

# Environmental Policy Statement

The Board of Robert Walters Plc is committed to evaluating the impact that the organisation's services can have on the environment.

Compliance with legislation is the minimum standard to which the Company shall adhere while endeavouring to follow best practice with due regard for business needs, in line with the requirements of ISO14001 and other requirements, such as those of the clients. The objectives for the Company are to:

1. Reduce the carbon footprint of the business.
2. Reduce energy consumption.
3. Minimise the production of all types of waste, especially paper. Encourage reuse, recycling and the disposal of other waste that cannot be avoided, in a responsible manner.

All Directors will be responsible for communicating and implementing this Policy and will ensure that:

- a. employees and contractors are encouraged to be receptive to the personal impact they can have on this policy and to report areas of concern.
- b. training is provided as part of staff development taking into account responsibilities.
- c. efforts are made in reducing office waste and minimize travel by maximising IT systems.
- d. favour the use of suppliers who are committed to environmental good practice.
- e. carbon offsetting is implement commensurate to the level of the business travel.
- f. pollution is prevent in all forms, especially from redundant electrical equipment.
- g. all incidents detrimental to the environment are reported, investigated and action taken to prevent reoccurrence.

The Directors are committed to continually improving its performance by regularly reviewing its environmental impacts, and on an annual basis, update this policy in line with the review findings.



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Robert Walters  
Chief Executive

5<sup>th</sup> June 2008