

## Ethical standards group policy statement

### | Scope

This group policy statement applies globally to all Currie & Brown entities. Compliance with the statement is required by all employees, joint venture companies, subsidiaries, business partners and third parties who undertake work for or on behalf of Currie & Brown.

### | Policy statement

It is our policy to conduct our business in an honest and ethical manner. Currie & Brown is committed to high standards of business ethics in all of its dealings with clients, colleagues, business partners and with the communities in which we operate. Currie & Brown will always operate within the law and act with integrity in an ethical, honest and reliable manner.

Currie & Brown is committed to ensuring that our corporate conduct:

- Is professional, open and fair
- Maintains high levels of integrity throughout our operations
- Is in the best interests of our clients
- Respects confidentiality
- Complies with our own procedures of operation
- Complies with all applicable laws, rules and regulations
- Encourages the reporting of any malpractice
- Identifies and deals with any potential conflicts of interest

Employees and any other persons working for or on behalf of Currie & Brown must:

- Act with integrity at all times
- Never put their own gain above the welfare of clients and fellow employees
- Respect confidentiality at all times
- Be honest, open and transparent in their dealings
- Avoid conflicts of interest and any actions or situations that are inconsistent with professional obligations
- Comply with the ethical standards of professional bodies of which they are a member
- Be accountable for their actions
- Undertake their work with due skill, care and diligence
- Give fair, neutral advice
- Never discriminate against others
- Act in accordance with our code of conduct
- Notify any matters that may bring risk to the business including criminal convictions
- Report any instances of wrongdoing or malpractice through the mechanisms provided by the company

### | Implementation arrangements

The board of directors has overall responsibility for ensuring that this policy complies with our legal and ethical obligations, and that all those under their control comply with it.

The group risk and compliance director has primary and day-to-day responsibility for implementing this policy and for monitoring its use and effectiveness and dealing with any queries on its interpretation. Management at all levels are responsible for ensuring that those reporting to them are made aware of and understand this policy and are given adequate and regular training on it.

Signed

A handwritten signature in black ink, appearing to read 'Alan Manuel'.

Alan Manuel  
Group Chief Executive Officer