

Environmental Code of Practice (for suppliers)

Robert Walters plc and its subsidiaries (“Robert Walters”) recognises that we have a responsibility to protect the environment on behalf of our interested parties, including the communities in which we operate. We also recognise that the process of continual environmental improvement depends on the involvement and commitment of our business partners.

Our Environmental Policy reflects Robert Walters’ commitment to responsible management of the environmental effects arising from its activities, through:

- optimising the use of energy
- ensuring efficient use of resources
- encouraging re-use and recycling
- incorporating the principle of sustainable development

We encourage our suppliers, therefore, to be an active part of this policy by adhering to the following code of practice:

1. Our suppliers should have a policy that covers relevant environmental and sustainability issues. Responsibility for implementation of the policy should be held by a nominated company representative, ideally at director level backed by sufficient support of management to ensure operational implementation.
2. Suppliers should be aware of the environmental impacts of the products and services they provide. Strategies and targets should be set to reduce any significant environmental impacts.
3. Suppliers should have a robust system that ensures they are aware of and comply with all relevant legislation so that the products or services supplied to Robert Walters as a minimum meet or exceed these requirements.
4. Products and services supplied to Robert Walters should take account of the principles of sustainable development in their design, production, use and end-of-life disposal. Specifically, they should:
 - use the optimum amount of raw material
 - safeguard biodiversity
 - use energy efficiently
 - minimise the impacts of use and disposal
5. Suppliers should be willing to work with Robert Walters to progress environmental initiatives that continually improve the performance of the products and services they supply.
6. Data on the environmental performance of processes and materials used in the products or services supplied to Robert Walters should be made available if requested.

Caring for the environment has become the way we run our business. Suppliers have an intrinsic role to play as we continue to demonstrate that good environmental practice is also good business practice.



David Bower, Chief Financial Officer

Supplier (Please print and sign name)