



## Corporate Responsibility Policy

February 2019

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Our corporate responsibility objectives also overlap with a number of significant environmental impact areas. These are listed below in full:

- We will endeavour to take appropriate action to ensure that we minimise our impact on the environment, by adhering to the commitments outlined in our Environmental Policy and asking our Suppliers to adhere to the environmental management expectations set out in our Supplier Code of Conduct.
- We will implement considerate construction practices on all developments and refurbishments, including consulting with local communities and stakeholders on large development or refurbishment schemes.
- We will seek to apply appropriate sustainable procurement standards for our development and asset management activities, focusing on labour standards, health and safety standards, environmental and CSR impact, ethics and legal compliance.
- We will seek to ensure that modern slavery is not taking place anywhere in our own business or in any of our supply chains. We adopt a zero-tolerance approach to modern slavery and human trafficking.
- We will look to encourage contractors to pro-actively use local labour on construction and refurbishment projects where feasible.
- We will work collaboratively with our Joint Venture partners and project teams to understand their needs, delivering pragmatic and practical solutions to address their sustainability challenges.
- We will ensure that appropriate health and safety practices are implemented, in line with legal and regulatory requirements, to protect our contractors, sub contractors, tenants and employees at all of our development sites and assets.
- We will respect and uphold the principles of equality and diversity in our employment practices.
- We will, where planning and listed building constraints permit, endeavour to comply with the requirements of the Disability Discrimination Act (DDA) throughout our managed portfolio.
- We will work collaboratively with our Managing Agents and Consultants, Suppliers and Contractors to ensure that our managed portfolio provides best practice levels of sustainability, environmental compliance, health & safety practices, ethics and legal compliance to our occupiers.
- We will review the needs of the local communities within which we operate and, in conjunction with our Managing Agents, support initiatives that are relevant to our business.
- We will work with our tenants with the aim to manage our assets in line with their occupational requirements.
- We will seek to understand and respond to the sustainability concerns of our shareholders and wider stakeholders in the context of real estate development and management.

Helical's continued listing in the FTSE4Good Index is a demonstration of our commitment to appropriately manage the environmental and social impact of our activities. The FTSE4Good Index measures the performance of companies that meet globally recognised corporate

responsibility standards and facilitates investment in those companies. Maintaining listed status on this Index remains a key priority for Helical, and informs our evolving approach to Corporate Responsibility.