

## Corporate Social Responsibility

Helical Bar plc recognises and acknowledges that the conduct of its business has an impact on its employees, its partners, its customers and suppliers and the economy, community and environment of its property portfolio. An indication of the Company's commitment to good corporate social responsibility is its inclusion on the FTSE4Good UK Index, a benchmark index of companies which meet criteria set down by EIRIS (Ethical Investment Research Service) on environmental, social and ethical performance.

The criteria established by EIRIS encompass corporate governance, environment, human rights, stakeholder issues, employee issues and customers and suppliers. The Company's corporate governance policies are noted on pages 47 to 49 above and on the environment below. The Company has no business activities in any countries which have unacceptable human rights records. The Company's relationship with its key stakeholders, its shareholders is noted on pages 47 to 48 above.

### Employees

Helical Bar plc is committed to non-discrimination in all its forms and supports the training and development of all its employees. The Company actively encourages participation in the ownership of the business through the operation of a Share Incentive Plan authorised by shareholders at the 2002 AGM. This Plan replaced the Profit Sharing Scheme which had operated since 1997. All employees are eligible to benefit from Company contributions into personal pension plans or into the Company's Stakeholder Pension Plan.

### Health and safety

The Company's policy is to develop a culture throughout its organisation that is committed to the prevention of injuries to and ill health of its employees or others that may be affected by its activities.

The Board of Directors and senior staff are responsible for implementing this policy throughout the company and must ensure that health and safety considerations are always given priority in planning and in day to day activities.

The Company recognises its legal responsibility for health and safety. The Managing Director has overall responsibility for policy formulation, development and implementation. The Company shall liaise and co-operate with the appropriate authorities and will obtain expert advice where necessary to determine the risks to health and safety in its activities.

Facilities will be provided for employer/employee consultation on health and safety matters. All employees are expected to co-operate with the Company to achieve the objectives of this Policy and must ensure that their own work, so far as is reasonably practicable, is carried out without risk to themselves or others.

The Company is committed to providing relevant information and necessary ongoing training to employees in respect of risks to health and safety, which may arise out of their activities or at the workplace.

All employees are offered private medical insurance as well as long-term disability cover.

### Community involvement

Helical Bar plc has for many years joined in efforts to raise money for charitable causes. Alternating each year the Company organises a mass entry under the Helical banner into the London Marathon and the London to Brighton Bike Ride raising money for the British Heart Foundation and other charities. The Company's employees raised £3,464 for Comic Relief earlier this year. The Company also makes charitable donations in its own right and in the year under review the donations amounted to £13,936.

### Environmental policy and objectives

Helical Bar plc is a property development and investment company. Our activities comprise the development of commercial and industrial property and the management of a portfolio of offices, retail and industrial properties in the UK.

We recognise our responsibility to reduce any adverse environmental impacts arising from our business activities and will try to improve the environment wherever possible.

Working within the existing regulatory framework and complying with environmental legislation that applies to our activities, we seek to continuously improve our environmental performance by moving beyond compliance, wherever practicable, and achieving good environmental standards in both our developed and managed buildings.