

Corporate Social Responsibility Policy Statement

The Robert Walters Group (the Group) recognises that Corporate Social Responsibility (CSR) is of increasing importance to staff and stakeholders, and is fundamental to the continued success of the organisation.

We are committed to - ***powering people and organisations to fulfil their unique potential***

We believe that our CSR principles, as a constituent of the Group's wider ESG strategy, will provide long-term benefits to interested parties in all communities around the world. As a member of the United Nation Global Compact and in pursuance of the Group's Social Development Goals (SDG) the Group shall focus on eight key areas:

Employees – Respecting the values of employees, providing good conditions of work and equal opportunities, improving employee engagement and through developing their intellectual capacity for their greater benefit and quality of life.

Health, Safety and Security – Embedding in all activities, the provision for a healthy working environment that supports the wellbeing of employees, wherever they may be (*SDG3*).

Environmental Impacts – Managing all aspects of the business in order to maximise recycling opportunities and minimise waste (*SDG12 & SDG15*).

Sustainable growth – Addressing the long term impacts arising from the communities that the Group interact with, including energy efficiency of offices, travel demands, and meeting social and economic needs (*SDG7 & SDG13*).

Relationships with Candidates and Clients – Responding to customer's unique employment needs and providing a quality assured service that intrinsically addresses equality and incorporates all relevant legislative considerations (*SDG5 & SDG8*).

Suppliers and Partners – Treating suppliers fairly and driving CSR codes of practice throughout the goods and services supply chain.

Community involvement – Engaging with communities, both local and distant, with support that is physical, financial, occupational, and that will be life enhancing (*SDG1 & SDG6*).

Ethos – Encouraging the highest standards of professionalism throughout the Group and promoting best practice in respect of ethical behaviour.

The Group's CSR shall be implemented and maintained through the following key Policies:

- Equity, Diversity & Inclusion
- Ethical Conduct
- Fair Competition
- Anti-Bribery
- Data Protection
- Quality Assurance
- Health & Safety
- Environmental
- Sustainability
- Human Rights and Social Accountability
- Sustainable Procurement
- Supply Chain Code of Practice

The Group are pleased to engage with all interested parties regarding CSR matters.

For further information contact Tony Hunter, Company Secretary.

A handwritten signature in black ink, appearing to read 'D Bower', with a large, stylized initial 'D'.

David Bower
Chief Financial Officer