

CSR group policy statement

| Scope

This group policy statement applies globally to all Currie & Brown entities. Compliance with the statement is required by all employees and all subsidiary companies.

| Policy statement

Currie & Brown sees corporate social responsibility (CSR) as critical to our successful long-term relationships with employees, clients and the communities we work within.

We believe CSR covers all aspects of corporate governance; it is about ensuring we conduct our business in an ethical way, taking into account our impact economically, socially, environmentally and in terms of individual human rights. We understand that our business actions affect local communities, and we take care to ensure our impact is positive wherever possible.

As an international organisation, our responsibilities extend to protecting often delicate environments and we aspire to achieve high standards of practice in our own and suppliers' offices worldwide. Our CSR policy is endorsed from the very top of our organisation and is included in our personal development reviews for every member of staff. Our approach is designed to develop improvement actions and awareness among all our staff, enabling them to support our values and behaviours.

Currie & Brown's CSR goals are to:

- Assist our client to achieve optimum benefit in asset management.
- Guide our employees to realise their full potential through a structured development programme.
- Improve the living and learning standards within the communities in which we work.
- Provide clarity and value to shareholders in the company.
- Promote environmental awareness.

This policy is supported by a detailed strategy which describes our approach to achieving the above goals through our values, our employees, our work in the community, our commitment to sustainability and the integrity of our business practices.

| Implementation arrangements

The directors of Currie & Brown are responsible for the implementation of this policy on the projects and within offices under their management.

Signed

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

Alan Manuel
Group Chief Executive Officer