

Health and safety group policy statement

| Scope

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

| Policy statement

It is our policy to ensure that employees and anyone affected by our operations are protected, so far as is reasonably practicable, from risks to their health and safety arising out of our work activities.

Currie & Brown's health and safety management strategy includes the provision for safe working systems, prevention of injury and ill health and will ensure all reasonably foreseeable risks are identified and managed through risk assessments which address those risks regarded as significant. Currie & Brown will ensure that statutory obligations are met and, where reasonably practicable, that there will be continual improvement in health and safety performance via a framework of objectives.

All employees are required to comply with this group policy statement, to proactively manage health and safety risks, to undertake any requested training and to report any health and safety concerns they may have. Currie & Brown also requires this same level of commitment to health and safety management from their joint venture partners, other business partners and any third parties who work for or on behalf of the company.

This policy is supported by management systems which, in a number of our regions, have been independently assessed as conforming to the requirements of ISO 45001. The scope of these certifications is defined on the respective regional certificates.

| Implementation arrangements

The health and safety policy will remain the responsibility of the Currie & Brown Holdings Ltd main board of directors and the operational executive. Implementation of matters relating to health and safety may be delegated to the regional operational management and in accordance with the regional health and safety organisation structure.

The directors of Currie & Brown will ensure that this policy is implemented and that all employees are consulted and participate in relevant health and safety considerations, which shall inform main board decisions. The directors of Currie & Brown shall ensure that the information relating to the organisation and implementation of this policy is brought to the notice of all employees.

This policy and the associated implementation procedures will be reviewed at least annually and revised as appropriate to take account of changes in circumstances, personnel or statutory obligations.

Signed

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

Alan Manuel
Group Chief Executive Officer