

Energy Policy Statement

The Board of Robert Walters plc is committed to the continuous improvement of energy management throughout the organisation and the reduction of greenhouse gas emissions arising from energy consumption.

As part of its environmental strategy in minimising the environmental impact of the organisation as far as is practicable, Robert Walters plc and its subsidiaries ("Robert Walters") will aim to implement energy management measures, which are at the leading edge of good practice.

Robert Walters will endeavour to practice responsible energy management throughout all offices and aim to achieve the following objectives:

- To promote energy awareness amongst staff.
- To monitor and report energy performance to interested parties.
- To encourage purchasing decisions to be considerate to energy efficiencies.
- To purchase electricity from energy providers who can guarantee that it comes from renewable or low-carbon sources.
- To identify and implement energy saving opportunities and practice energy efficiency throughout all premises, where it is cost effective to do so.
- To incorporate environmentally sensitive designs into both new and refurbished buildings, striving to achieve BREEAM 'Very Good' standard as a minimum.

Robert Walters' strategy is to ensure compliance with ESOS Phase 3 and other relevant legal obligations relating to the use of energy and provide the required resources to implement, maintain and improve its energy management system in line with the principles of ISO 50001.

The Chief Financial Officer has been designated to have overall responsibility for developing an appropriate Energy Management Strategy and to ensure that sufficient resources are available. The day to day responsibility of managing and implementing the Strategy will be held by the Facilities Manager.

The Chief Financial Officer shall ensure that this Energy Policy is reviewed at regular intervals so that it remains fit for purpose and is aligned to both the Sustainability and CSR Policies of Robert Walters.



David Bower
Chief Financial Officer