

Modern slavery 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

We have a zero-tolerance approach to any form of modern slavery, human trafficking or child labour across all areas of our organisation and throughout our supply chain. We are committed to ensuring that we are not connected with any such unethical practices and that we operate in an open and transparent way.

| Our approach

Our approach is based on a risk assessment of our business activities that considers our employees and our wider supply chain. The procedures we have established aimed at controlling any risk of modern slavery, human trafficking or child labour include the following:

- Making this and other related policies available to all employees
- Providing information and training to relevant employees
- Vetting all new employees with respect to identity and right to work
- Undertaking due diligence checks for all third parties forming part of our supply chain
- Undertaking due diligence checks of all of business partners with whom we have a contractual relationship
- Embedding obligations to comply with our policies and procedures into supplier contracts
- Making our expectations with respect to ethical conduct explicit to our supply chain through our supplier code of conduct
- Encouraging the reporting of concerns by employees and suppliers
- Providing an independent whistleblowing service to employees and suppliers
- Undertaking an annual review of our risk profile and control arrangements

Our approach to tackling modern slavery is consistent with our obligations under the UK Modern Slavery Act 2015. Our annual Modern Slavery Act transparency statement, made pursuant to section 54(1) of the Modern Slavery Act 2015, can be viewed on our web site.

| 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 our control comply with it.

The group risk and compliance director has 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