

ANTI-SLAVERY & HUMAN TRAFFICKING STATEMENT

Introduction

The Robert Walters Group recognises that slavery, forced labour and human trafficking in all its forms is an issue of global concern. It is estimated that over 20 million people around the world are in some form of slavery.

We believe all businesses play a vital role in preventing slavery and human trafficking and we take our responsibilities in that regard very seriously. This statement summarises the steps that Robert Walters takes to ensure that our activities are free from slavery and human trafficking.

Our Policies and Contracts

We have a zero-tolerance approach to any imposition of, or connection to, modern slavery and human trafficking.

Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in respect of all our staff and business relationships. In conjunction with our Whistleblowing Policy and Anti-Bribery and Corruption Policy, it encourages all our employees to voice any concerns relating to the activities of our own organisation or our supply chain. We also have a number of policies prohibiting harassment, discrimination and victimisation which provide our employees access to further channels for raising concerns.

Our contracts of employment and contracts for our temporary workers comply with relevant local laws and ensure that individuals are entitled to at least the legal minimum (including rights in relation to hours, pay and termination of the contract).

We have appropriate policies and processes for conducting background checks on candidates (including their eligibility to work).

Our Supply Chains

Our suppliers (including other recruitment agencies that we may use from time to time) are reputable and must pass our credit checks. We expect our suppliers to have the same standards in terms of ethics and legal compliance – including their own policies on modern slavery and anti-human trafficking. Our larger supplier contracts specifically state that suppliers must comply with applicable laws.

Further steps

Over the next year, we intend to take additional steps to combat slavery and human trafficking, which include:

- introducing, where possible, contractual provisions for our suppliers to confirm their compliance with modern slavery legislation where it is applicable (including the Modern Slavery Act 2016 in the UK), and where it is not applicable, to use all reasonable endeavours to encourage suppliers to accept the same principles;
- to provide information on request in relation to compliance with applicable modern slavery prevention legislation;
- ensuring slavery is addressed in relevant key policies and procedures across Robert Walters; and
- referring to our Modern Slavery Policy in the induction process for new staff.

This statement is made pursuant to the Modern Slavery Act 2015 and is for the current financial year. This statement applies to all our subsidiaries and shall be reviewed annually.