

HELICAL

Sustainability Performance Report /2020



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Contents

1. Introduction	IFC
2. Highlights for the year	1
3. Case studies	2
4. Our Communities	3
5. Our Environment	4
– Energy performance	4
– Carbon performance	6
– Water Performance	8
– Waste Performance	9
– Building certification and other measures	10
6. Our People	11
– Employees	11
– Health and Safety	12
– Corporate Governance	13
– Wellbeing	14
7. Reporting methodology	15
Appendix 1	16
Independent verification statement	16



Matthew Bonning-Snook

Property Director &
Chair of Sustainability Committee

“I am pleased to present our Sustainability Performance Report 2020. This is the first edition of the report and I hope it will provide greater transparency over our emissions and energy data and show Helical’s continued commitment to the sustainability agenda. Our approach to measuring, collecting and verifying our data will give readers a clear snapshot of how we are performing against our 3 key areas; Our Communities, Our Environment and Our People.

The focus this year has been to establish a more robust system to collect the data, specifically, we have started to track tenant consumption at our buildings which gives us greater oversight as to how the building is performing as a whole. Through calculating intensity metrics for each of our assets we can clearly track performance and set out a pathway to reduce our operational carbon emissions allowing more energy efficient buildings. We have made good progress during the year and saw a 4% reduction in our like-for-like (LfL) energy consumption.

Along with energy, we have seen improvements made in our waste recycling within our properties with our managed portfolio achieving a 62% recycling rate ahead of our 50% target. At our Head Office we ran a number of recycling initiatives with a particular focus on reducing single use plastic.

We continue to perform well against our BREEAM target, and currently 8 of our 14 office buildings are certified or targeting BREEAM ‘Excellent’. For those assets where it was not possible to obtain a BREEAM certificate we have been exploring BREEAM in use.

This year saw us submit our first Global Real Estate Sustainability Benchmark (GRESB) assessment and we also maintain our CDP rating of C. In addition to these, we maintain our FTSE4Good position and our sustainability reporting was awarded an EPRA Bronze award. We believe the steps we have taken this year in respect of our reporting metrics and coverage will put us in a position to perform better in these benchmarks going forward.”

Highlights for the year

Reduction in our Scope 1 and Scope 2
Carbon Emissions

–4.0%

Office buildings certified or targeting
BREEAM 'Excellent'

8

Reduction in our water intensity

–16%

Hours of employee training

c900

Waste recycled at our managed assets

65%

Charity donations

£45,000

Helical assets that achieved an EPC rating of 'B'

69%

Green energy procured for landlord areas

100%



Case studies

Kaleidoscope / EC1



Completion:	December 2019
Size:	88,500 sqft
Certifications:	BREEAM 'Excellent' (Design stage)
	EPC - B

Kaleidoscope reached practical completion in December 2019, bringing 88,500sqft of Grade A office space to the Farringdon/Smithfield area of London.

Kaleidoscope sits above the new Elizabeth Line station at Farringdon East, as a result of building on an existing structure there was a significant saving in embodied carbon. The site is also connected to the Citigen District Energy Network, benefitting from a lower carbon and cost-efficient source of energy.

Throughout the development of the project the site received a CCS Score of 44/50 (beyond compliant) and the environmental impact of the site was continually monitored. Subsequently, 100% of waste was diverted from landfill, 100% of waste was recycled and 100% of timber used was from sustainable sources. Through specific initiatives and collaboration with the main contractor, the site was powered by 100% renewable sources for a 12-month period and a site-specific plastic free initiative resulted in a reduction in single use plastic of 1 tonne.

Completion:	2022
Size:	192,000 sqft
Target Certifications:	BREEAM 'Excellent' EPC - B

33 Charterhouse Street / EC1

We acquired our latest development in the heart of Farringdon in a 50:50 joint venture with Ashby Capital in May 2019 and it is due for completion in 2022.

It was important to us that sustainability and particularly embodied carbon was considered at the outset of this project and as such we undertook a whole life carbon cycle study to better understand the impact of our scheme and identify opportunities to minimise carbon. The findings of the study has informed our approach to the design of the building and we are currently targeting a 20% reduction in embodied carbon against the current RIBA benchmark of 1100 KgCO₂e/m² GIA ie. 880 KgCO₂e/m² GIA.



Our Communities



Creating and supporting communities is at the heart of our development activities and is a key priority for Helical. We recognise that the buildings that we own and develop have an impact on the local environment and the communities that live and work there. We create a calendar of events and initiatives to ensure we are positively engaging with our tenants, local residents, schools, community groups and businesses.



£1,500

raised for Great Ormond Street Charity

Our legendary annual “Tower Run” saw tenants, agents and building staff race up and down 606 steps raising £1,500 for the One Great Day event for Great Ormond Street Charity.

LandAid
THE PROPERTY INDUSTRY CHARITY

£20,000

donated

COVID 19

We announce our Sustainability Performance during an unsettling time as the world responds to Covid 19. We were pleased to be a Founding Partner of the LandAid Emergency COVID-19 Fund. The fund aims to raise £1m to support young homeless people in the Covid-19 global crisis.

The fund will enable charities up and down the country to meet the needs of young homeless people through this crisis, from basic necessities to emergency support: food, a safe space to isolate or recuperate, money to pay bills, and vital mental health support. Every penny raised will go directly to charities helping vulnerable young people in our communities who are suffering severe hardship as a result of Covid-19.



140

cycle safety participants

A cycle safety event was held at our Kaleidoscope site where over 140 cyclists and school children were given the opportunity to sit in the cab of a concrete lorry to understand where it's blind spots were.

In November 2019 the Sustainability Committee was invited to view the “secret” garden at St Bartholomew The Great in Smithfield. The church is at the heart of both our Barts Square and Kaleidoscope developments and through the help of local volunteers and the donation of materials from our site contractors the garden has been completely revived.

“We have opened up the view from the street and the garden now has a huge sensory footprint to the thousands of residents, workers and tourists who pass-by in a year: the sight, the smell, the colours”

– Bernadette Skehan, Local Resident



Our Environment

Energy performance



Table 1: Total energy consumption from electricity from managed and development portfolio - EPRA-Elec-Abs 4.1 & EPRA-Elec-LfL 4.2

	Year ended 31.03.18	Year ended 31.03.19	Year ended 31.03.20	Percentage change
Head Office and multi-let offices - kWh	5,319,111	5,076,437	6,515,399	28%
Retail - kWh	30,440	-	-	-
Other Managed Assets - kWh	-	496,307	268,113	-46%
Development buildings - kWh	331,055	763,329	209,644	-73%
Electricity procured from off-site Renewable sources (%)	-	80%	100%	
Electricity procured from on-site Renewable sources (%)	-	0%	0%	
Total electricity consumption*	6,011,661	6,336,073	6,993,156	10%
Total electricity consumption LfL	N/A	2,741,536	2,694,795	-2%
Absolute Coverage	16 / 16	14 / 14	14 / 14	
LfL Coverage	-	6 / 6	6 / 6	

* Consumption for two multi-let office developments represents both tenant and landlord consumption as it has not been possible to separate due to metering complications.

Table 2: Total energy consumption from district heating and cooling from managed and development portfolio - EPRA DH & C-Abs 4.3 & DH & C-LfL 4.4

	Year ended 31.03.18*	Year ended 31.03.19	Year ended 31.03.20	Percentage change
Head Office and multi-let offices - kWh	-	296,420	941,522	218%
Retail - kWh	-	-	-	-
Other Managed Assets - kWh	-	-	-	-
Development buildings - kWh	-	-	-	-
Total energy consumption from district heating and cooling**	-	296,420	941,522	218%
Total energy consumption from district heating and cooling LfL	-	-	-	-

* Data not available for 31 March 2018

**Represents whole building consumption

Table 3: Total energy consumption from direct fuels from managed and development portfolio - EPRA-Fuel-Abs 4.5 & EPRA-Fuel-LfL 4.6

	Year ended 31.03.18	Year ended 31.03.19	Year ended 31.03.20	Percentage change
Head Office and multi-let offices - kWh	4,136,283	3,798,650	3,306,749	-13%
Retail - kWh	-	-	-	-
Other Managed Assets - kWh	-	-	-	-
Development buildings - kWh	-	-	-	-
Company Car - kWh	-	51,079	45,872	-10%
Total fuel consumptions	4,136,283	3,849,729	3,352,621	-13%
Total fuel consumption LfL	N/A	1,147,256	1,361,879	19%
Absolute Coverage	16 / 16	14 / 14	14 / 14	
LfL Coverage	-	3 / 3	3 / 3	

Table 4: Total energy consumption intensity for managed portfolio – EPRA-energy-Int 4.7

	Year ended 31.03.18**	Year ended 31.03.19	Year ended 31.03.20	Percentage change
Total landlord electricity consumption (managed portfolio) - kWh	9,485,834	5,572,744	6,783,512	22%
Total tenant electricity consumption (managed portfolio) - kWh*	-	7,033,850	6,759,758	-4%
Total direct fuel consumption (managed Portfolio) - kWh	4,136,283	3,798,650	3,306,749	-13%
Total electricity consumption LfL (managed portfolio) - kWh	-	1,881,453	1,799,516	-4%
Total floor area - meters ²	179,298	131,042	123,878	-5%
Landlord floor area - meters ²	21,449	40,912	43,455	6%
LfL floor area - meters ²	-	12,306	12,306	-
Whole building Electricity - kWh/m²	-	90	109	20%
Whole building Direct Fuel - kWh/m²	-	35	30	-14%
Whole building Electricity - kWh/m² LfL	-	106	102	-4%
Whole building Direct Fuel - kWh/m² LfL	-	48	58	20%
Whole Building Coverage	-	11/14	9/14	

* 25 Charterhouse Square and 90 Bartholomew Close excluded from tenant as reported whole building landlord supply

**Tenant consumption data collected from 31 March 2019 onwards

Table 5: Total energy consumption from development portfolio – EPRA-energy-Int 4.7

	Year ended 31.03.18	Year ended 31.03.19	Year ended 31.03.20	Percentage change
Total electricity consumption (development portfolio) - kWh	331,055	763,329	209,644	-73%
Total direct fuel consumption (development portfolio) - kWh	-	-	-	-
Total energy consumption (development portfolio) - kWh	331,055	763,329	209,644	-73%
Coverage	3/3	4/4	1/1	

Commentary on performance

Energy

- Due to the changing nature of the portfolio traditional benchmarking of performance is complex. Fluctuations across the multi-let office consumption occur through variation in occupancy levels and the change in managed portfolio assets year-on-year. Although the portfolio has become more stable over the last two years acquisitions and divestments across London and Manchester have impacted the absolute electricity and gas consumption. With the addition of several large assets becoming operational over the reporting period electricity consumption has increased compared with the previous reporting year (+28%). Nevertheless comparison of all possible like-for-like (LfL) properties has remained consistent across the two years with a small decrease (<2%).
- Decrease in electricity consumption across the development portfolio is attributed to the reduced number of development assets reporting energy consumption compared with previous years.
- We have made good progress this year with increasing our coverage (approximately 70%) of tenant consumption for this reporting period and last allowing us to monitor our whole building performance. As with the absolute performance fluctuations with the multi-let office occupancy and portfolio make it difficult to compare year-on-year performance. Although, it has been possible to compare like-for-like (LfL) performance at one property for whole building showing a 2% reduction in electricity intensity and 20% increase in direct fuel intensity.
- Several of our assets are connected to the District Heat Network in London and where we have sight of consumption information we have reported this in Table 2 above. This represents tenant only consumption and not Helical consumption.

Total like-for-like electricity consumption - kWh

2,694,795

Percentage change

-2%

Our Environment

Carbon performance



Table 6: Total direct greenhouse emissions from managed and development portfolio (Scope 1) - EPRA-Dir-Abs 4.8

	Year ended 31.03.18	Year ended 31.03.19	Year ended 31.03.20	Percentage change
Direct greenhouse gas emissions (Diesel Fuel) - tonnes CO ₂ e	17	8	5	-39%
Direct greenhouse gas emissions (Petroleum Fuel) - tonnes CO ₂ e	-	2	-	-100%
Direct greenhouse gas emissions (Petroleum Hybrid Fuel) - tonnes CO ₂ e	-	3	5	91%
Direct greenhouse gas emissions (Natural Gas) - tonnes CO ₂ e	762	699	608	-13%
Direct greenhouse gas emissions (Air Conditioning Gas) - tonnes CO ₂ e	17	28	24	-13%
Total direct greenhouse gas emissions - tonnes CO₂e	796	739	642	-13%
Total direct greenhouse gas emissions LfL - tonnes CO₂e	-	211	250	19%

Table 7: Total indirect greenhouse emissions from managed and development portfolio (Scope 2) - EPRA-Indir-Abs 4.9

	Year ended 31.03.18	Year ended 31.03.19	Year ended 31.03.20	Percentage change
Indirect greenhouse gas emissions from purchased electricity (Location based) - tonnes CO ₂ e	1,997	1,794	1,788	-0.4%
Indirect greenhouse gas emissions from purchased electricity (Electric Vehicle) - tonnes CO ₂ e	-	0.14	1.1	706%
Indirect greenhouse gas emissions from purchased electricity (Market based) - tonnes CO ₂ e	-	-	-	-
Total indirect greenhouse gas emissions - tonnes CO₂e	1,997	1,794	1,789	-0.3%
Total indirect greenhouse gas emissions LfL - tonnes CO₂e	-	749	666	-11%

Table 8: Total indirect greenhouse emissions from managed and development portfolio (Scope 3) - EPRA-Indir-Abs 4.9

	Year ended 31.03.18	Year ended 31.03.19	Year ended 31.03.20	Percentage change
Electricity - Transmission and Distribution (T&D)	654.0	158.3	151.8	-4%
Electricity - Well to Tank (WTT) UK electricity T&D	-	23.5	21.2	-10%
Electricity - WTT- UK electricity generation	-	275.3	249.3	-9%
Gas - Well to Tank	-	96.4	79.1	-18%
District Heat & Steam	-	55.6	165.8	198%
District Heat & Steam - Distribution	-	2.9	8.7	198%
District Heat & Steam - WTT	-	0.4	1.2	194%
Tenant consumption	-	1,991.1	1,727.8	-13%
UK Electricity T&D for EVs - Large Battery Electric Vehicle	-	0.01	0.1	703%
UK WTT - Passenger vehicles - Large Battery Vehicle	-	0.02	0.2	658%
UK WTT - Passenger vehicles - Large Diesel Vehicle	-	1.8	1.1	-38%
UK WTT - Passenger vehicles - Large Petrol Vehicle	-	0.6	-	-100%
UK WTT - Passenger vehicles - Large Hybrid Vehicle	-	0.7	1.3	92%
UK Water Supply	-	23.2	19.4	-16%
UK Water Treatment	-	27.0	38.5	42%
Construction Waste	-	11.5	12.8	11%
Managed Asset & Head Office - Recycled Waste	-	24.4	12.6	-48%
Managed Asset & Head Office - General Waste (EfW)	-	16.4	7.6	-54%
Head office Organic Waste	-	0.01	-	-100%
Total indirect greenhouse gas emissions - tonnes CO₂e	654	2,709	2,499	-8%

Table 9: Total greenhouse gas emissions intensity for managed portfolio - EPRA-GHG-Int 4.10

	Year ended 31.03.18	Year ended 31.03.19	Year ended 31.03.20	Percentage change
Total Scope 1 and Scope 2 emissions - tonnes CO ₂ e	2,793	2,533	2,431	-4%
Total Tenant emissions - tonnes CO ₂ e	-	2,047	1,894	-7%
Portfolio Net Lettable Floor area - meters ²	202,785	131,042	123,878	-5%
Portfolio Landlord Area - meters ²	-	40,912	43,455	6%
Net Rental Income - £m	36.1	24.6	27.8	13%
Whole building emissions - tonnes CO₂e/m²*	-	0.032	0.033	4%
Scope 1 and Scope 2 - tonnes CO₂e/m² (landlord)	-	0.062	0.056	-10%
Scope 1 and Scope 2 - tonnes CO₂e/m² (whole building)	-	0.015	0.015	-1%
Scope 1 and Scope 2 - tonnes CO₂e/£m Revenue	77.4	103.0	87.4	-15%

* Represents both tenant and landlord consumption expressed as tCO₂e against associated floor area where whole building consumption is available not total floor area.

Commentary on performance

Carbon

- Direct and indirect GHG emissions are reported across the entire managed and development portfolio. This accounts for the Helical head office, managed properties and current construction sites and is 100% of our operational control. A number of construction/refurbishment projects have completed over the reporting year and are now occupied. The variation in the occupancy levels and the alteration in UK GHG conversion factors has affected the absolute emissions as demonstrated above. Due to further consolidation of our managed assets to core buildings, in addition to improvements through energy efficient lighting and energy saving initiatives, the absolute consumption figures have reduced accordingly. Of the properties able to be compared under life-for-like (Lfl) there has been an overall decrease in combined Scope 1 and 2 emissions of 4% which exceeds the target of 2% reduction landlord GHG emissions. For the reporting period all our landlord procured electricity is from 100% renewable sources. Therefore, our Scope 2 market based emissions are 0.
- When comparing whole building and landlord only emissions intensities with the previous year (Table 9) a small reduction can be seen which principally is reflective of decarbonisation of the UK Grid.
- We have made efforts this year in increasing our coverage of Scope 3 emissions to capture and assess the associated supply chain emissions with our operations. Associated Scope 3 emissions have seen a drop in 11% compared with the previous reporting period which can be attributed mostly to a reduction in tenant emissions through fluctuations in occupancy and associated decarbonisation of the grid. Tracking our performance across all scopes of emissions will allow us to identify key areas for improvement across our supply chain to ensure a sustainable business strategy.

Total Scope 1 and Scope 2 emissions
– tonnes CO₂e

2,431

Percentage change

-4%

Our Environment

Water performance



Table 10: Total water consumption from managed and development portfolio - EPRA-Water-Abs 4.11 & EPRA -Water-Abs 4.12

	Year ended 31.03.18	Year ended 31.03.19	Year ended 31.03.20	Percentage change
Head Office and multi-let offices - m ³	37,140	66,940	54,338	-19%
Retail - m ³	83	-	-	-
Development buildings - m ³	9,782	681	2,370	248%
Total volume of water consumed - m³	47,005	67,621	56,708	-16%
Total volume of water consumed LfL - m³	-	9,489	11,148	17%
Absolute Coverage	14/16	12/14	12/14	
LfL Coverage	-	3/3	3/3	

Table 11: Water intensity (Managed portfolio) - EPRA-Water-4.13

	Year ended 31.03.18	Year ended 31.03.19	Year ended 31.03.20	Percentage change
Total volume of water consumed - m³/m²	0.386	0.474	0.398	-16%
Coverage	16/16	12/14	12/14	

Table 12: Total water effluent from managed and development portfolio

	Year ended 31.03.18	Year ended 31.03.19	Year ended 31.03.20	Percentage change
Head Office and multi-let offices - m ³	28,336	37,306	54,193	45%
Retail - m ³	83	-	-	-
Head Office and multi-let offices floor area - m ²	-	141,297	136,677	-3%
Total volume of water intensity - m³/m²	-	0.26	0.40	50%
Coverage	-	7/14	12/14	

Table 13: Total water effluent from development portfolio

	Year ended 31.03.18	Year ended 31.03.19	Year ended 31.03.20	Percentage change
Development	-	878	219	-75%
Total volume of water consumed - m³	-	878	219	-75%
Coverage	-	12/14	12/14	

Commentary on performance

Water

– As part of our corporate target to improve sustainable design of commercial developments, the reduction of water consumption is a key target within the BREEAM assessments. A comparison of the like-for-like (LfL) managed assets was only possible at three properties, this is due in part to the changing portfolio, and difficulties with billing and meter readings. The like-for-like (LfL) performance has seen an increase in consumption (17%) which is attributed predominantly to fluctuations

in tenant occupancy and the increases in cycling to work based on some successful ongoing engagement activities. This performance is measured across all possible properties between the two reporting periods.

– The decrease in water consumption for the managed assets can be attributed to large reductions at The Warehouse due to difficulties with metering and billing at this property in the previous reporting period.

Water intensity (managed portfolio)
– m³/m²

0.4

Percentage change

-16%

Our Environment

Waste performance



Total waste from Head Office - tonnes

25

Percentage change

-5%

Table 14: Total waste by disposal route from Head Office - EPRA Waste-Abs-4.14

	Percentage by disposal route	Year ended 31.03.18	Year ended 31.03.19	Year ended 31.03.20	Percentage change
Total waste recycled (tonnes)	82%	-	21	20	-7%
Total waste incinerated with energy recovery (tonnes)	18%	-	4	5	21%
Total food waste (tonnes)	0%	-	2	-	-100%
Total waste landfilled (tonnes)	-	-	-	-	-
Total waste collected (tonnes)	100%	-	27	25	-10%
Total hazardous waste (tonnes)	0%				
Total non-hazardous waste (tonnes)	100%				

Table 15: Total waste by disposal route from managed portfolio - EPRA Waste-Abs-4.14

	Percentage by disposal route	Year ended 31.03.18	Year ended 31.03.19	Year ended 31.03.20	Percentage change
Total waste recycled (tonnes)	62%	638	1,117	572	-49%
Total waste incinerated with energy recovery (tonnes)	38%	263	764	352	-54%
Total waste landfilled (tonnes)	0%	4	-	-	-
Total waste collected (tonnes)	100%	905	1,881	924	-51%
Total hazardous waste (tonnes)	0%				
Total non-hazardous waste (tonnes)	100%				
Absolute Coverage		10/16	10/14	10/14	

Table 16: Total like-for-like waste by disposal route from managed portfolio - EPRA Waste-LfL-4.15

	Percentage by disposal route	Year ended 31.03.18	Year ended 31.03.19	Year ended 31.03.20	Percentage change
Total waste recycled (tonnes)	92%	-	163	207	27%
Total waste incinerated with energy recovery (tonnes)	8%	-	17	19	16%
Total waste landfilled (tonnes)	0%	-	-	-	-
Total waste collected (tonnes)	100%	-	180	226	26%
Total hazardous waste (tonnes)	0%				
Total non-hazardous waste (tonnes)	100%				
LfL Coverage		-	3/3	3/3	

* Data collected from 31 March 2019 onwards

Table 17: Total waste by disposal route from development portfolio - EPRA Waste-Abs-4.14

	Percentage by disposal route	Year ended 31.03.18	Year ended 31.03.19	Year ended 31.03.20	Percentage change
Total waste diverted from landfill from developments (tonnes)	98%	51,698	10,962	12,466	14%
Total waste to landfill from developments (tonnes)	2%	290	302	202	-33%
Total hazardous waste (tonnes)	0%	-	1.24	2.41	94%
Total waste from developments (tonnes)		51,988	11,265	12,670	12%

Commentary on performance

Waste

Year-on-year performance in diverting waste from landfill is consistent across the years. Across both the managed and development portfolio over 98% of waste was diverted from landfill exceeding the target of 80% diversion from landfill for construction sites. We will continue to pursue improvement against our performance working towards 100%

diversion from landfill. Data for Hazardous waste is reflective of total tonnage across all refurbishment sites (6 in 2019-20). With respect to recycling in the managed portfolio has exceeded the target of 50%. We have successfully engaged with restaurant and café tenants to encourage opportunities to avoid single-use plastic and reduce waste wherever possible.

Comparison of like-for-like (LfL) performance is possible across 3 assets demonstrating strong recycling and diversion from landfill year on year.

At our Head Office, we swapped from plastic milk bottles to glass ones which are washed and reused. We also started using a plastic free fruit delivery service. These swaps have led to us reducing our waste by approximately 1250 plastic wrappers, containers and bags.

Our Environment

Building certification and other measures



Table 18: Building certification- EPRA Cert-tot 4.16

Energy Performance (EPCs)	Number of units achieving certification	Area sq ft (NIA excluding storage)
A	-	-
B	9	730,780
C	1	104,646
D	2	258,021
E	-	-
F or G	1	24,288
unassessed	-	-

BREEAM	Floor Area - Sqft	Coverage
Excellent		
The Warehouse - Office	122,858	
The Tower - Office	171,773	
The Studio - Office	18,283	
25 Charterhouse Square - Office	39,303	
Kaleidoscope*	88,680	
55 Bartholomew*	10,286	
90 Bartholomew Close	24,013	
One Bartholomew Close	213,126	
33 Charterhouse Street**	192,000	
	880,322	52%
Very Good		
The Warehouse - Retail	10,298	
The Tower - Retail	10,308	
	20,606	1%
Total portfolio (Net lettable area)	1,701,860	

* Certified at Design Stage

**Targeted

Table 19: Construction management

	Year ended 31.03.19	Year ended 31.03.20
Schemes registered with Considerate Constructors Scheme	4 of 8	2 of 2
Our lowest score for CCS	32	37
Our highest score for CCS	44	44
Our average score for CCS	38	41
Sites with recognised EMS ISO14001 (%)	38%	17%

Commentary on performance

Building certification and other measures

— It has been a company objective that any new build commercial development will aim to achieve BREEAM 'Very Good'. Of the relevant new build developments and major refurbishments all schemes of above £5 million in value have been registered under BREEAM and are targeting a rating of 'Very Good'. With respect to the managed portfolio overall, 52% (by floor area) is certified to

BREEAM and in total 66% were on track to achieve at least BREEAM Very Good with a majority achieving Excellent.

— All new major developments are also registered with the Considerate Constructors Scheme, during the period both 33 Charterhouse Street and Kaleidoscope were registered with Kaleidoscope scoring 44/50 making the scheme "Above compliant".

BREEAM 'Excellent' - Office buildings

8

CCS Score for Kaleidoscope

44/50

Our People Employees



Table 20: Employee gender diversity - EPRA Diversity-Emp 5.1

	Year ended 31.03.19	Year ended 31.03.20
Board (%)		
Male	89%	75%
Female	11%	25%
Executives (%)*		
Male	59%	63%
Female	41%	37%

* Executives are those employees that hold professional positions but are not members of the Executive Committee or the Board.

Table 21: Employee training and development - EPRA Emp-Training 5.3

	Year ended 31.03.19	Year ended 31.03.20
Number of training hours for all employees	700	909
Average number of training hours		
All employees	3.9	4.2

Table 22: Employee performance appraisals - EPRA Emp-Dev 5.4

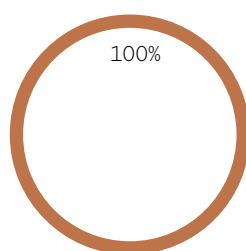
	Year ended 31.03.19	Year ended 31.03.20
Employees receiving performance appraisals	100%	100%

Table 23: Employee turnover and retention - EPRA Emp-Turnover 5.5

	Year ended 31.03.19	Year ended 31.03.20
Total number of employees at the year end	29	29
Rate of new employee hires (%)	7%	7%
Total employee turnover	2	3
Rate of employee turnover (%)	6%	11%

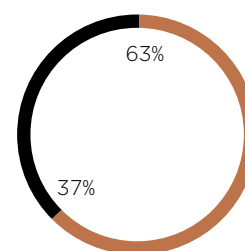
Commentary on performance Employees

- With the appointment of Sue Farr, Non-Executive Director in June 2019 we increased the diversity of the Governance Board.
- As part of our ongoing commitment to staff training we saw training hours increase from an average of 3.9 days per employee to 4.2 days, the increase in training hours is the result of some all staff in house training and attendance to property specific lectures, talks and panel discussions.
- We continue to ensure all staff receive an annual appraisal.



Executive Directors¹

Average length of service (years) 25.75



Executives¹

Average length of service (years) 7.82

● Male ● Female

¹ Total as at 31 March 2020.

Our People

Health and Safety



Table 24: Employee health and safety EPRA H&S-Emp 5.6 & 5.8

	Year ended 31.03.19	Year ended 31.03.20	Percentage change
Direct employees			
Number of Lost Time Accidents	-	-	-
Lost Time Accidents Frequency Rate (LTAFR)	-	-	-
Number of RIDDOR	-	-	-
RIDDOR Accident Frequency Rate (AFR)	-	-	-
Work related fatalities	-	-	-
Managed portfolio			
Number of RIDDOR	-	-	-
RIDDOR Accident Frequency Rate (AFR)	-	-	-
Work related fatalities	-	-	-
Development portfolio*			
Number of Lost Time Accidents	11	4	
Lost Time Accidents Frequency Rate (LTAFR)	0.57	0.14	-75%
Number of RIDDOR	4	4	
RIDDOR Accident Frequency Rate (AFR)	0.21	0.14	-33%
Work related fatalities	-	-	-
Incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts (Managed and Development portfolio)	-	-	-

* Suppliers and subcontractors at development site.

Table 25: Asset health and safety assessments EPRA H&S-Asset 5.7

	Year ended 31.03.19	Year ended 31.03.20	Percentage change
Assets for which a health and safety impacts are assessed or reviewed for compliance or improvement (%)	100%	100%	0%

Commentary on performance

Health and Safety

- During the year there were no accidents involving employees, the same as the previous year.
- We undertake health and safety assessments at all our occupied buildings (reviewing fire safety, water safety, asbestos and air quality), we also undertake an annual health and safety

and fire safety review of our head office. During the year, there were no enforcement notices issued to Helical plc or its subsidiaries. Our development sites are subject to regular health and safety inspections by external health and safety consultants and in addition by our senior management team.

Lost Time Accident Frequency Rate

-75%

Accident Frequency Rate

-33%

Our People

Corporate Governance



Table 26: Composition of the highest governance body EPRA Gov-Board 6.1

	Year ended 31.03.19	Year ended 31.03.20
Number of executive board members	3	3
Number of non-executive board members	6	5
Average tenure years on the governance body	11.2	8.2
Number of non-executive board members with competencies relating to environmental and social topics	6	5

Table 27: Nominating and selecting the highest governance body EPRA Gov-Select 6.2

	Year ended 31.03.20
Process for nominating and selecting the highest governance body	*

* See our Annual Report and Accounts 2020, page 80 and 81.

Table 28: Process for managing conflicts of interest EPRA Gov-Col 6.3

	Year ended 31.03.20
Process for managing conflict of interest	*

* See our Annual Report and Accounts 2020, page 80 and 81.

Commentary on performance

Corporate Governance

— Please refer to the Governance section of our Annual Report and Accounts 2020 for more details.

Our People

Wellbeing performance



Table 29: Sustainable transport

	Year ended 31.03.19	Year ended 31.03.20
Sites with public transport within 650m (%)	100%	100%
Sites with cyclist facilities (%)	100%	100%
Sites with green travel plan (%)	33%	50%
Cycle storage capacity	960	1090
Cycle storage intensity	1 per 9	1 per 9

Table 30: Wellbeing initiatives for the year

	Year ended 31.03.20
Percentage of managed assets* with Wellbeing initiatives (%)	75%
Highlights include:	
Wellness talks and workshops	
Free exercise and fitness / PT sessions	
Free yoga classes	
Events and competitions to support Veganuary and Dry January	
Support of The Samaritans "Blue Monday" campaign	

*Excludes assets that are not let.

Table 31: Biodiversity

	Year ended 31.03.19	Year ended 31.03.20
Sites which have included ecological enhancement measures	25%	20%
Sites with appropriate protection measures for sensitive features (%)	100%	100%

*Excludes assets that are not let.

Commentary on performance

Wellbeing performance

— Our construction sites continue to afford protection to sensitive features located at the construction sites to preserve and enhance the existing biodiversity. Sites are encouraged to enhance the local biodiversity of the site. This year has seen less opportunities in the

development portfolio with good coverage for protecting sensitive features, where present. The refurbishment sites for this reporting year have seen limited availability to enhance ecology at site.

Assets with cycling facilities

100%

Reporting methodology

Methodology

The information contained in this report has been collated and prepared in accordance with the following guidance and standards

- ISO 14064 – Greenhouse gases. Part 1 (2006).
- UK Government’s Environmental Reporting guidance (2013 version).
- The Global Reporting Initiative Sustainability Reporting Guidelines.
- The most recent version of Defra’s Guidelines for Greenhouse Gas Reporting and carbon emissions restated year on year.
- European Public Real Estate Association Sustainability BPR Guidance (Sept 2017).
- Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance March 2019.

Coverage

We have a flexible business model which fluctuates year-on-year based around acquisitions, sales and completion of construction projects. This in turn is represented in our year-on-year performance. Below details the full coverage of our managed and development portfolios that can be reported on for the reporting year.

	Year ended 31.03.18	Year ended 31.03.19	Year ended 31.03.20
Head Office	1	1	1
Managed Portfolio*	16	14	14
Development Projects**	11	8	6

* Includes multi-let office, retail and mixed-use developments where we have operational control.

** Includes all refurbishment projects active in this reporting period with a project cost over £500,000 where we have operational control.

Like-for-like (LfL) analysis

Our like-for-like (LfL) data sets are inclusive of buildings that have been consistently in operation for the data period specified, e.g. not purchased, sold or developed during either of the reporting periods for 24 months.

Normalisation Calculation

For energy purchased by Helical, the amount is identified by the managing agents but apportioning this to specific floor areas is difficult due to the common part areas not generally being measured. For properties where whole building data is available an intensity metric based on landlord and tenant consumption is normalised against whole building floor area.

Reporting Boundaries

The following are the definitions adopted:

Scope 1 – direct emissions includes whole building gas data, fugitive emissions from air conditioning are included where it is the landlord’s responsibility within the common parts. In addition, fuel use for all company owned vehicles are included.

Scope 2 – indirect energy emissions includes purchased electricity for the Head Office, landlord controlled common parts areas and electricity used as part of development and refurbishment schemes.

Scope 3 – other indirect emissions, which includes emissions associated with electricity losses and generation. It also includes, tenant consumption where available, hotel stays, business air travel, business travel via taxis, waste, water and business rail travel.

- Using these definitions, the following are the reporting boundaries:
- All properties where Helical has sole ownership and operational control through the managing agents have been included. Any joint ventures which are within Helical’s operational control are also included on the basis of the percentage ownership.
- Any gas boilers that provide heating to both common and tenanted areas have been included where the heating plant is within the control of the managing agents working for Helical. These are identified within the relevant data tables.
- All electricity supplies that serve plant e.g lifts, common area lighting and power where the equipment is within the control of Helical rather than the occupier. In some cases, the meters supply occupied areas as well as landlord areas for instance gas supply to the building. This is not sub metered so is recorded as part of Helical’s consumption and is identified as whole building.
- All water supplies that provide water to areas where Helical have control over rather than the occupier.
- Development and refurbishment site data for energy use for projects with a capital value over £500,000.
- All electricity and gas supply which is supplied direct to the tenant is collated and reported as either tenant purchased tenant supply OR landlord purchased tenant supply. Where it is not possible to differentiate between tenant and landlord consumption the whole building consumption is reported.
- All electricity and gas consumed by Helical at the head office, 5 Hanover Square.

GHG Factors

Carbon emissions data has been calculated according to Defra’s Guidelines for Greenhouse Gas Reporting and carbon emissions restated year on year. Annual conversion factors can be found at the link below;

<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

Data Verification

Data is sense checked by internal RPS staff (Senior Consultant level) and queries passed back to the managing agents for clarification. Property consumption data which varies by greater than double the previous years consumption (property specific) or greater than 1% variation of the total years portfolio consumption is queried with the Managing Agent.

In addition, RPS staff (Senior Consultant level) also carry out a sample data verification exercise with the managing agents in order to audit the data collection processes and procedures and check the robustness of the data submitted.

Avieco have provided limited assurance for the data ended 31 March 2020 and their statement is attached to this report.

Appendix 1

Independent Verification Statement

Avieco Ltd have prepared this verification opinion for Helical plc, through which it is confirmed that Helical's global reported scope 1, 2 and 3 greenhouse gas (GHG) emissions and total waste and water performance indicators have received limited verification in accordance with the requirements of the ISO 14064-3:2019 standard.

The verification covers Helical's stated historic emissions for one reporting year – the 12 months starting 1st April – 31st March 2020 and intensity metrics, as shall appear in Helical's wider environmental reporting.

Responsibilities of Helical and Avieco

Helical's third party environmental consultants RPS Group were responsible for the preparation of the GHG emission statement and the internal management controls governing the data collection process. They were also responsible for the data aggregation, any estimations and extrapolations applied (as required) and GHG calculations performed. Helical were responsible for the final review and sign off of the GHG results and environmental performance indicators, including publishing this appropriately in their annual report and accounts.

Avieco were responsible for carrying out a limited verification assessment in accordance with the ISO 14064-3:2019 'Greenhouse gases - Part 3: Specification with guidance for the verification and validation of greenhouse gas statements', and providing an independently expressed opinion on the reported GHG emissions totals and performance, for each of the data sources included in the scope of this verification exercise.

Verification scope and subject matter

The boundary of the verification process included Helical's head office, 14 managed assets and 6 development projects on an operational control basis, including both landlord and tenant areas.

GHG sources and environmental indicators included in the verification process:

- Scope 1: Natural gas, car fuels, refrigerant, other fuels (where present)
- Scope 2: Electricity from buildings and electric vehicles (location-based method only)
- Scope 3: Emissions from tenants, electricity and fuel transmission & distribution, electricity and fuel well-to-tank, water, waste
- Water consumption and waste disposal (total consumption)
- Intensity metrics: (scope 1 and 2 emissions /m² and per £m turnover)

Helical's GHG statements (location based only) verified by Avieco cover 100% of emissions by scope (in tCO₂e), as follows:

Year	Scope 1	Scope 2	Scope 3	Scope 1 & Scope 2 total	Scope 1 & 2/m ²	Scope 1 & 2/£m revenue
2019/20	642	1,789	2,499	2,431	0.015	87.45

In addition, the environmental indicators included in the verification process are as follows:

Total waste generated (tonnes)	Total water consumed (m ³)
13,619	56,708

Reporting methodologies and verification criteria

Helical's GHG inventory has been completed in accordance with the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol, Corporate Accounting and Reporting Standard, Revised Edition. The verification criteria assessed the adherence of Helical's GHG statements and procedures to the best practice reporting principles of relevance, completeness, consistency, transparency and accuracy.

Avieco conducted the verification engagement throughout May 2020. We used the appropriate verification planning, validation, GHG assessment and evaluation steps in accordance with the requirements of ISO 14064:3, and in adherence to the standard's principles of independence, ethical conduct, fair presentation and due professional care.

Objectives

The objectives of the verification engagement were to ensure Helical's GHG statement is free of material misstatements to an acceptable materiality threshold of 5% at the GHG source level and organisational level; and to ensure the GHG inventory provides the relevant, material information required by stakeholders for the purpose of decision making.

Avieco's verification process

- Our verification conclusions are based on the following activities:
- Agreement on the level of verification, objectives, criteria, organisational scope and materiality thresholds
 - Review of the processes and procedures for establishing the organisational and operational boundary, ensuring relevance in emissions reporting across scope 1, 2 and 3 emissions sources
 - Development of the verification project plan and data sampling plan (based on risk and materiality)
 - Assessment of the GHG data collection system and controls through interviews by phone

- Assessment of the data collection process from raw data comparison with primary evidence, through to local collation in the central environmental calculation tools. This step included assessment of estimations and extrapolation systems in place and their underlying mathematical application
- Review of the appropriateness and application of the methodologies and calculations used for conversion of activity data to CO₂e emissions
- Evaluation of the internal quality assurance procedures and results
- Our evidence gathering procedures included but were not limited to:
 - In depth telephone interviews with Helical's third party consultants, asset and energy managers, and project managers of their refurbishment projects to confirm operational behaviour and standard operating procedures. We also used the interviews to review the conversion factors used for emissions calculations, estimation methodologies applied to the data and quality assurance processes in place
 - Desktop study of data and evidence to confirm accuracy of source data entered into calculations

Limited verification opinion

Based on the verification procedures followed by Avieco of Helical's scope 1, 2 and 3 emissions and accompanying environmental performance indicators across the 2019/20 reporting period, we have found no evidence to suggest that the GHG emissions statements of Helical's operational GHG inventory are not:

- prepared in accordance with Helical's relevant internal GHG emissions reporting methodologies, which adhere to the internationally recognized WRI/WBCSD Greenhouse Gas Protocol (GHG) corporate standard
- materially correct and a fair representation of their GHG emissions
- prepared in adherence to the best practice reporting principles of relevance, completeness, consistency, transparency and accuracy
- worthy of the award of limited verification

Avieco's independence and team competencies

We can confirm our independence and objectivity as follows:

- We are independently appointed by Helical - no member of the verification team has a business relationship or reason for bias in regard to Helical
- Our team is experienced in GHG reporting to WRI GHG protocol and ISO 14064:1 standards, and have extensive experience of verification using ISO 14064-3:2019

Recommendations for improvement

We recommend for future environmental reporting cycles that Helical:

1. Ensure that the latest available data is incorporated into the footprint particularly where early estimates have been adopted in intra-year performance reviews and may need revision at the end of the reporting year
2. Request that suppliers send raw evidence to back up their environmental data submissions during the course of the year to streamline the end of year process
3. Include a market-based emissions total to recognise the procurement efforts that are being made to secure green energy supplies across the estate

We declare that Helical have received limited verification for the reporting year 1st April – 31st March 2020 for the following:

- Scope 1, 2 and 3 emissions
- Total waste and water environmental performance indicators
- Intensity metric (tCO₂e/m²) and (tCO₂e/£m revenue)



JULIE CRAIG

Director
Avieco

Issued: 18th May 2020

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Verified organisation: Helical, 5 Hanover Square, Mayfair, London, W1S 1HQ

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