

# Business Continuity Policy Statement

It is the intention of the Robert Walters Group to ensure that it protects its Recruitment Consultancy Services against foreseeable threats, by maintaining a Business Continuity Management (BCM) system. This is aimed at ensuring its critical functions and services will continue to be provided during and after an incident.

The Business Continuity strategy shall be based on the requirements of ISO 22301, where a framework exists that ensures the system is maintained up to date, identifies potential disruption events, works to reduce exposure and improves resilience.

It is the Group's objectives to develop cost effective resilience and damage mitigation arrangements that as a minimum, ensure compliance to statutory and other requirements placed on the organisation.

The BCM system will be implemented, tested, reviewed and improved in order to provide assurance to interested parties, of the Group's abilities to respond to client needs by delivering key services and resuming normal operational performance in an optimal timeframe



**Alan Bannatyne**  
Chief Financial Officer