

Robert Walters | Equity, Diversity & Inclusion Statement

The Group Approach

The Group believes in equity of opportunity for all employees and job applicants regardless of age; disability; gender reassignment; marriage and civil partnerships; pregnancy and maternity; race; religion or belief; sex and sexual orientation.

The Group embraces the principles of equity, diversity and inclusion. We aim to provide a working environment and culture that recognises and values differences. The Group also aims to attract and recruit the best staff and candidates whilst encouraging diversity. We select staff and candidates on the basis of merit and experience. We do not select staff and candidates based on any protected characteristics, but capture data according to skill set and experience.

This policy is to provide equity, diversity and inclusion at all stages of the employment relationship for all staff whether part time or full time. We oppose all forms of unlawful and unfair discrimination on grounds of any protected characteristics. Selection is therefore on the basis of aptitude, skills and ability. Any employee found to have breached this policy may be subject to disciplinary action under Group's Disciplinary and Performance Review policy.

Our Principles and Vision

The Group's commitment to Equity, Diversity and Inclusion is underpinned by our vision and principles that all employees are expected to strive to adhere to. Our vision is:

We continually strive to create a workplace based on the principles of inclusion and respect for all; a place where everyone listens and learns from each other to drive innovation; a place where everyone can be their authentic self.

Our ambition is to be a global change-maker and thought leader and as such, seek to leverage our relationships with our clients, candidates and colleagues and inclusive hiring expertise to challenge status quo hiring practices. We believe this is the role we can play to build a more equitable society for all.

At the Robert Walters Group we believe in:

- Fairness and respect for all
- Powering people and organisations to fulfil their unique potential
- Enabling and valuing everyone to have a voice
- Social equity and socially responsible business

The Group's approach will enable us to:

- Embed Equity, Diversity & Inclusion into our policies, processes and behaviour
- Enable employees to bring their true, authentic selves to work

- Be more equitable and transparent
- Value unique perspectives

Drive our innovative thinking towards our services for clients and candidates

Our Commitment

Every employee is entitled to a working environment which promotes dignity and respect to all where individual differences and the contributions of all staff are recognised and valued. No form of intimidation, bullying, harassment or victimisation will be tolerated.

Ensure every employee undertakes relevant training in equity, diversity and inclusion to raise awareness, understanding and the importance of equal opportunities in the workplace.

Ensure that our employment, training and development opportunities, and other policies, procedures and practices comply with this policy and do not discriminate intentionally or unintentionally against any group or individual.

Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, clients, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Follow local laws on equity as a minimum standard.

Create the conditions whereby you can work without fear of discrimination of inequity and empower you to share with us your thoughts on how we can improve (both formally and informally).

Collect diversity information (where local laws allow) of employees both at offer stage and intermittently through the employee life cycle to ensure that the Group instigates relevant initiatives in support of ED&I.

Have a proactive plan to achieve our ED&I ambitions in the countries we work in.

The Group's management fully supports this policy and responsibility for it lies with the Board of Directors.



Jeremy Sampson
Managing Director, North East Asia