

CORPORATE SOCIAL RESPONSIBILITY POLICY

The Robert Walters Group recognise that Corporate Social Responsibility (CSR) matters are of increasing importance to staff and interested parties, including candidates and clients, and are fundamental to the continued success of the organisation.

The Group believes that its CSR Policy shall provide long-term benefits to its employees, customers, partners and individuals in all communities around the world, and will focus on the 8 key areas:

1. **Employees** – Respecting the values of employees, providing good conditions of work and equal opportunities, improving employee satisfaction and through training, developing their intellectual capacity for their greater benefit and quality of life.
2. **Health and safety** – Embedded in all activities and processes for the provision of a safe working environment, wherever that may be.
3. **Environmental impacts** – Managing business development activities in order to maximise on recycling opportunities and minimise the risk of pollution, waste and nuisance to neighbours.
4. **Sustainable development** – Long term impacts arising from the communities that the Group interact with including energy efficiency of dwellings, transport, meeting social and economic needs.
5. **Relationships with Customers** – Being responsive to customer needs and providing a quality assured service that intrinsically incorporates all relevant legislative considerations.
6. **Suppliers and Partners** – Treating suppliers fairly and driving CSR codes of practice throughout the goods and services supply chain.
7. **Community involvement** – Charitable giving and engagement with local communities through funding, support and work experience programmes.
8. **Ethos** – Encouraging high standards of professionalism throughout the company and promoting best practice in respect of ethical behaviour.


The Organisations CSR shall be implemented and maintained through the following key policies:

- Quality Assurance Policy
- Equal Opportunities & Diversity Policy
- Ethical Conduct Policy
- Environmental Policy
- Health & Safety Policy
- Supply Chain Code of Practice

The Group are pleased to engage with all interested parties regarding CSR matters. For further information contact Alan Bannatyne, Company Secretary.



.....
Giles Daubeney
Chief Operating Officer



.....
Robert Walters
Chief Executive

October 2011