

Social Accountability Policy Statement

The Robert Walters Group actively promotes a positive culture with respect to human rights and the continuous improvement of working conditions in all areas of its global recruitment operations.

The Group is committed to managing its operations in a way that respects relevant national and international employment legislation and does not become complicit with human rights abuse.

This commitment is underpinned by the Group's business principles and shall strive to identify, assess, manage and improve the elements of its operation that can impact on social accountability. In line with sound business practices, the Group shall:

- Conduct business with fairness, honesty, integrity and respect for the interests of stakeholders.
- Comply with laws and regulations within the countries in which the Group operates.
- Prevent the use of child labour and forced labour, improve health and safety, support freedom of association, prevent discrimination, implement performance management and manage working hours.
- Develop a management system that establishes responsibilities, supporting policies, monitoring methods and a review process of performance.
- Encourage suppliers and contractors to support the Group's principles and commitment on social accountability and introduce programmes aimed at supporting these principles.

In order to support the implementation of these objectives, the Group has adopted SA8000 for guidance in the social accountability aspects of its business.

This policy shall be communicated to every employee and be available to all other interested parties. This policy will be formally reviewed as part of the Group's management system. Any changes will be approved at board level.



Alan Bannatyne
Chief Financial Officer