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# Diversity, Equity and Inclusion Policy

## Everyone belongs.

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Our people are our greatest asset. We thrive because of the differences between us — not despite them.

Diversity, equity and inclusion (DEI) aren't just principles. They're part of how we deliver certainty — by building teams where everyone feels safe, valued and able to contribute.

We believe inclusion drives performance. Diverse teams think more broadly, connect more meaningfully, and deliver better results. That's good for our people, our projects, and our clients.

### What we stand for:

Across Currie & Brown, wherever you work and whatever your role, you can expect:

- Respect, fairness and dignity — always.
- Opportunities based on merit, not background.
- A working environment free from discrimination, bullying or harassment.
- Flexibility, where possible, to help balance work and life.
- A culture that values every voice — and gives people the platform to be heard.

We also expect our suppliers, consultants and sub-contractors to share these values.

### What we won't tolerate:

We take a zero-tolerance approach to:

- Discrimination — direct, indirect or otherwise.
- Harassment, intimidation or victimisation.
- Behaviour, inside or outside work, that brings Currie & Brown into disrepute.

If it's wrong — we act. And we support those who speak up.

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### Our responsibilities:

- Group CEO – Owns this policy, supported by our global DEI working group.
- People team – Coordinates training, communications and implementation.
- Managers – Lead by example. Build inclusive teams. Champion our values.
- Everyone – Understand the policy. Live the values. Call out what's not right.

This policy applies to all Currie & Brown employees, consultants and sub-contractors.

## Where DEI shows up in our work

### Recruitment

We hire on experience, ability and potential — and remove unnecessary barriers wherever we find them.

- We cast a wide net when advertising roles.
- We challenge assumptions in job descriptions.
- We assess only what's relevant to the role.
- We make adjustments to support people with disabilities.

### Performance, development and promotion

We give everyone a fair shot to grow and succeed.

- Goals and reviews are clear, consistent and aligned to our strategy.
- Access to projects, training and mentoring is inclusive.
- Promotions are based on merit, not identity.
- DEI-specific training is delivered to build understanding and challenge bias.

### Pay, benefits and working conditions

We design policies that work for all.

- Terms and benefits are reviewed with DEI in mind.
- Reasonable adjustments are made to accommodate disability or illness.

### Raising concerns

We take every complaint seriously, investigate promptly and act appropriately. Whether you're experiencing discrimination — or seeing it happen — speak to your manager or the People team.

You won't be penalised for raising a concern in good faith.

Anyone found to have breached this policy may face disciplinary action, up to and including dismissal.

### Third-party behaviour

If someone outside the business — a client, contractor or supplier — behaves inappropriately, we'll take it seriously. Employees should report the incident to their line manager.

### Trade unions and collective agreements

While Currie & Brown does not formally recognise a trade union, employees have the right to join one. We also respect any collective agreements that apply locally.

### We review, we improve

This policy is reviewed annually — and updated when needed to reflect changes in law, feedback from our people, and best practice.

Signed



**Alan Manuel**

Group Chief Executive Officer

19 August 2025