

BEE POLICY

As a Level 2 BEE contributor, Robert Walters is committed to demonstrating sustainability by supporting social transformation and job creation in South Africa.

“With over 16 years’ experience within the South Africa market, we understand the value that we need to add by attracting, retaining and developing historically disadvantaged individuals who can add both value to the organisation and the country as a whole.”

Nic Sephton-Poultney, Country Manager, South Africa.

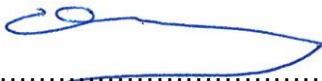
Robert Walters is proud to be recognised as a Level 2 Contributor audited under the Generic Scorecard, supporting broad-based Black Economic Empowerment (BEE).

In addition, we have been rated as a Value Adding Enterprise. This results in a total Procurement Recognition Level of 125% for the calculation of weighted BEE procurement spend. This means that for every 1 ZAR their candidates spend, they can credit 1.25 ZAR spent with a black empowerment firm.

We are committed to improving our candidate database profile. Right now, more than 50% of our candidate database are HDI or PDI. This ensures that, not only are we committed to assisting HDI and PDI candidates, we are well placed to help our clients achieve internal Employment Equity targets.

Our commitment to black economic empowerment is driven by our need to contribute to the economically sustainable black business sector within South Africa.

Download Robert Walters BEE Certificate ([link to certificate here](#))



Chris Hickey
Managing Director, UK



Giles Daubeney
Chief Operating Officer

October 2011