

Supplier Code of Conduct

Robert Half Inc. and its subsidiaries (collectively, “Robert Half” or the “Company” or “we/our”) share common values and are committed to conducting their business in accordance with the highest ethical standards. Our enterprise values of integrity, inclusion, innovation and commitment to success guide our actions globally and we have adopted this Supplier Code of Conduct to set expectations for business conduct for our vendors and suppliers (collectively “Suppliers”). Robert Half is a signatory to the United Nations Global Compact and this Supplier Code of Conduct incorporates principles reflected in that Compact. We seek relationships with Suppliers whose values and principles align with ours to create a socially, ethically, and environmentally sustainable procurement function and we expect our Suppliers (and any subcontractors or suppliers it uses to fulfill obligations to the Company) to comply with this Supplier Code of Conduct, while conducting business with Robert Half or on our behalf.

1. Robert Half Policies and Compliance with Laws

Our [Code of Business Conduct and Ethics](#), [Global Anti-Corruption](#), [Global Human Rights](#) and our [Global Environmental](#) policies together with this Supplier Code of Conduct provide a framework for our commitment to promote ethical conduct as well as social and environmental responsibility throughout our supply chain. Robert Half expects its Suppliers to comply with these policies and to implement appropriate guidance on business conduct expectations across their own supply chains. Suppliers must conduct their business in an ethical manner and comply with the laws of the locations where they conduct business. This Supplier Code of Conduct is in no way intended to conflict with the terms and conditions of any existing contract with Robert Half. In the event of a conflict, Suppliers must first adhere to applicable laws, then the contract terms, followed by this Supplier Code of Conduct.

2. Conflicts of Interest and Related Party Transactions

A “conflict of interest” exists when a person’s private interest interferes in any way with the interests of Robert Half. Conflicts of interest are prohibited by Robert Half. Examples of a prohibited conflict of interest include a situation where one of our employees owns a Supplier, partly or entirely. There would also be a conflict of interest if an employee, or a family member of that employee, works for a Supplier, or receives improper personal benefits from a Supplier because of the employee’s position at Robert Half. Suppliers must report to us actual, potential or perceived conflicts of interest relating to its activities as a Robert Half Supplier. Suppliers can report conflicts of interest using any of the mechanisms we have established for reporting ethical matters. Section 15 of this Policy describes some of the reporting mechanisms made available by the Company.

3. Anti-Corruption/Anti-Bribery

Suppliers are responsible for understanding and complying with the anti-corruption and anti-bribery laws applicable to their organization. Robert Half strictly prohibits corrupt or illegal practices including, but not limited to, the payment of bribes or kickbacks (or the receipt of bribes or kickbacks from) government officials, representatives of commercial organizations or any other person. To review our anti-corruption policy, please see Robert Half's [Global Anti-Corruption Policy](#). We expect Suppliers to have robust processes to ensure that the subcontractors in their supply chain also comply with these laws. We have zero tolerance of any form of corrupt practices including, without limitation, extortion, bribery, theft, fraud, money laundering, breaching sanctions and unlawful tax evasion that we become aware of and we expect Suppliers to be vigilant, not commit or be involved in and proactively seek to prevent corrupt practices.

4. Entertainment and Gifts

Suppliers shall not offer or give any gifts, hospitality or entertainment to any Robert Half employee or representative unless it meets the following requirements :

- it is not a cash (or cash equivalent) gift,
- it is consistent with customary business practices,
- it is not excessive in value,
- it cannot be construed as a bribe or payoff, or intended to improperly influence a decision, and
- it does not violate any laws or regulations.

Suppliers must never offer or give gifts to any employee, officer, or director of Robert Half, or members of their families in order to obtain or retain business, secure an improper advantage, to influence a business decision, transaction, service or influence someone to improperly perform their duties. No special discounts or rebates may be offered to Robert Half employees unless they are available to the public, or all Robert Half employees as part of a negotiated employee purchase program.

5. Insider Trading

Suppliers or representatives who have access to the Company's confidential information are not permitted to use or share that information for stock trading purposes or for any other purpose except to fulfill its obligations under the agreement between Supplier and the Company. Using confidential or non-public information for personal financial benefit or providing such information to others who might make an investment decision on the basis of this information is strictly prohibited.

We also expect our Suppliers to comply with Robert Half's [Policy on Compliance with Securities Laws](#).

6. Competition law

Suppliers shall comply with antitrust and other competition laws and have in place effective processes and procedures to prevent anti-competitive behavior.

7. Record-Keeping

Suppliers are expected to maintain accurate and complete records created through ongoing business transactions with Robert Half. All such records must conform to applicable legal requirements and ensure proper compliance with their contractual obligations to Robert Half.

8. Confidentiality

Suppliers must maintain the confidentiality of information entrusted to them by the Company, its clients or employees. All non-public information about the Company is confidential.

9. Protection of Human Rights

Robert Half has adopted a [Global Human Rights Policy](#) applicable to all our Suppliers. Robert Half expects its Suppliers to review our Global Human Rights Policy and to implement guidance on human rights across their own supply chains. Suppliers shall respect the personal dignity, privacy and human rights of each individual and refrain from making anyone work against their will. We will not tolerate discrimination, harassment or victimization in the workplace. We expect our Suppliers to provide the same commitment, including to their own employees.

We will not tolerate slavery, human trafficking, and child labor and Suppliers shall respect workers rights and will not engage in any form of forced labor, bonded labor, child labor and human trafficking and ensure employment is freely chosen, and workers are free to leave employment at any time.

10. Higher Risk Materials and Conflict Minerals

Robert Half expects all suppliers to comply with applicable conflict minerals rules and adopt policies and procedures that are reasonably designed to prevent products or parts that are not responsibly sourced from entering Robert Half's supply chain and operations.

11. Environmental Practices

Robert Half is committed to conducting its business in an environmentally responsible manner. Suppliers must comply with all applicable environmental laws and regulations and we expect our Suppliers to conduct business in a manner that protects the environment, conserves resources and promotes sustainability within their own operations as well as their extended supply and value chains through sustainable sourcing practices. We also expect our Suppliers to comply with Robert Half's [Global Environmental Policy](#). Robert Half seeks to prioritize suppliers who are committed to the environment. Relating to climate change, Robert Half prioritizes suppliers with greenhouse gas (GHG) emissions targets in alignment with and validated by the Science Based Target Initiative. Suppliers that have not developed such targets are strongly encouraged to do so. Additionally, we expect GHG emissions targets be supported by appropriate plans, actions, and public reporting.

12. Privacy and Information Security

Suppliers must protect and secure Robert Half's data, including data related to clients, customers, associates, employees and other third parties. Please refer to our [Cyber Security Policy](#) for additional details on our requirements.

13. Association with New Technologies (Including Artificial Intelligence)

Suppliers participating in the design, development, deployment, or other engagement of new technologies, including forms of artificial intelligence, must proactively identify and address legal and ethical considerations. Suppliers are expected to establish appropriate governance and monitoring of their related platforms that ensures transparency, auditability, and security of these systems. Suppliers must also take appropriate steps so that these systems and their supported governance protect against bias and are fair in system decisions.

Suppliers are not allowed to use Robert Half's data to inform analytical platforms or models, or to train artificial intelligence or related technology platforms without Robert Half's specific and express authorization.

14. Compliance with Robert Half's Supplier Code of Conduct

Robert Half uses a range of screening efforts to identify non-compliance with our requirements and expectations. These include but are not limited to supplier surveys at onboarding, surveys to existing suppliers, Requests for Proposal questionnaires, news reports, and Supplier audits at the discretion of Robert Half. These screening techniques cover the key components of this policy, including our expectations on ethical, environmental and social issues. This includes evaluating suppliers' commitment, policies, and action related to the environment, upholding our ethical expectations, and upholding our expectations regarding human rights. If there is a breach of this Supplier Code of Conduct, the Company may require the Supplier to undertake remediation activities, and in certain circumstances the Company may take further action including exclusion of that Supplier and/or its representatives from working with Robert Half, and/or termination of Robert Half's relationship with that Supplier.

15. Reporting Violations or Concerns

Suppliers are expected to support transparency within their operations and supply chain and to encourage employees and associates to report ethical and legal concerns. Suppliers may report any violations of this Supplier Code of Conduct using any reporting mechanisms made available by the Company for reporting ethical matters. Suppliers may contact their primary contact at Robert Half. Suppliers can also make any reports using the Robert Half Ethics and Compliance Online Reporting Tool at <https://roberthalfethicsline.com/> or the Ethics and Compliance Hotline Numbers below:

If calling from North America: 1.800.251.4621

If calling from outside North America, please use the appropriate number on Appendix A of the Robert Half [Code of Business Conduct and Ethics](#). It is the policy of the Company not to allow retaliation for reports of misconduct by others made in good faith.

Robert Half's Ethics and Compliance Hotlines

To report Code of Conduct and/or Financial Controls matters:

<i>To report Code of Conduct and/ or Financial Control matters:</i>	1-800-251-4621	submit a case via roberthalfethicsline.com
		

Suppliers may also direct any questions regarding this Supplier Code of Conduct, or report any concerns, to their primary contact at Robert Half.