



Earlier this year Robert Walters completed an annual request for information from [CDP](#) sent to you on behalf of 827 institutional investors with US\$100 trillion in assets. Your response was received and has been analyzed according to CDP's standardized [scoring methodology](#) by ADEC Innovations (ADEC), formerly FirstCarbon Solutions (FCS). Please find your 2016 score below; for your information it has been benchmarked against over 2200 other companies that responded to CDP's 2016 climate change information request.

**CDP 2016 Climate Score (ranked on an A-D- scale)**

The final letter grade is awarded based on the score obtained in the highest achieved level. For example, if Company XYZ achieved 88% in Disclosure level, 76% in Awareness and 65% in Management, they would receive a B. The performance scores are expressed as bands (A, A-, B, B-, C, C-, D, D-).

Company Name	Performance Band
Robert Walters	C
CDP climate change program average	C