

Fee schedule assignment fees

The table below sets out RW's standard Assignment Fee in respect of temporary recruitment, which is subject to and incorporated into the Terms and Conditions of Business for Temporary Assignments of Robert Walters Operations Limited (the "Terms").

Pay rate	Assignment fees
All	35%

RW may propose an increased % in certain circumstances, for example where the role is likely to require additional time and resource to be applied by RW or the nature of the services is more complex.

Any such increase or any other variation to the fees is subject to written agreement (which may include by email) between RW and the Client, and will be incorporated into the Terms.