

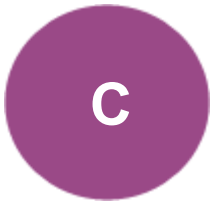
Robert Walters

Region	Europe
Country/Area	United Kingdom of Great Britain and Northern Ireland
Questionnaire	General
Activity Group	Commercial & consumer services

The CDP Score Report allows companies to understand their score and indicate which categories require attention to reach higher scoring levels. This enables companies to progress towards environmental stewardship through benchmarking and comparison with peers, in order to continuously improve their climate governance. Investors will additionally receive a copy of the CDP Score Report upon request. For further feedback please contact your account manager or your key CDP contact.

Your CDP score

Average performance

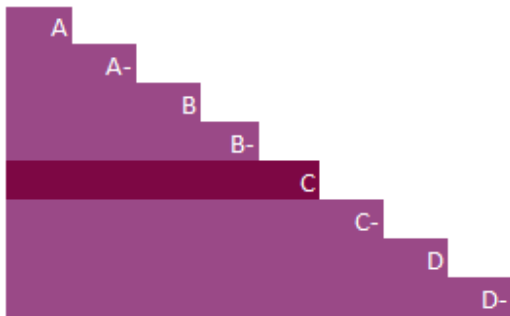


Commercial & consumer services

Europe

Global Average

UNDERSTANDING YOUR SCORE REPORT



Robert Walters received a C which is in the Awareness band. This is lower than the Europe regional average of B, and the same as the Commercial & consumer services sector average of C.

Leadership (A/A-): Implementing current best practices

Management (B/B-): Taking coordinated action on climate issues

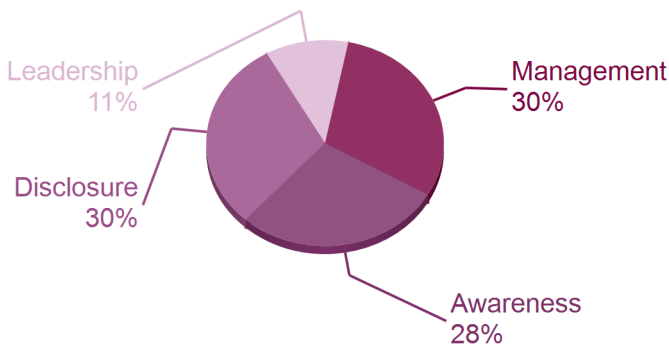
Awareness (C/C-): Knowledge of impacts on, and of, climate issues

Disclosure (D/D-): Transparent about climate issues

ACTIVITY GROUP PERFORMANCE

Commercial & consumer services

Your company is amongst 28% of companies that reached Awareness level in your Activity Group.



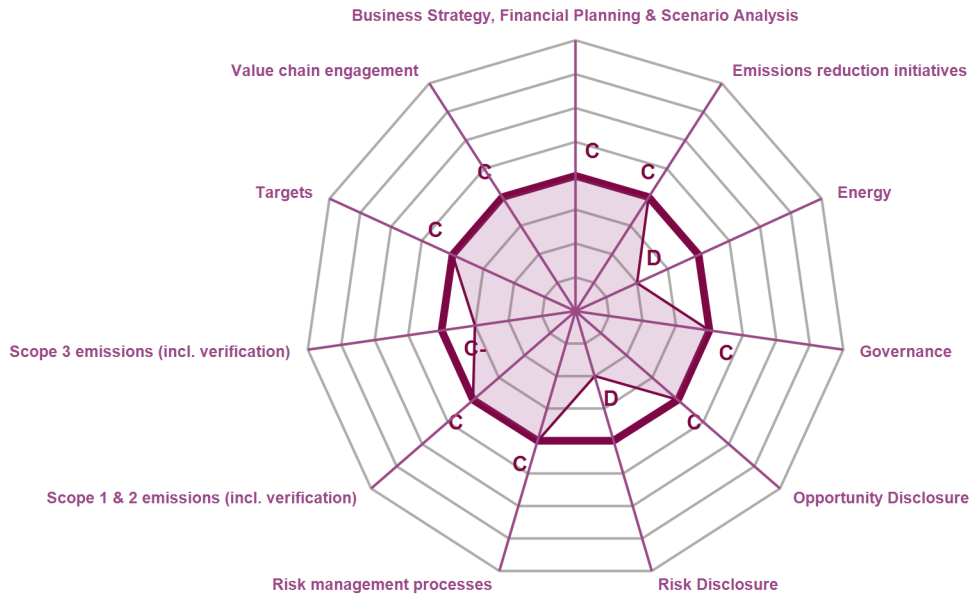
A sample of A-list companies from your Activity Group:

Secom Co., Ltd.

thyssenkrupp AG

*Please note that the peer group average scores are compiled with only investor-requested company scores

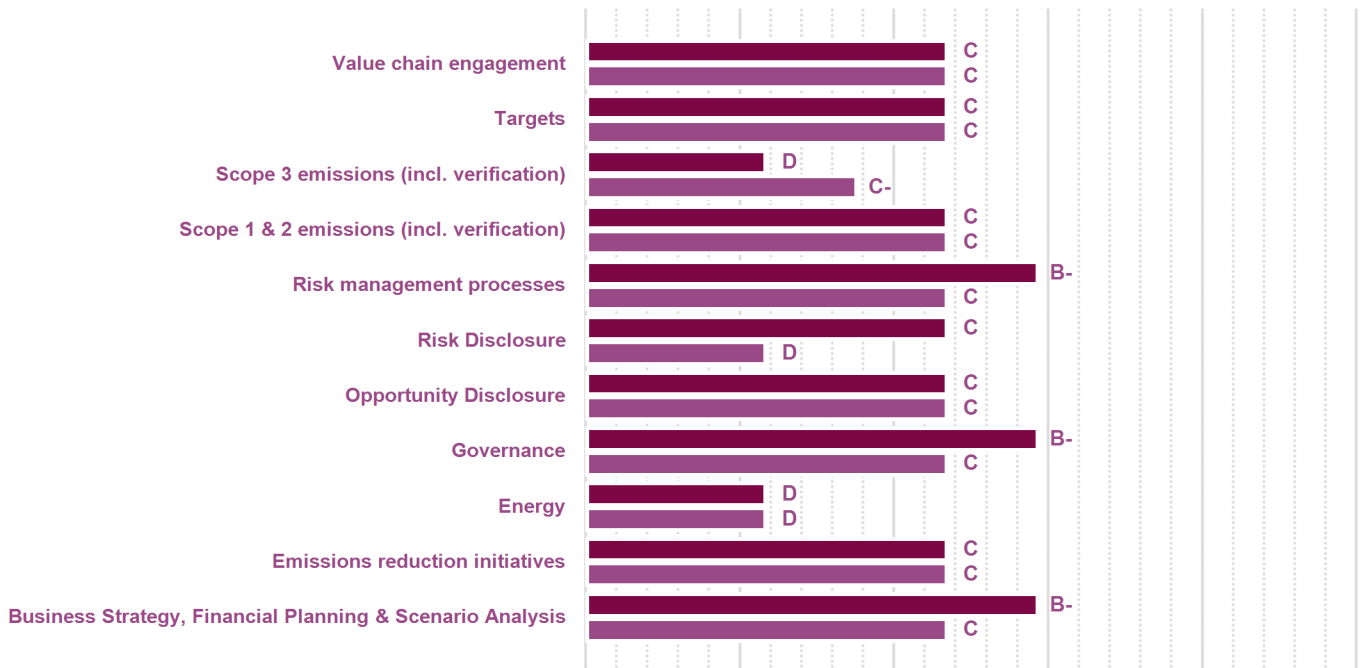
CATEGORY SCORES



If a company scored C or below, they will not have been scored for Management or Leadership points (the dark purple line represents this).

Please download the [CDP Scoring Introduction](#) for more information.

CATEGORY SCORES BENCHMARKING



Each category score in the bar chart represents the progression within each scoring level. Some categories have not been included for category score breakdown as either not enough questions feed into these categories to give a representative score or they are not scored at both Management and Leadership levels.

Scoring categories are groupings of questions by topic. They are sub-groups of the 2022 questionnaire modules and are consistent across all sectors. Weighting applied to each category varies across sectors to highlight the areas most important to environmental stewardship in specific sectors.

To find out more about category weightings for each sector, please download the [‘CDP Scoring Categories and Weighting’](#) documents.