

### Environmental Policy Statement

**Robert Walters plc and its subsidiaries (“Robert Walters”) is committed to both the protection of the environment and evaluating the impact that the organisation’s services can have.**

Compliance with legislation is the minimum standard to which Robert Walters shall adhere. Robert Walters shall also endeavour to follow best practice with due regard for its business needs, in line with the requirements of ISO14001: 2015 and the expectations of all interested parties. The objectives for Robert Walters under this policy are to:

1. Undertake decarbonisation of business operations.
2. Reduce all forms of energy consumption.
3. Minimise the production of all types of waste, especially paper. Encourage reuse, recycling and the disposal of other waste that cannot be avoided, in a responsible manner.

All Directors will be responsible for communicating and implementing this Policy and will ensure that:

1. Employees and contractors are encouraged to be receptive to the personal impact they can have on this policy and to report areas of concern.
2. Training is provided as part of staff development taking into account responsibilities.
3. Efforts are made to minimise travel by maximising IT systems.
4. Comprehensive business travel statistics are submitted for accurate Carbon Offsetting.
5. Favour the use of suppliers who are committed to environmental good practice.
6. Pollution is prevented in all forms, especially from redundant electrical equipment.
7. All incidents detrimental to the environment are reported, investigated and action taken to prevent reoccurrence.

The Directors are committed to continually improving Robert Walters’ performance by regularly reviewing its environmental impacts, and on an annual basis, update this policy in line with the review findings.



**David Bower**  
Chief Financial Officer