

### Physical Security Policy Statement

**Robert Walters plc and its subsidiaries (“Robert Walters”) is committed to providing a working environment that is safe and secure.**

It is the policy of Robert Walters to maintain the highest practical level of security, that is commensurate with the level of confidentiality that exists within the Recruitment industry, while at the same time, is not visible to visiting Candidates, and causes the minimum interference in the day-to-day movement of operational staff.

It shall achieve this policy commitment by ensuring compliance, with:

- The requirements of the Senior Management Team
- Client’s contractual requirements
- The expectations of the staff

It is the objective of this security statement to focus on a target of:

- No harm to staff
- No loss of property, physical or intellectual

In pursuance of this policy Robert Walters has appointed a Head of Security to advise the organisation on all matters relating to security in and around its premises and to oversee the implementation of this Policy.

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

This Policy covers all locations where operations are undertaken by Robert Walters.



**Malcolm Heskins**

Head of Security  
(Facilities Manager)



**Kevin Bulmer**

Director Responsible for Security  
(Chief Technology & Transformation Officer)