



Global Anti-Discrimination Policy

OUR COMMITMENT

At Colliers, we are committed to supporting an inclusive and diverse workplace that recognizes and values difference. This includes providing a work environment free of discrimination and unfair bias, where each person is valued, respected and supported for their different attributes, skills and experience.

BASIC PRINCIPLES

Creating a supportive environment in which we can accelerate the success of our people by ensuring they feel welcomed, respected and heard, aligns with our core value “Do what’s right”. We know that making the most of our peoples’ ideas, skills, backgrounds and perspectives is not just the right thing to do but will also allow us to continue to innovate and provide best-in-class service to our clients.

We entirely disapprove and prohibit actions that discriminate against people based on the following grounds:

- Mental/physical disability or medical condition
- Gender, sex, gender identity
- Sexual orientation, gender expression
- Age
- Colour, race, ethnic origin
- Religious beliefs or creed
- Citizenship, language, ancestry, place of origin
- Political convictions
- Pregnancy or parental status
- Social background
- Veteran/military status
- Marital status
- Any other characteristic or class protected by applicable law in the locations and countries in which an individual is employed, working or assigned

We prohibit inappropriate conduct based on any of the above characteristics at work, on company business, at company sponsored events, or any other setting in which Colliers people interact with each other.

REPORTING PROCEDURE

Creating a discrimination free work environment is everybody’s responsibility. If you receive a complaint or observe or believe you’re a victim of discrimination, you must immediately report it to one of the following:

- Direct Manager / Supervisor
- Human Resources / People Services
- Legal Counsel

If you do not feel comfortable speaking with a colleague directly, you can use our ethics hotline, Colliers Direct, which is staffed 24 hours a day by a separately owned and operated company. All complaints are treated with sensitivity and, where permitted by applicable law, are kept as confidential as possible.

If a claim of discrimination is proven, appropriate disciplinary measures will be applied, and can (subject to applicable laws) include suspension, reprimand, corrective training or termination.

COMPLIANCE

This policy applies to all activities of Colliers including but not limited to employment, purchasing, selecting vendors or consultants. If anything in this policy conflicts with local laws or regulations, the latter will prevail.