

Robert Half Global Environmental Policy

Robert Half Inc. ("Robert Half") and its subsidiaries (collectively, the "Company") are committed to conducting business in an environmentally responsible and sustainable manner. The purpose of this Environmental Policy ("Policy") is to describe what actions the Company takes to promote our environmental programs.

Robert Half's Board of Directors (the "Board") has adopted this policy. The programs noted within this Policy are managed by their respective business owners and leaders.

This Policy applies to all employees, officers, vendors, suppliers, and contractors. We will communicate our environmental commitment to vendors and encourage them to support it. This Policy does not form part of any contract of employment or contract to provide services, and we may amend it at any time.

We are committed to:

- **Complying with applicable environmental laws and regulations** and to conducting business in an environmentally responsible manner that protects the environment, conserves resources and promotes sustainable development.
- **Tracking, reporting, and actively working to reduce greenhouse gas (GHG) emissions** from scopes 1, 2, and 3 in line with the Greenhouse Gas Protocol and in line with our validated Science-Based Targets. Our GHG emissions data is updated annually and reported on in our annual ESG report and through CDP Climate Change.
- **Considering sustainability performance in the leasing, design, configuration, refurbishment and management of our offices and facilities.** This includes consideration of important factors like proximity to public transportation to minimize the need to drive to work, prioritization of environmentally certified buildings, including LEED, BREEAM, DGNB, PEB and HQE.
- **Using energy more efficiently and seeking ways to purchase more renewable electricity.** Our teams continuously look for ways to reduce our energy consumption. Examples of projects we seek to implement include evaluating the types of technology we purchase and use, or how we manage areas of the business that demand higher energy consumption, like our data centers. Additionally, we seek to partner with landlords and others to procure renewable electricity for our locations where possible.

- **Embracing flexible work options** where business requirements allow that provide our employees with access to opportunities to work away from the office or at home, which can help to achieve our climate goals.
- **Encouraging smart business travel** that prioritizes being intentional with all travel decisions and supporting environmentally conscious travel choices.
- **Making environmentally conscious procurement decisions** through our Supplier Code of Conduct and other supporting processes.
- **Identifying and executing ways to reduce waste and recycle materials.** This includes avoiding paper-based processes and implementing e-waste recycling schemes to increase circularity.
- **Assessing and managing climate-related risks.** On a periodic basis, Robert Half's executive management reviews, assesses and manages environmental and climate-related risks as they relate to our business, and reports on our efforts to the Board.
- **Promoting environmental awareness and community impact.** We aim to provide employees with opportunities to learn and participate in our sustainability journey. Through programs like Matching Gifts and in our volunteer efforts, we aim to support organizations that advance both environmental and social efforts.

Document Name	Robert Half Global Environmental Policy
Approved Version	1.0
Approved Version Date	05/08/2024
Document Owner	Susan Haseley, Chief Corporate Responsibility & Inclusion Officer
Document Review, Approval and Authority	Robert Half Legal, Board of Directors

Version	Date	Comments/Changes	Authors
1.0	May 2024	Initial Draft	Robert Half Enterprise Corporate Responsibility Team