



HELICAL PLC

DIVERSITY AND INCLUSION POLICY

Helical plc (the “Company”) appreciates the inherent value of having a diverse workforce and an inclusive work environment. The Company regards inclusivity and diversity as key components of its corporate culture.

Helical is dedicated to promoting and celebrating the positive effect that diversity has, both in the workplace and within the wider community, and this is embedded within the Company’s culture. In addition, Helical is focused on ensuring that the views of its workforce and other stakeholders are taken into account, and that an environment of inclusivity is supported at all times.

Helical acknowledges the importance diversity and inclusion with respect to the achievement of its strategic objectives. Organisations that embrace a diverse workforce deliver better business results and such improvement can be attributed to improved challenge from a wider range of perspectives, greater innovation, better framed strategies, more holistic, robust and grounded decision making and enhanced market reputation. Other key benefits include attracting and retaining talent, employee engagement, better motivation and increased effectiveness with all stakeholders.

The Company’s key objectives (“Objectives”) with regards to diversity and inclusion (“D&I”) are noted as follows:

- The creation of an inclusive working environment where all employees are respected and valued for their diversity.
- Ensuring managers demonstrate effective leadership with due regard to inclusion, equality and diversity.
- Delivering relevant processes that promote equality and place emphasis on respect for D&I.
- Attracting new people from the widest possible talent pool, while retaining our existing talented employees.
- Constantly challenging the status quo and considering new ways to improve the proportion of under represented groups, thereby creating a diverse, representative workforce at all levels.
- Consider D&I as part of Company succession planning to ensure that such planning meets both the current and future needs of the business.
- Consider candidates for all positions against objective criteria with regard to the benefits of diversity, whilst always ensuring appointments are based on merit.

Monitoring of D&I

Helical will monitor and review its progress with regards to its D&I initiatives by assessing the successful delivery of Company strategy over time against our Objectives. The Company will also measure its D&I achievements using the important data gathered through its employee engagement initiatives.

The responsibility and accountability for D&I resides with the Board of Directors of Helical. D&I will be reported, as appropriate, and formally communicated in the Company’s Annual Report and Accounts.

Last approved by the Board on 13 February 2020.