

Modern Slavery Formal Response Plan - ANZ

Purpose

Robert Walters has a zero-tolerance approach to any imposition of, or connection to, modern slavery and human trafficking, in accordance with Robert Walters' Modern Slavery Policy.

This Modern Slavery Formal Response Plan ('Response Plan') describes the steps to report or make a complaint about any suspected or actual modern slavery or human rights issues via the appropriate channel.

Responsibility

Robert Walter's Legal Department in Australia and New Zealand is responsible for reviewing and overseeing this Response Plan.

Reporting suspicion of, or actual, modern slavery or human rights issues

Identification of modern slavery or human rights issues can occur when Robert Walters becomes informed of, or identifies that a supplier is engaging in such practice or conduct. Identification can occur through supplier questionnaires/self-assessment questionnaires, by an employee, informed by a member of the public or a supplier.

Step 1 – Record and Report

Report the allegation by completing the Modern Slavery and Human Rights Issues Incident Report Form and send to legal@robertwalters.com.au

IMPORTANT: If someone is in immediate danger, or a child is concerned, dial 111 (NZ) or 000 (AU).

Step 2 – Investigations/Action

Every allegation and complaint will be investigated in a confidential and impartial manner by the legal team who will, where necessary engage the expertise of external advisers.

Appropriate action will take place, where a finding of modern slavery or human rights issues have been substantiated - this may include terminating the business relationship with the supplier and reporting them to relevant enforcement and regulatory bodies.

Where appropriate, the Robert Walters' Senior Management Team and Board will be briefed on the reported allegation and the actions being taken in a confidential manner.

Step 3 – Remedy

As stated above, if a reported allegation is substantiated then Robert Walters will take appropriate action which may include terminating the business relationship with the supplier, working with the Police and other regulatory and law enforcement bodies.

Review

Robert Walters will review and evaluate its systems and practices in mitigating against modern slavery practices and human rights issues, and will consider any other action to prevent such instances from occurring again. This Response Plan will be reviewed annually or whenever a report occurs.

ROBERT WALTERS