



Helical plc Stakeholder Engagement Policy

Our purpose is to create buildings for today's occupiers by providing sustainable, inspiring space with distinctive architectural detail, carefully curated public realm, market leading amenities, high-quality management and a flexible approach to leasing. Whilst working toward this purpose Helical aims to achieve long-term sustainable success in the business, generating value for the benefit of all its stakeholders.

Our Stakeholders

We define our Stakeholders as our Shareholders, partners, occupiers (tenants/customers), employees, local communities situated in and around our development and property sites, our suppliers and contractors, the government and other regulatory bodies. Helical believes that, in order to act in ways that promote the success of the company for the benefit of, and create value for, its members as a whole we must understand the needs and expectations of our wider Stakeholders as well as our Shareholders.

Purpose and scope of this Policy

The purpose of this policy is to set out our commitment to ensuring that the needs and expectations of our Stakeholders are considered throughout the company when discussing and making decisions about the business. The policy also sets out how we seek to engage with our Stakeholders in an inclusive and proactive way.

Our Commitment

Helical is committed to:

- (i) engaging with our Stakeholders to build and maintain positive business relationships;
- (ii) ensuring that our Stakeholders are kept informed and have access to information about our business;
- (iii) considering the needs and expectations of our Stakeholders throughout the company;
- (iv) inviting feedback from our Stakeholders to help us identify current and emerging issues facing our business; and
- (v) ensuring that our activities generate sustainable, long-term value for all our Stakeholders.

Our Stakeholder Engagement Process

In order to meet our commitments, set out in this policy, the following avenues of engagement are adopted on an ongoing basis:

Stakeholder Category	Material Issues and Considerations for Stakeholders	Means of Engagement
Shareholders	<ul style="list-style-type: none"> • Financial Performance • Generation of long-term sustainable returns • Environmental, Social and Governance Practice 	<ul style="list-style-type: none"> • Scheduled and unscheduled meetings between Shareholders and key members of the Helical team • Investor roadshow presentations • Annual General Meeting • Property Tours • Annual and Half Year results announcements and presentations • Helical's website
Partners	<ul style="list-style-type: none"> • Financial performance and generation of sustainable returns • Collaboration and communication • Risk appetite and management suitable to partnership • Corporate responsibility 	<ul style="list-style-type: none"> • Regular communication and feedback • Transparent reporting • Collaborative approach with clear responsibilities • Helical's website
Occupiers (tenants/ customers)	<ul style="list-style-type: none"> • Quality of service provided • Delivery of quality space to meet needs • Ability to meet needs of changing market • Value for money 	<ul style="list-style-type: none"> • Independent tenant satisfaction surveys carried out at least once a year • Programme of meeting with tenants on a regular basis • Helical's website
Employees	<ul style="list-style-type: none"> • Opportunities for development • Fulfilling and rewarding work in a safe and comfortable environment • Fair treatment, recognition and remuneration • Diverse and positive culture 	<ul style="list-style-type: none"> • Designated Non-Executive Director responsible for ongoing workforce engagement • Encouraged open and inclusive culture • Staff satisfaction survey • Regular staff appraisals • Helical's website
Local Communities	<ul style="list-style-type: none"> • Ethical and responsible corporate behaviour • Environmental impact of developments • Positive impact to local areas, including development of public realm 	<ul style="list-style-type: none"> • Local resident consultations • Community and charitable events • Helical's website
Suppliers and Contractors	<ul style="list-style-type: none"> • Agreement of and compliance with appropriate payment terms • Payments made as soon as practicable • Collectively prevent and mitigate risk of modern slavery, bribery, and corruption in our supply chain • Ethical and fair dealings 	<ul style="list-style-type: none"> • Open communication about expected behaviour within our supply chains (see Supplier Code of Conduct) • Regular communication and feedback • Policy of paying a fair fee • Helical's website
Government and Other Regulatory Bodies	<ul style="list-style-type: none"> • Corporate responsibility and accountability • Compliance with applicable laws and regulations • Monitoring updates to legal and regulatory environment, and impact of Brexit 	<ul style="list-style-type: none"> • Transparent statutory reporting • Open approach to communication • External advice regularly sought • Board oversight of key relationships and areas impacted • Helical's website