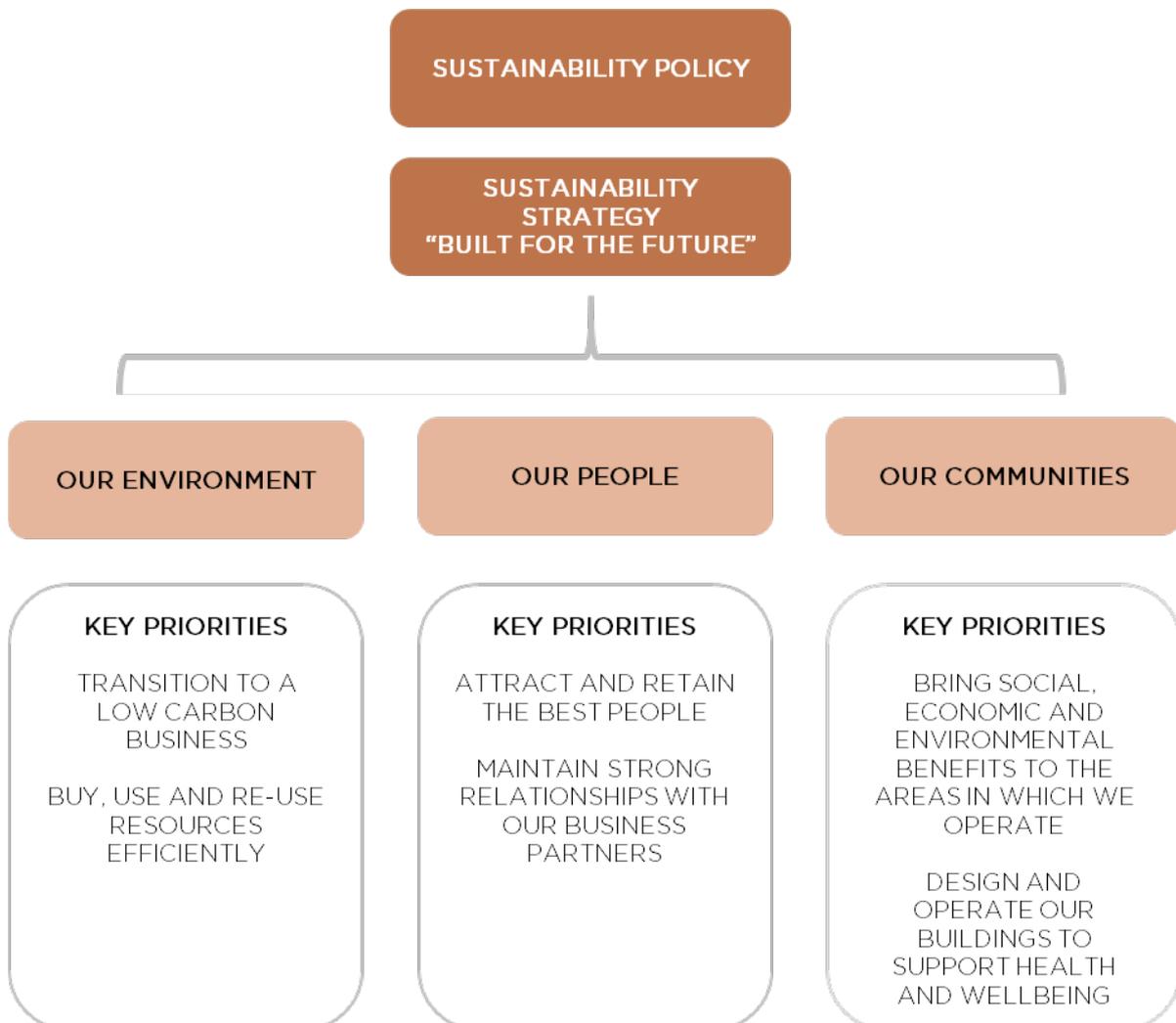




## Helical plc - Sustainability Policy

Helical plc is a London and Manchester focused property development and investment company. We aim to deliver market-leading returns by developing dynamic properties and letting them to diverse tenants on flexible terms and applying a proactive approach to asset management.

Our Sustainability Policy sets out our high level environmental and social objectives for our key impact areas. These objectives are in support of our key priorities as set out in our Sustainability Strategy “Built for the Future” encompassing, Our Environment, Our Communities and Our People.





## Our Objectives

- We will endeavor to take appropriate action to ensure that we minimise our impact on the environment, by adhering to the commitments outlined in our Environmental Policy.
- We will implement considerate construction practices on all developments and refurbishments, including consulting with local communities and stakeholders on large schemes.
- 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 contractors to run apprenticeships schemes for young people to learn practical skills on our construction sites, providing valuable experience in preparation for their futures.
- We will prohibit the use of materials and substances that have potentially hazardous effects on the environment, human health and wellbeing.
- We will incorporate design features that encourage a healthy lifestyle such as cycle storage and showering facilities
- We will create a calendar of events that focus on health and wellbeing
- We will respect the principles of equality and diversity in our employment practices as detailed in our Employment Policy and 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 to ensure that our managed portfolio provides best practice to our occupiers in terms of sustainability, environmental compliance and health & safety practices.
- We will work collaboratively with our Joint Venture partners and project teams to understand their needs, delivering pragmatic and practical solutions to their sustainability challenges.
- We will look to encourage contractors to use local labour on construction and refurbishment projects where feasible.
- We will ensure that all of our developments sites and assets implement appropriate health and safety practices in line with regulatory requirements, to protect our contractors, sub contractors, tenants and employees as detailed in our Health and Safety Policy.
- We will seek to ensure that modern slavery is not taking place anywhere in our own business or in any of our supply chains as detailed in our Modern Slavery Act statement.



- We will seek to understand and respond to our investors' evolving concern for sustainability in the context of real estate development and management.

An endorsement of Helical's commitment to managing environmental and social impacts is our continued listing in the FTSE4Good Index and our participation in Carbon Disclosure Project (CDP) and GRESB. The FTSE4Good Index measures the performance of companies that meet globally recognised environmental, social and governance 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 Sustainability.

The Policy is reviewed annually by the main board and is implemented by management representatives working with our project teams and managing agents

Last approved by Board on the 13 February 2020.