3		**13,308**	**15,082**	**13%**
Absolute coverage	10/13	6/9	8/11	
LfL coverage		4/4	4/4	

Table 11 Municipal water intensity (managed portfolio) – EPRA-Water-Int 4.13

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23	Percentage change
Total volume of water consumed – m^3/m^2	**0.159**	**0.198**	**0.272**	**37%**
Coverage	10/13	6/9	8/11	

Table 12 Total water effluent from managed portfolio and Intensity – EPRA-Water-Int 4.13

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23	Percentage change
Head office and multi-let offices – m^3	20,208	16,686	31,202	87%
Head office and multi-let offices floor area – m^2	128,721	85,620	114,889	34%
Total volume of water intensity – m^3/m^2	**0.16**	**0.19**	**0.27**	**39%**
Coverage	9/13	6/9	8/11	

Table 13 Total water effluent from development portfolio – EPRA-Water-Abs 4.11

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23	Percentage change
Development*	341	40	–	-100%
Total volume of water consumed – m^3	**341**	**40**	**–**	**-100%**
Coverage	100%	100%	100%	

* Activities at development property causing water effluent ceased within the 2022 reporting year.

Commentary on performance

Water

- As part of our corporate target to improve the sustainable design of our developments, the reduction of water consumption is a key target with the BREEAM assessments. Total water consumption across head office, managed portfolio and our development sites has seen an increase of 69% in comparison to the last reporting year. This can be attributed to increased consumption across three properties in comparison to the previous reporting year: 55 Barts Square, EC1, 100 New Bridge Street, EC4, and The JJ Mack Building, EC1. Water consumption was not reported during the previous reporting period for 55 Barts Square as invoices were not available, however this property has now been disposed of. We also did not report on The JJ Mack Building, EC1, in the prior year as this property was under development. 100 New Bridge Street, EC4, was only purchased at the end of the previous reporting year, as such the current reporting year represents the first full year reporting water consumption at this property.
- A comparison of the like-for-like ('LfL') managed assets was possible at four properties, this is due to the changing portfolio. The LfL performance has seen an increase of 13% in comparison to the last reporting year. This is due to an increase in occupancy throughout the year.

Our environment

Waste performance

Table 14 Total waste by disposal route from managed portfolio – EPRA Waste-Abs-4.14

	Percentage by disposal route	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23	Percentage change
Waste recycled (tonnes)	57%	142	153	397	160%
Waste incinerated with energy recovery (tonnes)	43%	212	151	305	103%
Waste landfilled (tonnes)	–	–	–	–	–
Total waste collected (tonnes)	**100%**	**354**	**304**	**702**	**131%**
Hazardous waste (tonnes)	–	–	–	–	–
Non-hazardous waste (tonnes)	100%	–	–	–	–
Absolute coverage		8/13	8/9	8/11	

Table 15 Total like-for-like waste by disposal route from managed portfolio – EPRA Waste-Abs-4.15

	Percentage by disposal route	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23	Percentage change
Waste recycled (tonnes)	53%	88	141	287	104%
Waste incinerated with energy recovery (tonnes)	47%	143	144	250	74%
Waste landfilled (tonnes)	–	–	–	–	–
Total waste collected (tonnes)	**100%**	**–**	**284**	**537**	**88%**
Hazardous waste (tonnes)	0%	–	–	–	–
Non-hazardous waste (tonnes)	100%	–	–	–	–
LfL coverage			4/4	4/4	

Table 16 Total waste by disposal route from head office – EPRA Waste-Abs-4.14

	Percentage by disposal route	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23	Percentage change
Waste recycled (tonnes)	64%	1.0	2.5	1.7	-29%
Waste incinerated with energy recovery (tonnes)	32%	0.3	1.2	1.8	43%
Food waste (tonnes)	4%	–	0.2	0.2	4%
Total waste collected (tonnes)	**100%**	**1.3**	**3.9**	**3.7**	**-5%**

Table 17 Total waste by disposal route from development portfolio – EPRA Waste-Abs-4.14

	Percentage by disposal route	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23	Percentage change
Waste diverted from landfill from developments (tonnes)	100%	12,334	861	411	-52%
Waste to landfill from developments (tonnes)	–	307	–	4	100%
Hazardous waste (tonnes)	–	0	–	–	–
Total waste from developments (tonnes)		**12,641**	**861**	**415**	**-52%**

Commentary on performance

Waste

- All waste recorded in the managed asset figures above represent co-mingled waste (tenant and landlord). It is not possible to separate out volumes for tenant and landlord and thus reported as landlord controlled. Year-on-year performance in diverting waste from landfill is consistent across the years. The managed portfolio achieves 100% of waste diverted from landfill, whilst the development site achieves 99% of waste diverted from landfill greatly exceeding the target of 90% diversion from landfill for construction sites.

We will strive to continue this performance into the next reporting year. Recycling in the managed portfolio has met the target of 50% recycling rate, with recycling rates at new asset 100 New Bridge Street, EC4, achieving a 70% recycling rate. We have successfully engaged with restaurant and café tenants to encourage opportunities to avoid single use plastic and reduce waste wherever possible. Recycling in the development portfolio has achieved rates of 94%, with remaining waste diverted to energy from waste facilities.

A small amount of waste (1%) is sent to landfill, however this value is an average factor reported across all Greater London Waste operations, the main contractor for development works in 2022.

- Comparison of like-for-like performance is possible across four assets, demonstrating strong recycling and diversion from landfill year-on-year.

Our environment

Building certification and other measures

Table 18 18 Building certification – EPRA Cert-tot 4.16

		Total number of assets achieving certification or rating	Floor area achieving certification or rating (GIA) – m^2	Percentage of portfolio total area (GIA)
Energy Performance (EPCs) – All assets held in the year				
	A	1	27,543	20%
	B	7	82,619	61%
	C	1	4,280	3%
	D*	1	20,344	15%
	E to G	–	–	–
Energy Performance (EPCs) – All assets held in the year				
	A	1	27,543	20%
	B	4	61,049	61%
	C	1	4,280	3%
	D*	1	20,344	15%
	E to G	–	–	–

* The only asset that holds an EPC 'D' rating is 100 New Bridge Street, EC4, which is due to be redeveloped in 2023 where it is targeting an EPC rating of "A"

BREEAM – All assets held in the year				
	Outstanding*	1	27,543	20%
	Excellent	5	61,766	46%
	Very Good	1	11,799	10%
	Unassessed**	3	33,678	25%
BREEAM – All assets held at year end				
	Outstanding*	1	27,543	24%
	Excellent	3	61,766	44%
	Very Good	1	11,799	10%
	Unassessed**	2	33,678	22%

* Certified at Design Stage.

** 100 New Bridge Street, EC4, EC1, is currently included under "'Unassessed" however will be targeting Outstanding once redeveloped.

Table 19 Construction management

	Year ended 31.03.22	Year ended 31.03.23
Schemes registered with Considerate Constructors Scheme	1 of 1	1 of 1
Our lowest score for CCS	50	50
Our highest score for CCS	50	50
Our average score for CCS	50	50
Sites with recognised EMS ISO14001 (%)	100%	100%

Commentary on performance

Building certification and other measures

- During the prior year we acquired 100 New Bridge Street, EC4, which currently holds an EPC rating of 'D' and no BREEAM certification. This building will undergo a large refurbishment in the end of 2023 and we will target an EPC of 'A' and BREEAM "Outstanding". We continue to explore BREEAM in use for those assets where it was not possible to apply for BREEAM New Build Certification.
- The Loom, E1, received a BREEAM In Use certification of "Very Good" during the year. Given the listed status of the building we were very pleased with this rating.

BREEAM "Excellent" or above – Office buildings

5*

CCS Score for The JJ Mack Building, EC1

50/50

* Buildings held at year end.

Our people

Employees

Table 20 Employee gender diversity – EPRA Diversity-Emp 5.1

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23
Board (%)			
Male	75%	75%	71%
Female	25%	25%	34%
Executives* (%)			
Male	60%	60%	57%
Female	40%	40%	43%
Company (%)			
Male	46%	46%	50%
Female	54%	54%	50%

* Executives are those employees that hold professional positions but are not members of the Executive Committee or the Board. Management positions are not held in the Company and any senior members of staff who are not Directors will be included within Executives.

Table 21 Employee training and development – EPRA Emp-Training 5.3

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23
Number of training hours for all employees	950	832	1,302
Average number of training hours – All employees	4.5	4.1	6.4

Table 22 Employee performance appraisals – EPRA Emp-Dev 5.4

	Year ended 31.03.20	Year ended 31.03.21	Year ended 31.03.23
Employees receiving performance appraisals	100%	100%	100%

Table 23 Employee turnover and retention – EPRA Emp-Turnover 5.5

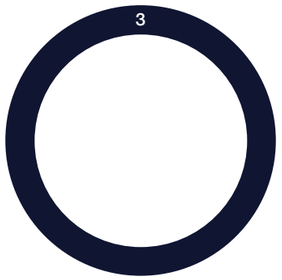
	Year ended 31.03.20	Year ended 31.03.21	Year ended 31.03.23
Total number of employees	29	28	26
Rate of new employee hires (%)	7%	–	–
Total employee turnover	2	1	2
Rate of employee turnover (%)	11%	4%	8%

Commentary on performance

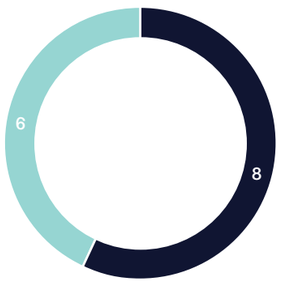
Employees

- As part of our ongoing commitment to staff training, we saw training hours increase from an average of 4.1 days per employee to 6.4 days. We continue to review training requirements on an individual basis.

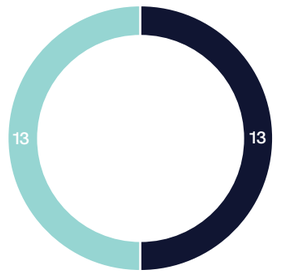
Executive Directors
Average length of service: 28.6 years



Executives
Average length of service: 10.9 years



Company
Average length of service: 13.2 years



key

Male
Female

Our people

Health and safety

Table 24 **Employee health and safety – H&S-Emp 5.6**

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23	Percentage change
Direct employees				
Injury Rate (IR)	–	–	–	–
Lost Day Rate (LDR)	–	–	–	–
Absentee Rate (AR)	0.015	0.020	0.025	25%
Enforcement notices or fines	–	–	–	–
Work related fatalities	–	–	–	–
Managed portfolio				
Number of Lost Time Accidents	–	–	–	–
Lost Time Accidents Frequency Rate (LTAFR)	–	–	–	–
Number of RIDDOR	–	–	–	–
RIDDOR Accident Frequency Rate (AFR)	–	–	–	–
Enforcement notices or fines	–	–	–	–
Work related fatalities	–	–	–	–
Development portfolio*				
Number of hours worked	352,069	769,664	1,037,589	35%
Number of Lost Time Accidents	–	–	3	100%
Lost Time Accidents Frequency Rate (LTAFR)	–	–	0.29	100%
Number of RIDDOR	1	–	1	100%
RIDDOR Accident Frequency Rate (AFR)	0.28	–	0.1	100%
Enforcement notices or fines	–	–	–	–
Work related fatalities	–	–	–	–

* Suppliers and subcontractors at development site.

Table 25 **Asset health and safety assessments – H&S-Asset 5.7**

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23	Percentage change
Assets for which health and safety impacts are assessed or reviewed for compliance or improvement (%)	100%	100%	100%	–

Table 26 **Asset health and safety assessments – H&S-Comp 5.8**

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23	Percentage change
Incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts	–	–	–	–

Commentary on performance

Health and safety

- During the year there were no accidents involving employees, the same as the previous year.
- During the year, there were no enforcement notices issued to Helical plc or its subsidiaries. Our development sites are subject to regular health and safety inspections by external health and safety consultants and in addition by our senior management team. We also perform assessments at all our occupied buildings (reviewing fire safety, water safety, asbestos and air quality) along with annual health and safety.

Total construction hours worked

1,037,589

Our people

Corporate governance

Table 27 **Composition of the highest governance body – EPRA Gov-Board 6.1**

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23
Number of executive board members	3	3	3
Number of non-executive board members	5	5	4
Average tenure years on the governance body	9.2	10.2	10.2
Number of non-executive board members with competencies relating to environmental and social topics	5	5	4

Table 28 **Nominating and selecting the highest governance body – EPRA Gov-Select 6.2**

	Year ended 31.03.23
Process for nominating and selecting the highest governance body	*

* See our Annual Report and Accounts 2023, pages 99 to 103.

Table 29 **Process for managing conflicts of interest – EPRA Gov-Col 6.3**

	Year ended 31.03.23
Process for managing conflicts of interest	*

* See our Annual Report and Accounts 2023, pages 131.

Commentary on performance

Corporate governance

- Please refer to the Corporate governance section of our Annual Report and Accounts 2023 for more details.

Our people

Community engagement

Table 30 **Community engagement, impact assessments and development programmes – EPRA Comty-Eng 5.9**

	Year ended 31.03.23
Percentage of managed assets with community engagement, impact assessments or development programmes in place	100%

See pages 8 and 9 for details on our community initiatives in the year and our Annual Report and Account 2022

Table 31 **Sustainable transport**

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23
Sites with public transport within 650m (%)	100%	100%	100%
Sites with cyclist facilities (%)	100%	100%	100%
Sites with green travel plan (%)	50%	46%	46%
Cycle storage capacity	1,090	992	997
Cycle storage intensity	1 per 9	1 per 9	1 per 9

Table 32 **Biodiversity**

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23
Sites which have included ecological enhancement measures	20%	50%	50%
Sites with appropriate protection measures for sensitive features (%)	100%	100%	100%

Wellbeing performance

Commentary on performance

Wellbeing & community performance

- All multi-tenanted sites have a community engagement programme in place. We have our tenant engagement app, Equiem, at our sites. This is a platform where tenants can assess information on wellbeing initiatives and a calendar of virtual and physical events.
- All of our sites have cycle facilities, and as we anticipate more demand on these spaces we are ensuring that these spaces meet our tenants' needs.

Assets with cycling facilities

100%

Reporting methodology

Methodology

The information contained in this report has been collated and prepared in accordance with the following guidance and standards:

- ISO 14064 – Greenhouse gases. Part 1 (2006)
- UK Government's Environmental Reporting guidance (2013 version)
- The Global Reporting Initiative Sustainability Reporting Guidelines
- The most recent version of Defra's Guidelines for Greenhouse Gas Reporting and carbon emissions restated year on year
- European Public Real Estate Association Sustainability BPR Guidance (Sept 2017)
- Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance March 2019.

Coverage

We have a flexible business model which fluctuates year-on-year based around acquisitions, sales and completion of construction projects. This in turn is represented in our year-on-year performance. Below details the full coverage of our managed and development portfolios that can be reported on for the reporting year.

	Year ended 31.03.21	Year ended 31.03.22	Year ended 31.03.23
Head office	1	1	1
Managed portfolio*	13	7	8
Other portfolio	–	3	3
Development portfolio**	5	2	1

* Includes multi-let office, retail and mixed-use developments where we have operational control.

** Includes FRI leased offices and residential.

*** Includes all refurbishment projects active in this reporting period with a project cost over £500,000 where we have operational control.

Like-for-like ("LfL") analysis

Our like-for-like ("LfL") data sets are inclusive of buildings that have been consistently in operation for the data period specified, e.g. not purchased, sold or developed during either of the reporting periods for 24 months.

Normalisation calculation

For energy purchased by Helical, the amount is identified by the managing agents but apportioning this to specific floor areas is difficult due to the common part areas not generally being measured. For properties where whole building data is available, an intensity metric based on landlord and tenant consumption is normalised against whole building floor area.

Reporting boundaries

The following are the definitions adopted:

Scope 1 – direct emissions includes whole building gas data; fugitive emissions from air conditioning are included where it is the landlord's responsibility within the common parts. In addition, fuel use for all company owned vehicles is included.

Scope 2 – indirect energy emissions includes purchased electricity for the head office, landlord controlled common parts areas and electricity used as part of development and refurbishment schemes.

Scope 3 – other indirect emissions, which includes emissions associated with electricity losses and generation. It also includes tenant consumption where available, hotel stays, business air travel, business travel via taxis, business rail travel, waste and water.

Using these definitions, the following are the reporting boundaries:

- All properties where Helical has sole ownership and operational control through the managing agents have been included
- Any joint ventures which are within Helical's operational control are also included on the basis of the percentage ownership
- Any gas boilers that provide heating to both common and tenanted areas have been included where the heating plant is within the control of the managing agents working for Helical. These are identified within the relevant data tables
- All electricity supplies that serve plant e.g. lifts, common area lighting and power where the equipment is within the control of Helical rather than the occupier. In some cases, the meters supply occupied areas as well as landlord areas, for instance gas supply to the building. This is not sub metered so is recorded as part of Helical's consumption and is identified as whole building
- All water supplies that provide water to areas where Helical has control rather than the occupier
- Development and refurbishment site data for energy use for projects with a capital value over £500,000
- All electricity and gas supply which is supplied direct to the tenant is collated and reported as either tenant purchased tenant supply OR landlord purchased tenant supply. Where it is not possible to differentiate between tenant and landlord consumption the whole building consumption is reported
- All electricity and gas consumed by Helical at the head office, 5 Hanover Square.

GHG factors

Carbon emissions data has been calculated according to Defra's Guidelines for Greenhouse Gas Reporting and carbon emissions restated year on year. Annual conversion factors can be found at the link below:

https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

Data Verification

Data is sense checked by internal RPS staff (Senior Consultant level) and queries passed back to the managing agents for clarification. Property consumption data which varies by greater than double the previous year's consumption (property specific) or greater than 1% variation of the total year's portfolio consumption is queried with the managing agent. In addition, RPS staff (Senior Consultant level) also carry out a sample data verification exercise with the managing agents in order to audit the data collection processes and procedures and check the robustness of the data submitted. EcoAct have provided limited assurance for the data ended 31 March 2023 and their statement is attached to this report.

Appendix 1
Independent verification statement

To the stakeholders of Helical plc

EcoAct was engaged by Helical plc at 5 Hanover Square, Mayfair, London, W1S 1HQ, UK to provide independent third-party Limited Verification of its direct (Scope 1) and indirect (Scope 2) and selected Scope 3 categories greenhouse gas emissions as detailed in the company's carbon footprint calculation, and a verification opinion on a selection of data supporting sustainability KPIs for the period 1 April 2022 – 31 March 2023.

Objective & responsibilities

The objective of this verification was to confirm whether the GHG statements as reported in Helical plc GHG Emissions report for the year 1 April 2022 - 31 March 2023 were fairly stated and free from material error or omission in accordance with the criteria outlined below.

The management of Helical plc are responsible for the organisation's emission sources and GHG related information as well as the development and maintenance of records and procedures in accordance with its reporting requirements. The EcoAct verification team's responsibility is to express an independent verification opinion on the accuracy of the GHG emissions reported by Helical plc and supporting processes and procedures in place to aggregate and analyse data.

Criteria

- Calculation methodology: World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition (the GHG Protocol);
- Reference methodologies: UK Government Conversion Factors for greenhouse gas (GHG) reporting 2022 (Department of Energy Security and Net Zero, and Department for Business, Energy and Industrial Strategy)

Level of Verification and Materiality

A Limited level of verification aligned with the ISO 14064-3:2019 standard with specification and guidance for the verification and validation of greenhouse gas statements was conducted.

The organisational boundary of Helical plc was established as including its operation sites in the year, from 1 April 2022 to 31 March 2023 which accounts for 17 sites. We used the operational control approach, which is where the business has full operational control. The verification team reviewed the source data from Helical plc GHG Emissions report, to identify emissions sources material to the carbon footprint.

Verification Opinion

Based on the data and information provided by Helical plc, and the processes and procedures followed; nothing has come to EcoAct's attention to indicate that the following GHG emissions totals and sustainability KPIs reported are not fairly stated and free from material error or omission in accordance with verification criteria:

Helical plc – Carbon Emissions sources	1 April 2022 to 31 March 2023 Emissions (tCO_2e)
Scope 1 Emissions	**460.00**
Scope 2 Emissions (location-based)	**1,453.47**
Scope 2 Emissions (market-based)	**913.16**
Scope 3 Emissions	**22,536.02**
Scope 3 – Category 1: Purchased Goods and Services (Embodied Carbon in The JJ Mack Building, EC1)	20,481.39
Scope 3 – Category 3: Fuel and Energy-related Activities	694.23
Scope 3 – Category 5: Waste	29.40
Scope 3 – Category 13: Downstream Leased Assets	1331.15
Total tCO_2e Scope 1, 2 and 3 (location-based)	**24,449.49**
Total tCO_2e scope 1,2 and 3 (market-based)	**23,909.18**

Additional Sustainability KPIs Verified

Helical plc – Additional Verified KPIs	1 April 2022 to 31 March 2023 Activity Verified (%)
Water consumption (total consumption)	51%
Waste disposal (total consumption)	86%
Intensity metrics: (Scope 1 and 2 emissions / building area m^2)	86%
Year-on-year change in emissions	100%
Like-for-like water consumption and water intensity by building	100% of specified LfI sites
Like-for-like waste by disposal method by building	100% of specified LfI sites
Loan KPIs	
Scope 1 and Scope 2 Emissions reported under Helical plc's SECR Disclosure	SECR Disclosure Verified
Whole Building Carbon Intensity ($kgCO_2e$*/ sqft **)	1.12
Whole Building Energy Intensity (kWh / m^2 **)	129
Volunteering Hours (hours / FTE Annual Measure)	5.23

* Scope 1 and Scope 2 location-based emissions.

** Whole building area less The JJ Mack Building, EC1; properties under FRI lease and properties sold prior to the verification period.

Description of activities

In accordance with the Limited Verification requirement, EcoAct selected and verified sufficient and appropriate level of evidence and data calculations to form the basis for our verification opinion.

Selected data for the verification included: Scope 1 emissions (combustion of fuels), Scope 2 emissions (electricity) and Scope 3 emissions (waste, water, T&D, WTT electricity & district cooling and heating). Other Scope 3 categories included in the verification were Category 1: Purchased Goods and Services including the embodied carbon in the 33 Charterhouse Development (please refer to the table above for full description of the scope 3 categories listed here). Please note, Scope 1 refrigerant emissions, and Scope 3 employee commuting and business travel emissions were outside the verification scope and so not included in the stated emission figures above. Further, the Scope 1 and 2 emission intensity metric (tCO_2e / £m turnover) was not calculated and therefore not included in the verification.

The verification of Helical plc's emissions related information was conducted through the review and testing of its emissions calculations and selected primary evidence. We have also conducted interviews with stakeholders involved in data gathering and reporting to discuss systems, processes and methodologies used to compile the GHG report for the year, 1 April 2022 to 31 March 2023.

Amendments to the carbon footprint calculation, to correct minor data discrepancies, were made during the verification process by the Helical plc team prior to the finalisation of the GHG emissions totals. These discrepancies were not material to the data reported above. The final, verified emissions total for Scope 1, 2 and 3 market-based was **23,909.18 tCO_2e**.

Recommendations

Helical plc should:

- Implement more accurate data gathering measures including submeters for energy consumption and separate site billing for waste consumption.
- Increase data gathering measures with the aim to include Scope 1 refrigerant emissions, and Scope 3 employee commuting and business travel emissions. Further, look to include wider scope 3 categories in future footprints.
- Revise Embodied Carbon report of 33 Charterhouse Development from 2022 with updated data from the Whole Life Cycle Assessment report from 2023.
- Improve quality check of data and formulas within the footprint and provide increased supplementary notes for the footprint to provide clarity on methodology. For example, supplement calculations used to determine energy consumption from meter readings/invoices and extrapolations used in conjunction with waste reports.

Further detailed findings and recommendations about Helical plc's emissions data have been made to the management of Helical plc throughout the verification.

Verified by

Ben Wrighton

Ben Wrighton
Sustainability Analyst
EcoAct, an Eviden business
London, 9 June 2023

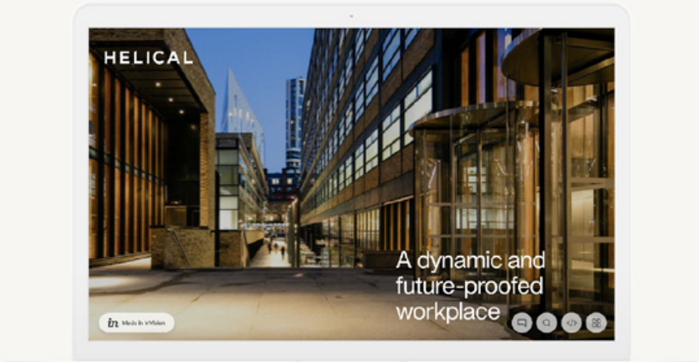
Independently Reviewed by

Rachel Skinner

Rachel Skinner
Principal Consultant
EcoAct, an Eviden business
London, 9 June 2023

Statement of Independence

EcoAct is an independent carbon management company. Our team has extensive experience in the verification of carbon data, information, systems and processes. The data required for the greenhouse gas calculations described herein were compiled by Helical plc. No member of the EcoAct team has a business relationship with Helical plc, its directors or managers beyond that required of this assignment. To our knowledge there has been no conflict of interest.



Find out more online

To find out more about our sustainability strategy ‘Built for the Future’ and our ‘Pathway to Net Zero’ please see our website where all documents are available to download.

helical.co.uk

HELICAL

Helical plc
Registered in England and Wales No.156663

Registered Office
5 Hanover Square
London W1S 1HQ

T: 020 7629 0113
E: reception@helical.co.uk