
Ethical standards group policy statement

We lead with integrity wherever we work.

Scope:

This policy applies to all Currie & Brown entities worldwide, including employees, subsidiaries, joint ventures, business partners and third parties working on our behalf.

Our commitment:

Doing the right thing is more than a principle—it's how we operate. We meet legal and regulatory obligations in every jurisdiction and set the bar higher by holding ourselves and others to the highest ethical standards.

Here's what we stand for:

- Professionalism, fairness and transparency
- Integrity in every decision
- Clients' interests above all
- Confidentiality as a constant
- Compliance with operational procedures
- Full adherence to laws, regulations and professional codes
- The courage to speak up when something's not right
- Transparency in managing conflicts of interest

Our expectations:

If you work for Currie & Brown, you must:

- Act with integrity—always, prioritise clients and colleagues over personal gain
- Maintain confidentiality
- Be open and honest, work diligently and professionally
- Avoid conflicts of interest
- Follow your profession's code of ethics
- Take responsibility for your actions
- Offer impartial, fair advice
- Treat everyone with respect
- Comply with our code of conduct
- Disclose any risk to the business
- Report misconduct through official channels

Delivery

Our board oversees compliance. Our group risk and compliance director manages implementation, training and queries. Line managers are responsible for ensuring this policy is understood and upheld at every level.

Signed

A handwritten signature in black ink, appearing to read 'Alan Manuel', with a stylized flourish at the end.

Alan Manuel

Group Chief Executive Officer

19 August 2025