

Governance and Corporate Social Responsibility

The Board of Helical Bar plc is collectively responsible for providing the entrepreneurial leadership of the Company within a framework of controls and reporting structures which assist the Company in pursuing its strategic aims and business objectives.

This report sets out the governance and corporate social responsibilities of the Board and the systems and structures in place to ensure that the Company meets its obligations to shareholders and other stakeholders.

The Board of Helical Bar plc comprises four executive directors and three non-executive directors.

Board of directors and other officers

Executive directors

Managing director

Michael Slade, BSc (Est. Man) FRICS FSVA, joined the Board as executive director in 1984 and was appointed Managing Director in 1986. Aged 56.

Finance director

Nigel McNair Scott, MA FCA FCT, joined the Board as non-executive director in 1985 and was appointed Finance Director in 1986. A former director of Johnson Matthey plc, he is Chairman of Avocet Mining Plc and a Director of Govett Strategic Trust. Aged 57.

Development director

Gerald Kaye, BSc (Est. Man) FRICS, was appointed to the Board as Executive Director in 1994 and is responsible for the Company's development activities. He is a former director of London & Edinburgh Trust Plc. Aged 45.

Investment director

Michael Brown, BSc (Est. Man), was appointed to the Board as Executive Director in 1998 and is responsible for the Company's property investment activities. He is a former director of Threadneedle Property Fund Managers. Aged 42.

Non-executive directors

Chairman

John Southwell, MA, joined the Board of Helical Bar plc as non-executive director in 1986 and was appointed non-executive Chairman in 1988. He is the Chairman of the Audit, Remuneration and Nominations and Appointments Committees. A former director of Laing & Cruickshank, Corporate Finance, he currently acts as a consultant to Credit Lyonnais Securities Europe (UK). He is Chairman of Lochain Patrick Holdings Ltd and director of James Cropper PLC. Aged 70.

Giles Weaver, FCA, was appointed to the Board as non-executive director in 1993. He is a member of the Audit, Remuneration and Nominations and Appointments Committees. A recent Chairman of Murray Johnstone Ltd, he is Chairman of Murray Emerging Growth & Income Trust plc and Charter Pan European Trust plc and a director of Aberdeen Asset Managers plc, Gartmore Capital Strategy Fund Limited, James Finlay Ltd and Atrium Underwriting Plc. Aged 57.

Antony Beevor, BA, was appointed to the Board as non-executive director in 2000. He is the senior independent non-executive director and a member of the Audit, Remuneration and Nominations and Appointments Committees. He is a deputy Chairman of the Takeover Panel, the Chairman of Croda International Plc and the Chairman of Nestor Healthcare Group plc. Aged 63.

Company secretary

Tim Murphy, ACA, was appointed Company Secretary in 1994. Aged 43.

Senior management

Matthew Bonning-Snook joined the Company as a development executive in 1995. Aged 35.

Michael Butcher joined the Company as a construction executive in 1985. Aged 59.

Jack Pitman joined the Company as an investment executive in 2001. Aged 34.

John Inwood joined the Company as a management executive in 1985. Aged 37.