

# Sustainable Procurement Policy

**As a member of the United Nation Global Compact, the Robert Walters Group is committed to maintaining a sustainable procurement strategy across the activities of the organisation.**

**The Group recognises that a sustainable procurement strategy has the potential to provide positive environmental, social, governance and economic opportunities across its supply chain.**

## **This policy helps the Robert Walters Group to:**

- Consider the range of influences the Group's operations can have on its suppliers.
- Consider how we can maximise on the positive impacts in the communities in which we operate.
- Consider our obligations to secure resources for the future.
- Consider the expectations of the Group's stakeholders.

## **The key principles of our sustainable procurement strategy:**

1. Respecting the laws and international norms of behaviour (*SDG16*).
2. Monitoring our supply chain so that we can make ethical choices and adopting ethical behaviours (*SDG8*).
3. Making suppliers aware of our Sustainable Procurement Policy and encouraging them to adopt environmental, social, governance best practices (*SDG17*).
4. Identifying suppliers that we can collaborate with on projects where ESG improvements can be made, such as gender equality (*SDG05*).
5. Evaluating where a procured product or service has a lifecycle perspective, with a preference towards Sustainable Consumption and Production (*SDG12*).

## **Our Sustainability Procurement Strategy: Practical Steps**

To put the policy principles into practice, we will strive towards the following actions:

- a. Nominate an ESG Champion in each region for sustainable procurement matters, who can be a first point of contact and provide local assistance.
- b. Establish a network (internal and external) of subject matter experts for budget holders to access.
- c. Favour the use of suppliers who have proven commitments to sound sustainable practice.
- d. Seek to work with local suppliers and support the local economy whenever possible.
- e. Develop local purchasing procedures and arrangements.
- f. Distribute and communicate the Group's Code of Practice for suppliers.
- g. Review and evaluate suppliers who can have a significant impact, through a risk mapping process to ensure our ethical principles are upheld.
- h. Identify suppliers that could support the reduction of the Group's scope 3 emissions (specifically related to travel).
- i. Purchase electricity from providers who can guarantee that it comes from renewable or low-carbon sources.
- j. Evaluate the return of investment by considering the potential benefits of single-use items, as well as robust products with built in longevity.

The Chief Financial Officer shall be responsible for overseeing this policy and all budget holders shall be accountable for their spending.

Regular reviews of this policy shall be undertaken to ensure it continues to be in line with current best practice.



**David Bower**  
Chief Financial Officer