

Sustainable Procurement Policy Statement

As a member of the United Nations Global Compact, Robert Walters plc is committed to maintaining a sustainable procurement strategy across the activities of the organisation.

Robert Walters plc and its subsidiaries (“Robert Walters”) recognises that a sustainable procurement strategy has the potential to provide positive environmental, social, governance and economic opportunities across its supply chain.

This policy helps Robert Walters to:

- Consider the range of influences Robert Walters’ operations can have on its suppliers.
- Consider how we can maximise on the positive impacts in the communities in which we operate.
- Consider our obligations to secure resources for the future.
- Consider the expectations of Robert Walters’ stakeholders.

The key principles of our sustainable procurement strategy:

1. Respecting the laws and international norms of behaviour (*SDG16*).
2. Monitoring our supply chain so that we can make ethical choices and adopting ethical behaviours (*SDG8*).
3. Making suppliers aware of our Sustainable Procurement Policy and encouraging them to adopt environmental, social, governance best practices (*SDG17*).
4. Identifying suppliers that we can collaborate with on projects where ESG improvements can be made, such as gender equality (*SDG05*).
5. Evaluating where a procured product or service has a lifecycle perspective, with a preference towards Sustainable Consumption and Production (*SDG12*).

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Our Sustainability Procurement Strategy: Practical Steps

To put the policy principles into practice, we will strive towards the following actions:

- a. Nominate an ESG Champion in each region for sustainable procurement matters, who can be a first point of contact and provide local assistance.
- b. Establish a network (internal and external) of subject matter experts for budget holders to access.
- c. Favour the use of suppliers who have proven commitments to sound sustainable practice.
- d. Seek to work with local suppliers and support the local economy whenever possible.
- e. Develop local purchasing procedures and arrangements.
- f. Distribute and communicate Robert Walters' Code of Practice for suppliers.
- g. Review and evaluate suppliers who can have a significant impact, through a risk mapping process to ensure our ethical principles are upheld.
- h. Identify suppliers that could support the reduction of Robert Walters' scope 3 emissions (specifically related to travel).
- i. Purchase electricity from providers who can guarantee that it comes from renewable or low-carbon sources.
- j. Evaluate the return of investment by considering the potential benefits of single-use items, as well as robust products with built in longevity.
- k. The Chief Financial Officer shall be responsible for overseeing this policy and all budget holders shall be accountable for their spending.
- l. Regular reviews of this policy shall be undertaken to ensure it continues to be in line with current best practice.



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Chief Financial Officer