



# Colliers Global Diversity and Inclusion Statement

Making diversity and inclusion one of our strategic areas of focus is not only the right thing to do, it is one of the ways we will lead our industry into the future.

Simply put, diversity and inclusion make us better. They strengthen our business by enriching our culture, helping us deepen relationships among our people and accelerating success for our clients.

Championing diversity and inclusion is not a commitment we take lightly. We pride ourselves in attracting, developing and retaining top, diverse talent from around the world. As part of that, we are on a progressive journey to foster an environment in which everyone at Colliers, regardless of background, gender, ethnicity, age, religion, sexual orientation or experiences feels respected and comfortable bringing their authentic selves to do their best work.

To ensure that our people in every country, at every level, every day can come into the workplace and feel like they truly belong, we hold a collective commitment to the following:

- 1. Establishing processes to continually assess and track our diversity and inclusion progress.** We will implement qualitative measurements designed to capture our people’s experiences, as well as quantitative measurements to anchor those results and monitor progress.
- 2. Understanding and confronting unconscious biases.** We will expand our unconscious bias education to help our people recognize and minimize their learned biases. As leaders and role models at Colliers, we will hold ourselves accountable to understanding our biases, and interrupt when we see others engaging in biased behaviour.
- 3. Creating a trusting environment where meaningful, complex and sometimes difficult conversations can take place.** We will create and maintain environments where our people feel comfortable reaching out to their colleagues and encourage our people to move outside of their comfort zones to learn about the experiences and perspectives of others.
- 4. Establishing relationships with external organizations to help us learn best practices.** We will learn and gain insights from others to extend our horizons and strengthen our programs.

Through these commitments, we aim to bring increased focus and accountability to our diversity and inclusion progress and bring the best of our global organization together.

Jay Hennick  
Global Chairman & CEO

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Chief Financial Officer | Global

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John Kenny  
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Chris McLernon  
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Scott Nelson  
Chief Executive Officer | Occupier Services

Becky Finley  
Senior Vice President, Brand + People | Global

Elias Mulamoottil  
Head, Strategic Investments | Global

Zachary Michaud  
Vice President, Strategic Investments | Global

Matthew Hawkins  
Vice President, Legal Counsel & Corporate Secretary | Global

Lynda Cralli  
Business Manager & Assistant Corporate Secretary | Global

