



HELICAL PLC

Modern Slavery Act 2015: Slavery and Human Trafficking Statement

Our Structure

Helical plc (“Helical”) is listed on the London Stock Exchange. Our core business is the development of, and investment in, dynamic, well located office space in London and Manchester accompanied by a diverse portfolio of logistic units in England and Wales. The Group has 33 employees (30 November 2017) and an annual turnover of £99,934,000 (31 March 2017).

Our Supply Chains

Our supply chains include external asset managers, project managers, contractors, subcontractors, goods and services suppliers and professional service providers.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Helical has in place a number of policies which support our commitment to acting ethically and with integrity in all our business relationships. These policies are outlined below.

Anti-Slavery and Human Trafficking Policy

This sets out our zero tolerance approach to modern slavery and our commitment to implementing and enforcing effective systems and controls to prevent slavery and human trafficking taking place anywhere in our supply chains. The policy is available to download on the [Corporate Responsibility](#) section of our website and is distributed to all staff.

Employment Policy

This confirms that Helical recognises the importance of the welfare of our employees and is committed to complying with all applicable laws and regulations. Our policy is to pay at least the Minimum Wage to all direct employees and to encourage our suppliers to adopt an appropriate system for remuneration. The policy also confirms that we 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. The policy is available to download on the [Corporate Responsibility](#) section of our website and is distributed to all employees in our staff handbook.

Health and Safety Policy

Helical’s Health and Safety policy aims to develop a corporate culture that is committed to the prevention of injuries and ill health to its employees or others that may be affected by its activities. The requirements of the policy are binding for all staff, retained consultants and visitors within Helical. All sub-sections of the policy are communicated, implemented and monitored. The policy is available to download from the [Health and Safety](#) section of our website and is distributed to all staff in our employee handbook.

Corporate Responsibility Policy

Our objectives under this policy include:

- We will ensure that all of our development sites and property assets implement appropriate health and safety practices in line with regulatory requirements, to protect our contractors, sub-contractors, tenants and employees;
- We will seek to apply appropriate sustainable procurement standards for our development and asset management activities, focusing on labour standards and environmental compliance; and
- *We will seek to ensure that modern slavery is not taking place anywhere in our business or in any of our supply chains.

Our objectives are supported by the following measurable targets:

- Achieve zero reportable accidents/incidents throughout 100% of the managed assets and on 100% of our construction sites;
- *Require our suppliers to ensure that the products and services they use are sourced from responsible suppliers;
- Require project teams to source timber, if used, from sustainable sources and aim for a minimum of 50% chain of custody certified timber to Forest Stewardship Council certification to demonstrate consideration of human rights for communities and forest workers;
- *Require our asset management teams to minimise the use of agency staff at our properties, to minimise the risk of labour exploitation within our supply chains; and
- Require our principal contractors to confirm the legitimacy of the workforce on site as also verified through the Considerate Constructors' Scheme.

Anti-Bribery and Corruption Policy

The policy confirms Helical's zero tolerance of bribery and corruption and extends to all of our business dealings and transactions in all countries in which we or our subsidiaries operate. All directors, employees and third parties are required to comply with the policy, which is given force by a range of bribery prevention procedures. The Anti-Bribery and Corruption Policy and Procedures are available to download from the [Bribery and Corruption](#) section of our website and is distributed to all staff in our employee handbook.

Whistleblowing Policy

Our Whistleblowing Policy encourages employees to report legitimate concerns over malpractice or misconduct, without fear of penalty or punishment. The policy is available to download from the [Bribery and Corruption](#) section of our website and is distributed to all staff in our employee handbook.

During the year ended 31 March 2017 we have taken the following steps towards ensuring there is no slavery and human trafficking in our business and supply chains:

- Introduced a clause into key commercial contracts, which requires contractors and suppliers to confirm that they will comply with all applicable anti-slavery and human trafficking laws;
- Included within our Corporate Responsibility Policy an objective confirming that we will seek to ensure that modern slavery is not taking place anywhere in our own business or supply chains;
- Required our asset management teams to minimise the use of agency staff at our properties in order to reduce the risk of labour exploitation within our supply chains;

* Introduced during the year ended 31 March 2017

- Required our suppliers to confirm that the products and services they use are sourced from responsible suppliers; and
- Widened the scope of our Whistleblowing Policy to include the reporting of slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended 31 March 2017.

Approved by the Executive Committee on 20 December 2017 and signed on its behalf by:

A handwritten signature in blue ink that reads "Gerald Kaye". Below the signature is a horizontal line with a small dot at the end, serving as a decorative flourish or underline.

Gerald Kaye
Chief Executive
Helical plc