

### Health and Safety Policy Statement

It is the policy of Robert Walters plc and its subsidiaries (“Robert Walters”) to ensure, so far as it is reasonably practical, the health, safety and welfare at work of all its employees, contractors and visitors, in accordance with the relevant statutory requirements and corporate best practice.

Robert Walters also accepts its responsibility for the health and safety of other people who may be affected by its activities. Consideration is given to ensure suppliers and contractors’ provision for safety is compatible with that of Robert Walters.

It is Robert Walters’ belief that the most effective prevention of injury is the awareness and commitment of employees at every level. In particular, Robert Walters shall:

- Provide and maintain equipment and places of work that are safe and without risk to health.
- Provide as necessary, information, instruction, training and supervision that is required to ensure health and safety at work of its employees.
- Encourage staff to set high standards of safety and to foster an attitude of mind which accepts good safety practice as normal.

In pursuance of this policy Robert Walters shall appoint or seek guidance of competent persons to advise the organisation on all matters relating to health, safety and welfare, and to oversee that this policy is implemented.

The objective of this health & safety statement can only be achieved through the support and cooperation of all staff. It is therefore the responsibility of all employees, to ensure that by their activities or behaviour, they do not knowingly create hazards for themselves or others.

To ensure this policy, and the way in which it operates, is kept up to date, it will be subject to an annual review.



**David Bower**  
Chief Financial Officer