

# Energy Policy Statement

The Board of the Robert Walters Group is committed to the continuous improvement of energy management throughout the organisation and the reduction of greenhouse gas emissions arising from energy consumption.

As part of its environmental strategy in minimising the environmental impact of the organisation as far as is practicable, the Group will aim to implement energy management measures, which will be at the leading edge of good practice.

The Group will endeavour to practice responsible energy management throughout all offices and aim to achieve the following objectives:

- To promote energy awareness amongst staff.
- To monitor and report energy performance to interested parties.
- To encourage purchasing decisions to be considerate to energy efficiencies.
- To purchase electricity from energy providers who can guarantee that it comes from renewable or low-carbon sources.
- To identify and implement energy saving opportunities and practice energy efficiency throughout all premises, where it is cost effective to do so.
- To incorporate environmentally sensitive designs into both new and refurbished buildings, striving to achieve BREEAM 'Very Good' standard as a minimum.

The Group's strategy is to ensure compliance with ESOS and other relevant legal obligations relating to the use of energy and provide the required resources to implement, maintain and improve its energy management system in line with the requirements of ISO50001.

The Chief Financial Officer has been designated to have overall responsibility for developing an appropriate Energy Management Strategy and to ensure that sufficient resources are available. The day to day responsibility of managing and implementing the Strategy will be held by the Facilities Manager.

The Chief Financial Officer shall ensure that this Energy Policy is reviewed at regular intervals so that it remains fit for purpose and is aligned to both the Sustainability and CSR Policies of the Group.



Malcolm Heskins  
Facilities Manager



Alan Bannatyne  
Chief Financial Officer