

Human Rights and Social Accountability Policy Statement

The Robert Walters Group actively promotes a positive culture with respect to human rights and the continuous improvement of working conditions in all areas of its global recruitment operations.

The Group is committed to managing its operations so that it adheres to internationally recognised human rights and respects relevant national employment legislation to ensure it does not become complicit with constitutional injustice.

This commitment is underpinned by the Group's business principles and shall strive to identify, assess, manage and improve the elements of its operation that can impact on social accountability. In line with sound business practices, the Group shall:

- Conduct business with fairness, honesty, integrity and respect for the interests of stakeholders.
- Comply with laws and regulations within the countries in which the Group operates.
- Prevent the use of child labour and forced labour, improve health and safety, support freedom of association, prevent discrimination, protects women's rights, implement performance management and manage working hours.
- Develop management systems that establish responsibilities, supporting policies, monitoring methods and a review process of performance.
- Encourage suppliers, contractors and other stakeholders to support the Group's principles and commitment on social accountability and introduce programmes aimed at supporting these principles.

In order to support the implementation of these objectives, the Group has adopted SA8000 for guidance in the social accountability aspects of its business.

This policy shall be communicated to every employee and be available to all other interested parties, who are encouraged to confidentially voice their concerns in relation to any activity of the Group which may indicate a divergence from this policy.

The Board has been designated to have overall responsibility for ensuring that sufficient resources are available for the implementation of this policy, and that it is reviewed at regular intervals.



David Bower
Chief Financial Officer