

Sustainability Policy Statement

May 2020

The Robert Walters Group is fully committed to being a sustainable business and this commitment forms a fundamental part of our wider Corporate Social Responsibility strategy.

Sound sustainable development is also key to the Group's environmental policy and supports our commitment to being a responsible business with a social purpose beyond its immediate boundaries.

This policy helps the Robert Walters Group to:

- Consider the resource impacts of our activities
- Consider the integration of sustainability into the services we offer our clients and candidates
- Consider how we support and participate in the communities in which we operate
- Consider our obligations to secure the well-being of future generations

Our sustainability policy is based upon the following 10 principles:

1. Embracing the values of the circular economy, in line with BS8001, by moving away from the 'take-make-dispose' concept and enforcing the six steps of the Waste Hierarchy.
2. Evaluating the environmental aspects of the business that have a lifecycle perspective, with a preference towards Sustainable Consumption and Production (SDG12).
3. Encouraging our waste handlers, both internal and external, towards a 'zero to landfill' aspiration.
4. Continually looking to reduce carbon emissions and fully offset that which cannot be avoided.
5. Compliance with applicable legislation and adoption of appropriate codes of practice.
6. Integrating sustainability concepts and opportunities into our everyday business decisions.
7. Making key suppliers aware of our Sustainability Policy and encouraging them to adopt sustainable management practices.
8. Ensuring that all staff are aware of our Sustainability Policy and embrace its principles.
9. Reporting, both internally and externally, on our sustainability initiatives.
10. Regularly reviewing this policy as the business evolves, ensuring it continues to be in line with current best practice.

Our Sustainability Strategy: Practical Steps

To put the ten policy principles into practice, we will strive towards the following actions:

- a. Nominate at least one local representative in each country for sustainability and environmental matters/issues, who can be a first point of contact for sustainability/environmental issues and provide guidance/assistance for using company property, equipment and assets to the maximum efficiency.
- b. Seek to purchase electricity from energy providers who can guarantee that it comes from renewable or low-carbon sources.
- c. Use collaborative technologies such as video conferencing or teleconferencing wherever possible to reduce business travel.
- d. Reduce the energy consumption of office equipment by investing in energy-efficient equipment.
- e. Minimise our use of paper and other office consumables (by defaulting to double-sided printing, using energy-efficient electric hand dryers, etc.)
- f. Recycle all possible office waste. Work with cleaning providers to establish the full waste stream availability.
- g. Carefully evaluate the potential benefits of single-use items as well as robust products with built in longevity.
- h. Encourage greater use of public transport for business travel through incentive initiatives.
- i. Ensure that timber furniture, or any other timber products, are from well-managed, sustainable sources and are Forest Stewardship Council (FSC) certified.
- j. Purchase fair-trade and/or eco-certified supplies wherever possible and practical.
- k. Seek to work with local suppliers and support the local economy whenever possible.
- l. Seek to collaborate with partners who can help develop innovative approaches to sustainability.
- m. Liaise with your local facilities team or the Group head office facilities team for assistance on all practical steps.



Alan Bannatyne
Chief Financial Officer