Redical Limited

ESG Report 2026

Redical

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ESG at Redical

At Redical, we recognise the real estate sector's environmental impact and our responsibility to contribute positively to society. We are committed to ensuring that our growth delivers lasting value for the communities in which we operate.

We aim to achieve strong environmental, social, and governance (ESG) performance by embedding responsible practices across our operations from design and construction to management and stakeholder engagement. Our approach is centred on environmental responsibility, social responsibility, and strong governance.

Environmental Responsibility

Our environmental vision focuses on delivering energy-efficient, resilient assets that support the transition to a lower-carbon future, alongside strong waste and water management to create long-term portfolio value.

- *Explore targeted energy efficiency initiatives alongside on-site renewable energy generation.*
- *Set minimum standards for recycling and water consumption at each asset.*
- *Assess and identify suitable emissions reduction pathways to inform future strategy.*

Social Responsibility

We aim to engage with the surrounding community and to prioritise DE&I, providing space for diversity to flourish.

- *Foster stronger community connections through engagement, partnerships, and the delivery of locally relevant charity initiatives.*
- *Build a culture of diversity, equity and inclusion by promoting engagement with external DE&I initiatives and industry forums.*

Governance Responsibility

We aim to comply with all legal and regulatory requirements and to embed ESG within our business through robust governance.

- *We are creating and will maintain a strong ESG governance structure within our business.*
- *We strive to utilise appropriate sustainability certifications to demonstrate the portfolio's credentials and commitment to sustainability leadership.*

Redical

2025 Portfolio Progress

This section outlines the progress made in 2025 against Redical's key ESG objectives and highlights the key initiatives that occurred across the portfolio.

	Objectives	2025 Progress
Environmental	Explore targeted energy efficiency initiatives alongside on-site renewable energy generation.	• Continuing LED rollout supported by improved control across all assets driving energy reduction. • Victoria Gate additional solar PV's doubled the total electricity generation compared to 2024. • Begun investigations into BMS upgrades at The Liberty.
	Set minimum standards for recycling and water consumption at each asset.	• Implemented improved waste management infrastructure in all mall areas. • Recycling rates improved across all assets. • Ensured compliance with Simpler Recycling regulations across all assets.
	Assess and identify suitable emissions reduction pathways to inform future strategy.	• Met our target for 100% coverage for electricity through improved tenant data collection by utilising ElectraLink to gather data directly from tenants. • Increased EPC coverage, supported by improved EPC management across the portfolio to align with current MEES requirements. • Increased uptake of EV charging and begun investigations to expand the capacity at two assets.
Social	Foster stronger community connections through engagement, partnerships, and the delivery of locally relevant charity initiatives	Across all assets numerous events occurred, a few example of the events are • The Liberty Christmas Grotto raised an incredible £15,187.50 for Saint Francis Hospice - a 6.5% increase on last year's total. • Nearly every month there was a different charity event at Victoria Leeds from school engagement events through to Fashion Shows and Choirs.
	Build a culture of diversity, equity and inclusion by promoting engagement with external DE&I initiatives and industry forums	• Undertook a diversity and inclusion questionnaire to determine the current state of DE&I. • Developed and implemented a company-wide DE&I policy.
Governance	We are creating and will maintain a strong ESG governance structure within our business.	• Asset-level sustainability committees have been established to support ESG initiatives, alongside tailored sustainability plans designed to maximise environmental and social impact. • Refined and tailored the green lease framework to enhance its effectiveness in driving sustainable practices and outcomes across the portfolio.
	We strive to utilise appropriate sustainability certifications to demonstrate the portfolio's credentials and commitment to sustainability leadership.	• Achieved a 50% increase in our GRESB score for 2025, a real estate-specific sustainability benchmark. • Achieved BREEAM-in-use across the full portfolio, achieving our goal of 100% of the portfolio covered by building certifications.

2026 Portfolio Targets

This table sets out the Fund's 2026 ESG targets and the key performance indicators (KPIs) used to monitor progress. It provides a clear framework for tracking delivery against strategic priorities and ensuring accountability in achieving the Fund's sustainability objectives.

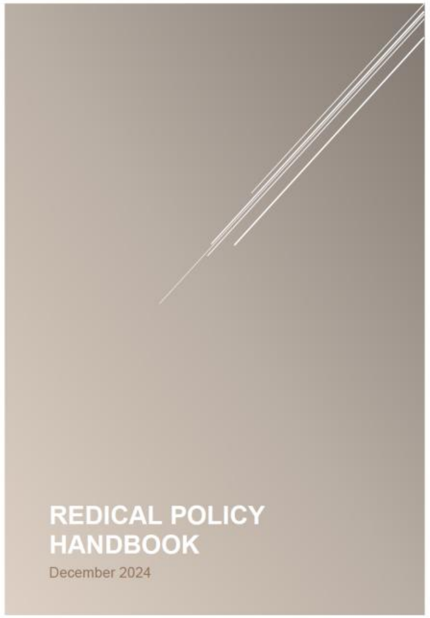
	Objective	2026 Target	KPI's
Environmental	Explore targeted energy efficiency initiatives alongside on-site renewable energy generation.	Strengthen energy management practices across the portfolio with the aim to deliver a year-on-year reduction in electricity consumption and associated Scope 2 GHG emissions.	% reduction year on year of landlord-controlled electricity (kWh)
Environmental	Set minimum standards for recycling and water consumption at each asset.	Achieve a 70% recycling rate for landlord-controlled waste.	% reduction year on year of landlord-controlled water (m3) % of landlord waste recycled
Environmental	Assess and identify suitable emissions reduction pathways to inform future strategy.	All new EPC's achieve C or better and expand the EV charging capability.	Number of new EPC's rated at C and above EV chargers per 1,000 parking spaces
Social	Foster stronger community connections through engagement, partnerships, and the delivery of locally relevant charity initiatives	All assets to have to have a minimum of 2 community events a year.	Total number of events held
Social	Build a culture of diversity, equity and inclusion by promoting engagement with external DE&I initiatives and industry forums	100% of on-site staff trained in diversity, inclusion, and ESG awareness.	% staff trained Staff satisfaction survey results; retention rates
Governance	We are creating and will maintain a strong ESG governance structure within our business.	All new leases to include a green lease clause.	% of occupied lettable area under data sharing LOAs
Governance	We strive to utilise appropriate sustainability certifications to demonstrate the portfolio's credentials and commitment to sustainability leadership.	Further increase our GRESB score and achieve a BREEAM-in-use excellent for Victoria Gate.	Submission of BREEAM score improvement

ESG Policies

At Redical, there is a policy handbook that includes the ESG policy, developed following the establishment of the ESG strategy, which serves as the overarching framework guiding ESG-related decision-making across the organisation and at the vehicle level. At the organisational level, the ESG policy defines Redical's approach to environmental, social and governance priorities. At the vehicle level, the ESG policy is operationalised through asset-specific sustainability plans that translate the policy principles into targeted actions and objectives for each asset. The policy is available on request on the website.

The other policies included within the handbook are as follows:

- Compensation and Remuneration Policy
- Cybersecurity Policy
- Fraud Policy
- Password Requirements
- Bribery and Corruption Policy
- Political Contributions Policy
- Health and Safety Policy



Redical

Environment, Social and Governance (ESG) Policy

At Redical, we acknowledge the real estate sector's impact on the environment and its contribution to climate change. We also recognise our responsibility to contribute positively to society. We understand that effective management is key to our sustained success and want to ensure that Redical's growth positively impacts the communities our assets are part of.

This is why we strive to create innovative solutions and achieve outstanding environmental, social, and governance (ESG) performance. This dedication permeates every facet of our operations, from project design and construction to company management, stakeholder collaboration, and progress reporting.

This policy outlines our commitment to ESG. It is based on a materiality analysis, carried out in 2024, where we identified our impact on various issues across the environment, people, human rights, and corporate governance.

Environmental

We aim to operate highly energy-efficient assets while building energy resilience to support the transition to a Net-zero future. We will integrate climate mitigation and adaptation, waste management and water efficiency across our assets, providing long-term asset value appreciation.

Our objectives to achieve this are to develop an appropriate Net Zero goal guided by asset-level pathways, to explore targeted energy efficiency initiatives alongside on-site renewable energy generation, to consider integrating climate risk analysis into both entity and asset-level resilience planning, and to set minimum standards for recycling and water consumption at each asset.

Social

We aim to manage Health and Safety proactively; engage with the surrounding community and to prioritise DE&I, providing space for diversity to flourish.

To accomplish this, we propose to develop an asset-level community engagement action plan aligned with local authority priorities and social needs analysis; and to provide DE&I training whilst encouraging key staff members to be involved with DE&I initiatives within the industry.

Governance

We aim to comply with all legal and regulatory requirements and to embed ESG within our business through robust governance. Our goal is to ensure

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Asset Level Environmental Action

This table provides an overview of the environmental actions implemented across each site, highlighting key initiatives undertaken to improve environmental performance and support the Fund's ESG objectives. It demonstrates how site-level activities contribute to broader sustainability targets and drive continuous improvement. These targets are monitored on a quarterly basis.

	Asset	2025 Progress	2026 Asset-Level Target	2026 Asset Specific Initiatives
Energy Efficiency and Emission Reduction	Clayton Square	• Increase of landlord-controlled electricity consumption by 1.5% • Continual upgrade of lighting with 80% of lighting replaced with LEDs.	Overall 8% reduction in electricity usage across all assets	• Increase LED lighting across mall areas. • Expand the number of tenant letters of agreement to gather more unit-level data. • Undertake a review of the BMS set-up to drive energy performance.
	The Liberty	• Overall decrease of 12% of landlord-controlled electricity consumption and a decrease of 14% on landlord-controlled gas. • LED upgraded across key common areas within the mall and back areas.		• Expand the number of tenant letters of agreement to gather more unit-level data • Begin upgrading the BMS system
	Victoria Leeds	• Decrease in electricity usage across of 11% Victoria Gate and 8% Victoria Quarter with an increase of electricity consumption of Victoria Quarter car park due to increase of EV uptake. • LED upgrade within Victoria Quarter within the mall. • Increase of solar generation capacity at Victoria Gate doubling the overall capacity at the asset.		• Expand EV charging capacity • Expand the number of tenant letters of agreement to gather more unit-level data • Transfer more landlord lighting to LED lighting • Optimise solar performance
Water and Waste	Clayton Square	• 36% recycling rate • 11% reduction in the water usage • Introduced additional waste streams.	Overall 2% reduction of landlord controlled water consumption and 70% recycling rate	• Undertake a water audit • Install additional food waste bins within the mall • Enhance communications to tenants on waste data
	The Liberty	• All assets have seen a rise in water consumption. • Implementation of additional waste streams. • Currently a low recycling rate however that is due to only the waste generated within the landlord areas being under landlord control so reliant on the visitors separating the waste.		• Install new bins with separate waste streams within the mall • Plan an upgrade of the mall toilets • Undertake a waste audit to determine actions to improve the recycling rate.
	Victoria Leeds	• All the assets have seen a rise in water consumption, which is likely due to a combination of increased usage and operational factors. • Reduction in Victoria Gate Car Park by 44% and 14% Victoria Quarter and an increase at Victoria Gate • 67% recycling rate, only 3% below the target.		• Consider installing new waste signage • Improve water data quality to enhance the accuracy of reporting

2025 Asset Level Social Action

The level of social action across the sites has been outstanding, with more than 50 social and community initiatives across the 3 different sites recorded throughout 2025. The target for 2026 is a minimum of 2 community events at each site, with a key focus on quantifying the contribution of these activities to enable a clear demonstration of the social value delivered. At Victoria Leeds, there has been nearly an event every month in 2025, as shown on the next slide.

The Liberty

The Liberty Christmas Grotto raised an incredible £15,187.50 for Saint Francis Hospice - a 6.5% increase on last year's total.

Provide free space to Romford FC, run multiple events in partnership with Romford BID, including a summer event collaboration, a back-to-school competition, a Diwali Asian society and a remembrance tree.

Alongside this, multiple charities had stalls within the mall, including RSPB, Cancer Research UK, NDCS and RNIB.

Clayton Square

In 2025, social initiatives focused on employment access and community safety. Job opportunities across units and management centres are shared with Liverpool City Council to support trial placements and apprenticeships, particularly for 18–21-year-olds.

Westgrove led a "Cut it Out" knife crime campaign, training security staff to support community safety through CCTV monitoring and collaboration with Merseyside Police.

Liverpool Alder Hey Children's Charity hosted a two-week pop-up, while staff also supported community walks to assist vulnerable individuals. Ongoing engagement is maintained through daily coordination with Merseyside Police and Liverpool BID, supported by the use of the DISC database for real-time local updates.

2025 Victoria Leeds Social Action

This site continues to deliver an exceptional breadth and depth of social action, demonstrating a sustained and highly impactful commitment to community engagement, local partnerships, and social wellbeing across 2025.

Month	Social actions occurring across the month
February	Delivered a session to local students, receiving strong feedback on the insights shared about the centre. Team members joined the LandAid SleepOut on the Victoria Leeds car park roof to raise funds to tackle youth homelessness, with over 60 participants taking part locally.
March	Hosted an empowerment-focused style brunch The King's Trust "Brilliant Breakfast" for with Bay Garnett & Sarah Clark; all proceeds donated to support young women.
May	Hosted a charity pop-up raising £2,600 for Zarach to help end child bed poverty, including author sessions, a children's trail and a raffle, alongside a charity awareness weekend highlighting their work providing beds and essentials to children in need. They provided access for documentary-making and work experience for a local student filmmaker. Unity – After Cure Choir performed in the mall to raise awareness and support for post-cancer recovery. West Yorkshire Police also hosted an awareness-raising stall promoting community safety initiatives. Finally, a fashion show with premium brands was held, with proceeds supporting unemployed women through Smart Works. The pop-up shop and fashion show raised over £9,000.
June	There was a piano installed for the Leeds Hospitals Charity Piano Trail, providing public access to play. For Leeds Pride, there was a "Heart to Hearts" installation supporting older, disabled and vulnerable LGBTQ+ people through Out Together Charity.
July	Hosted the UK's only legal car park bike challenge with public spectators, food vendors & a live DJ raising money for Yorkshire Children's Charity. Also, provided work experience across marketing, media & retail events for a local student.
August	Performances celebrating South Asian Heritage Month with live music and dancer with South Asian Arts.
September	West Yorkshire Police ran a week-long community engagement programme covering multiple policing teams. Smart Works hosted a fundraising pop-up supporting unemployed women. The Dementia Friends Society delivered training to site teams on dementia awareness and inclusive visitor support. A Macmillan Cancer Support annual Coffee Morning was also hosted, featuring staff-donated cakes and decorations alongside an awareness-raising stall encouraging regular donations.
November	Leeds Hospitals Charity installed a piano in the mall for public use in support of the charity. Zarach ran a sale of Victoria Leeds Snow Hares and reindeers, with each purchase matched by the donation of a bed bundle for a child in need. SignLive (Convo) was also introduced as an accessibility-focused initiative to improve inclusion and communication.

INREV ESG Reporting Criteria

INREV Criteria	Simplified Requirement	Fund Alignment Statement	Evidence
RG69	Implemented ESG strategy	Redical have a clear ESG strategy in place that sets out a clear vision supported by specific objectives. The strategy is reviewed annually and governed by the Redical ESG committee.	Page 1
RG70	Reporting on ESG progress	Redical reports ESG performance against objectives and targets through a structured framework including this annual ESG report that provides comprehensive overview of environmental performance and progress, supported by quarterly asset-level updates against ESG action plans. They also participates in the annual GRESB assessment. ESG reporting is shared with investors through annual reports, GRESB submissions, and ad hoc requests, covering key environmental metrics, compliance, and progress on initiatives, while more frequent internal reporting supports strategic decision-making.	Page 2/3
RG71	Climate change strategy, targets, and risks integrated	Within both of the ESG strategy and Asset level strategy, there key objectives focused on climate change such as the objective of Assess and identify suitable emissions reduction pathways to inform future strategy supported by the target that all new EPC's achieve C or better and expand the EV charging capability and at an asset level a clear energy reduction.	Page 3/5
RG72	ESG integrated at the asset-level	Redical's ESG policy and strategy is operationalised through asset-specific sustainability plans, which translate the policy principles into targeted actions and objectives relevant to each asset supported by targeted initiatives.	Page 5
RG73	KPIs defined and monitored; methodologies disclosed	For each 2026 target, KPIs are tracked and reported. For the energy data, Deepki is the energy management platform for their whole portfolio, allowing them to monitor, review and report on energy utility data. All landlord electricity meters have AMR in place. Redical also uses Power BI to maintain an Energy Performance Certificate (EPC) dashboard to visualise, track and manage EPCs across its portfolio to ensure compliance with EPC and MEES regulations.	Page 3
RG74	Governance, risks, and material issues communicated	In 2025, Redical developed an ESG Strategy underpinned by a comprehensive materiality assessment, which identified and evaluated the key environmental and social risks and opportunities arising both from the portfolio's impact on the environment and from external factors affecting the business. This assessment enabled Redical to prioritise and rank its most material ESG topics, forming the basis for setting targets and guiding strategic focus areas. The ESG Strategy, including the materiality assessment, is reviewed annually, with ongoing oversight by the management team to ensure risks and opportunities remain current and are effectively managed. The outcomes of this process directly inform asset management and investment decision-making ensuring that ESG considerations are consistently integrated into both existing and future investment opportunities.	Page 1
RG75	Regulatory compliance and disclosures	ESG regulatory requirements are monitored through an annual legal review and at an asset level this is review quarterly.	Page 3
RG76	Principal ESG risks identified and disclosed	Asset-specific climate risk assessments undertaken in 2023 identified key transition risks across the portfolio, primarily relating to energy consumption and compliance with MEES standards. Physical climate risks were generally limited. In response, the ESG strategy includes specific objectives to manage these risks. These include strengthening energy management practices across the portfolio to deliver year-on-year reductions in electricity consumption and associated Scope 2 GHG emissions, and ensuring all new EPCs achieve a minimum rating of C.	Page 3
RG77	Third-party assurance disclosed where applicable	Landlord-controlled ESG data is assured and aligned to AA1000 and the certificates can be provided on request.	Page 10

INREV Aligned Reporting – Section 1

The following tables has been prepared in accordance with INREV Guidelines to provide transparent and consistent disclosure on the Fund's performance and ESG integration. Data reflects the best available information at the reporting date and will be refined as methodologies and coverage improve. All landlord energy, water, and waste data has been assured in line with the AA1000 Assurance Principles.

INREV Criteria	Topic	Portfolio Information	2025 Annual Data
ESG1.1	Vehicle Information	Vehicle Name	Redical Limited
ESG1.2	Vehicle Information	Investment Manager	Redical Limited
ESG1.3	Vehicle Information	Contact Person Name	Javeria Hussain
ESG1.5	Vehicle Information	Data as of Reporting Year	2025
ESG1.5.1	Vehicle Information	Reporting Period	Annual
ESG1.6	Vehicle Information	Total Area	191,259
ESG1.6.1	Vehicle Information	Unit of area measured	SqM
ESG1.8	Vehicle Information	Vehicle Reporting Currency	£
ESG2.1	ESG Targets	Net Zero Carbon targets. If yes, target year	No
ESG2.1.1	ESG Targets	Reference framework / tool used	No
ESG2.1.2	ESG Targets	Policies related to climate change mitigation and adaptation	Yes
ESG2.1.3	ESG Targets	Targets validated against science-based criteria	No
ESG2.1.4	ESG Targets	Long-term performance improvement target	Yes
ESG2.1.5	ESG Targets	Third party assurance	Yes
ESG2.1.6	ESG Targets	Details on methodology	AA1000
ESG2.2	ESG Performance	GRESB latest score	2025 score 72 - 2024 score 47
ESG2.3.3	ESG Reporting and Commitments	Percentage of sustainable investments aligned with EU Taxonomy (% of AUM)	0.00%

INREV Aligned Reporting – Section 2

INREV Criteria	Topic	Portfolio Information	2025 Annual Data
ESG3.1	Energy Consumption	Actual energy consumption - landlord's control (kWh/yr)	2,786,706
ESG3.1.1	Energy Consumption	Actual energy consumption - tenant's control (kWh/yr)	20,361,267
ESG3.1.2	Energy Consumption	Actual energy data coverage (% of area)	100.00%
ESG3.1.4	Energy Consumption	Total energy consumption (kWh/yr)	23,147,974
ESG3.1.5	Energy Consumption	Total energy consumption data coverage (% of area)	100.00%
ESG3.1.6	Energy Consumption	Energy intensity (kWh/area/yr)	121.03
ESG3.1.7	Energy Consumption	Energy intensity, for office asset/property type (kWh/area/yr)	186.41
ESG3.1.7.1	Energy Consumption	Energy intensity, for retail asset/property type (kWh/area/yr)	163.33
ESG3.1.7.4	Energy Consumption	Energy intensity, for parking asset/property type (kWh/area/yr)	11.01
ESG3.2	Renewable Energy	Renewable energy generated and consumed on-site by landlord (kWh/yr)	204,773
ESG3.2.3	Renewable Energy	Renewable energy generated off-site and purchased by landlord (kWh/yr)	2,335,142
ESG3.2.4	Renewable Energy	Renewable energy generated off-site and purchased by tenant (kWh/yr)	2,458,272
ESG3.2.5	Renewable Energy	Renewable energy data coverage (% of area)	100.00%
ESG3.3	Greenhouse gas emissions	Actual scope 1 emissions (tonne CO2e/yr)	45
ESG3.3.1	Greenhouse gas emissions	Actual scope 1 emissions data coverage (% of area)	100%
ESG3.3.2	Greenhouse gas emissions	Actual scope 2 emissions - location based (tonne CO2e/yr)	448
ESG3.3.3	Greenhouse gas emissions	Actual scope 2 emissions data coverage (% of area)	100.00%
ESG3.3.4	Greenhouse gas emissions	Actual scope 3 emissions (tonne CO2e/yr)	3,627
ESG3.3.5	Greenhouse gas emissions	Actual scope 3 emissions data coverage (% of area)	100%

INREV Aligned Reporting – Section 3

INREV Criteria	Topic	Portfolio Information	2025 Annual Data
ESG3.3.9	Greenhouse gas emissions	Total operational carbon - location based (tonne CO2e/yr)	4,086
ESG3.3.10	Greenhouse gas emissions	Total operational carbon - market based (tonne CO2e/yr)	3,673
ESG3.3.11	Greenhouse gas emissions	Operational carbon data coverage (% of area)	100.00%
ESG3.3.12	Greenhouse gas emissions	Operational carbon intensity - location based (tonne CO2e/area/yr)	0.02
ESG3.3.12.1	Greenhouse gas emissions	Operational carbon intensity - market based (tonne CO2e/area/yr)	0.02
ESG3.3.13	Greenhouse gas emissions	'Operational carbon intensity - location based , for office asset/property type (tonne CO2e/area/yr)	0.03
ESG3.3.13.1	Greenhouse gas emissions	'Operational carbon intensity - location based , for retail asset/property type (tonne CO2e/area/yr)	0.03
ESG3.3.13.4	Greenhouse gas emissions	'Operational carbon intensity - location based , for parking asset/property type (tonne CO2e/area/yr)	0.00
ESG3.4	Climate change - Transition risks	Exposure to fossil fuels through real estate assets (% of AUM)	0.00%
ESG3.4.1	Climate change - Transition risks	Exposure to fossil fuels data coverage (% of area)	0.00%
ESG3.4.2	Climate change - Physical risks	Proportion of assets that are at low risk, in any category, from climate-related physical hazards (% of AUM)	0.00%
ESG3.4.2.1	Climate change - Physical risks	Proportion of assets that are at medium risk, in any category, from climate-related physical hazards (% of AUM)	0.00%
ESG3.4.2.2	Climate change - Physical risks	Proportion of assets that are at high risk, in any category, from climate-related physical hazards (% of AUM)	0.00%
ESG3.5	Water consumption	Actual water consumption - landlord controlled (m3/yr)	63,079
ESG3.6	Waste management	Actual waste generated - landlord controlled (tonne/yr)	4,056
ESG3.7	Building certifications	Percentage of assets with a certificate (% of area)	45.5%
ESG3.8	Energy rating	Percentage of assets with an energy rating (% of area)	80.8%

Social and Governance 2025 Reporting

This table has been prepared in accordance with EPRA Best Practice Recommendations (BPR), the data reflects the best available information at the reporting date and will be refined as coverage and methodologies evolve.

EPRA Code	Units of Measure	Indicator	Category	2025		2024	
				Male	Female	Male	Female
Diversity-Emp Emp-Training	%	Gender diversity	Proportion of male and female employees	64.00%	36.40%	66.70%	33.00%
	%	Gender by level	Senior Leader/Board	80.00%	20.00%	25.00%	75.00%
	%	Gender by level	Staff	50.00%	50.00%	60.00%	40.00%
				Senior Leader/Board	Staff	Senior Leader/Board	Staff
	Number	Number of governing bodies by age range	Over 50 years old	0.00	0.00	0.00	0.00
	Number	Number of governing bodies by age range	30 - 50 years old	4.00	4.00	3.00	4.00
	Number	Number of governing bodies by age range	Under 30 years old	1.00	2.00	1.00	1.00
	%	Ethnicity	White	63%			
	%	Ethnicity	Black/African/Caribbean	0%			
	%	Ethnicity	Asian / Other minority ethnic groups	38%			
	%	Socio-Economic Background Highest level of education completed by primary caregiver	Masters Degree	63%			
	%	Socio-Economic Background Highest level of education completed by primary caregiver	Bachelors Degree	38%			
	Number of hours	Average hours of training per employee	All employees	9		9	
Emp-Dev	% of employees	Employees receiving performance appraisals	Total	100%		100%	
Emp-Turnover	Number of employees	Direct employees	Total number of employees	11		9	
		Total number of new hires		3		6	
		Rate of new hires in %		27%		67%	
		Total turnover (departures)		0		1	
		Total rate of turnover (departures)		0%		11%	
H&S-Emp	Per 100,000 hours worked	Injury rate	Direct employees	0		0	
	Per 100,000 hours worked	Lost day rate	Direct employees	0		0	
	Days per employee	Absentee rate	Direct employees	0%		0%	
	Days per employee	Accident Severity Rate	Direct employees	0		0	
	Number occurred	Workstation Checks	Direct employees	11		1	
	Total number	Fatalities	Direct employees	0		0	
H&S-Asset	%	% assets	Asset health and safety assessments	100%		100%	
H&S-Comp	Total number	Number of assets	Number of incidents	0		0	
Comty-Eng	%	% of assets	Community engagement, impact assessments & development programmes	100%		100%	
Gov-Board	Total number	Board composition	Composition of highest governance body				
			Executive	12	4	11	4
			Average tenure in years	3		2	

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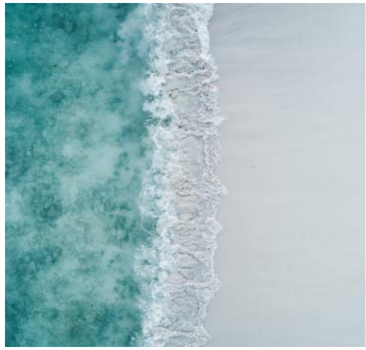
At the heart of
Saint
Francis
Hospice
Caring for you




RIVER
ISLAND