Welcome to your CDP Climate Change Questionnaire 2023

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your organization.

Robert Half is the world's first and largest specialized talent solutions and business consulting firm that connects opportunities at great companies with highly skilled job seekers. Our talent solutions include contract and permanent placement, and the specialized fields we serve include finance and accounting, technology, administrative and client support, legal, and marketing and creative. Protiviti, our business consulting subsidiary, helps companies solve complex business challenges in a wide range of areas. Protiviti also provides services to clients through a managed solutions delivery model, working closely with our talent solutions business to deploy custom-built teams of highly skilled professionals.

Our time-tested corporate purpose is to connect people to meaningful work and provide clients with the talent and subject matter expertise they need to confidently compete and grow. In recognition of our commitment to our purpose, Robert Half was named to, among other awards, FORTUNE's 100 Best Companies to Work For, FORTUNE's Best Workplaces for Women, FORTUNE's America's Most Innovative Companies, Barron's Most Sustainable Companies, and Forbes' America's Best Professional Recruiting Firms.

Throughout our CDP response, the term Robert Half or the Company refers to the entire global enterprise, including both talent solutions and Protiviti.

C0.2

(C0.2) State the start and end date of the year for which you are reporting data and indicate whether you will be providing emissions data for past reporting years.

Reporting year

Start date

January 1, 2022

End date

December 31, 2022

Indicate if you are providing emissions data for past reporting years

Yes

Select the number of past reporting years you will be providing Scope 1 emissions data for

3 years

Select the number of past reporting years you will be providing Scope 2 emissions data for

3 years

Select the number of past reporting years you will be providing Scope 3 emissions data for

3 years

C0.3

(C0.3) Select the countries/areas in which you operate.

Australia
Austria
Belgium
Brazil
Bulgaria
Canada
Chile
China
France
Germany
Hong Kong SAR, China
India
Ireland
Italy
Japan
Luxembourg
Netherlands
New Zealand
Singapore
Switzerland
United Arab Emirates
United Kingdom of Great Britain and Northern Ireland
United States of America

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

USD

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

Operational control

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, a Ticker symbol	RHI

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual or committee	Responsibilities for climate-related issues
Board Chair	As stated in our proxy statement, "The Board of Directors oversees the significant risks faced by the Company -- including strategic operational, financial, legal, regulatory, technological, reputational, social and environmental risks, as well as those related to sustainability and human capital management -- both directly and through its committees." Our Board of Directors annually reviews our Environmental, Social and Governance (“ESG”) programs, including progress

	related to the 10 UN Global Compact (UNGC) Principles which include three principles related to the environment.
Chief Executive Officer (CEO)	Our CEO is Vice Chairman of the Board of Directors, and the entire Board of Directors is responsible for overseeing our environmental risks and risks relating to sustainability
Director on board	As stated in our proxy statement, "The Board of Directors oversees the significant risks faced by the Company -- including strategic operational, financial, legal, regulatory, technological, reputational, social and environmental risks, as well as those related to sustainability and human capital management -- both directly and through its committees." Our Board of Directors annually reviews our Environmental, Social and Governance (‘‘ESG’’) programs, including progress related to the 10 UN Global Compact (UNGC) Principles which include three principles related to the environment.

C1.1b

(C1.1b) Provide further details on the board’s oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Please explain
Scheduled – some meetings	Reviewing and guiding strategy	The Board of Directors is apprised of climate-related issues through various reporting lines, and the Board of Directors provides feedback as necessary and appropriate. The Board of Directors receives an update on Robert Half's ESG programs, including environmental aspects, at least annually. The Board of Directors is also provided updates on our environmental reporting as a component of our Compliance and Ethics Program. Finally, any material risks to our business related to climate change, if any, are evaluated by senior executives and our internal audit department (which reports to our board's audit committee).

C1.1d

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

	Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues

Row 1	Yes	As with other qualifications of the Board of Directors, the Nominating and Governance Committee determines the key qualifications, skills and attributes most relevant to the decision to nominate candidates to serve on the Board of Directors. The committee considers the background, experience, and awareness of the ways in which climate change may affect the business as the criteria used to assess competence of Board of Directors members on climate-related issues. For example, Governor Kempthorne on our Board of Directors, as stated in our proxy, "served as Secretary of the U.S. Department of the Interior from 2006 to 2009."

C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Position or committee

Chief Sustainability Officer (CSO)

Climate-related responsibilities of this position

Managing annual budgets for climate mitigation activities
Developing a climate transition plan
Integrating climate-related issues into the strategy

Coverage of responsibilities

Reporting line

CEO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

Annually

Please explain

Our Chief ESG & DEI Officer leads our ESG team and reports directly to our CEO. The ESG team is responsible for strategy, program execution and provides formal structure across the enterprise for maximizing our impact through cross-functional collaboration with business functions to drive management accountability across ESG topics and programs.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	

C1.3a

(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).

Entitled to incentive

Chief Executive Officer (CEO)

Type of incentive

Monetary reward

Incentive(s)

Other, please specify

The short-term incentive plan considers multiple factors including an ESG-focused qualitative consideration

Performance indicator(s)

Incentive plan(s) this incentive is linked to

Short-Term Incentive Plan

Further details of incentive(s)

As stated in our proxy, the Compensation Committee added to our executive compensation a qualitative consideration in the Company's performance in the Environmental, Social and Governance (ESG) areas including environmental performance.

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

The qualitative considerations can take into account climate-related commitments, among other ESG considerations.

Entitled to incentive

Chief Sustainability Officer (CSO)

Type of incentive

Monetary reward

Incentive(s)

Other, please specify

The annual bonus includes a number of considerations on performance including environmental factors such as our Science-Based Targets

Performance indicator(s)

Progress towards a climate-related target

Incentive plan(s) this incentive is linked to

Short-Term Incentive Plan

Further details of incentive(s)

Our Chief ESG & DEI Officer is annually evaluated across a number of factors, including progress towards ESG targets and commitments

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

This incentive contributes to the implementation of our climate commitments because it ties organizational progress towards commitments such as our Science-Based Targets

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Entitled to incentive

Business unit manager

Type of incentive

Monetary reward

Incentive(s)

Bonus - % of salary

Performance indicator(s)

Progress towards a climate-related target
Implementation of an emissions reduction initiative

Incentive plan(s) this incentive is linked to

Short-Term Incentive Plan

Further details of incentive(s)

Business unit managers who work in facilities and managers that work in and contribute to ESG are measured on their ability to provide data that contributes to ongoing monitoring of our greenhouse gas inventory and emissions and to help implement programs designed to reduce our emissions.

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

Collaborative efforts across our ESG team and the company are what drive the achievement of emissions reductions and progress towards climate targets; employees are incentivized to collaborate to achieve goals.

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?

Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	0	1	These time horizons are directly commensurate with the nature of Robert Half's business and our business planning cycle. As noted in Robert Half's 2022 Annual Report on Form 10-K "Any reduction in global economic activity may harm the Company's business and financial condition. The demand for the Company's services, in particular talent solutions services, is highly dependent upon the state of the economy and upon the staffing needs of the Company's clients." As our services evolve with the needs of our clients, as driven by technological changes and innovation, so too must the rest of our business. Therefore, a short-term time horizon is critical and highly relevant in a fast-paced, rapidly changing environment.
Medium-term	2	5	Of equal importance is a slightly longer time horizon. At 5 years or less, this allows us to assess medium-term risks and opportunities. Strategic and financial planning impact the present/short-term but also influence the future, allowing us to plan for the near-term future of our business - including changing market and industry conditions and the potential impact of new regulations and legal requirements. We seek to build and develop governance protocols, business practices, and technological tools that will serve us and our clients in the next 2-5 years and beyond.
Long-term	6	10	We pioneered the idea of professional talent solutions over 70 years ago and, as the needs of businesses and the nature of work have evolved, so have we. Our business model and the industries we serve have also evolved and expanded with the acquisition of our business consulting subsidiary, Protiviti. While disruption is less predictable over a long-term horizon, we have and will continue to meet dynamic challenges and opportunities head on in the next 6-10 years and beyond. Our robust experience with long-term planning and our agility as a firm without hard assets (e.g., an all-leased real estate portfolio), allows us to assess and prepare for the future of our industry while

			maintaining continuity of operations today. Specifically, our investment in ESG governance across the business and our ESG team will help us address long-term climate-related risks and opportunities through an integrated approach for both clients and internal operations.

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

Substantive financial or strategic impact encompasses several risk types, including strategic, operational, financial, legal, regulatory, technological, reputational, social and environmental risks, as well as those related to sustainability and human capital management. As a publicly traded corporation on the New York Stock Exchange, Robert Half is required to list the risks and uncertainties that impact our business as “Risk Factors” in our publicly disclosed Form 10-K.

While the Board of Directors has responsibility for the oversight of the Company’s risk assessment and risk management, the Company’s management is responsible for monitoring and managing risks on a day-to-day basis and reporting on them to the Board of Directors.

Any climate-related risk that has the potential to impact the company's ability to service its clients is considered a substantive financial and strategic risk. A substantive financial event can quantitatively be defined as a loss of service revenue greater than 0.5% of consolidated revenues over any twelve-month period OR $36.2 million for the year ended December 31, 2022.

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered

Direct operations
Upstream
Downstream

Risk management process

Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment

Annually

Time horizon(s) covered

Short-term
Medium-term

Long-term

Description of process

Our full Board of Directors has responsibility for the oversight of the Company's risk assessment and risk management, including ESG policies and programs. Additionally, the Company's management is responsible for monitoring and managing risks on a day-to-day basis and reporting on them to the Board of Directors. The Board of Directors receives reports on ESG activity at least annually, including items such as our annual ESG report, our UN Global Compact Communication on Progress, our annual CDP response, human capital management policies and programs, DEI initiatives, cybersecurity and privacy updates, and related compliance topics. Each year, the Board of Directors considers risks as it reviews and approves the Company's annual strategic plan.

Our lead audit executive reports directly to the Audit Committee Chairman and the Audit Committee with respect to the activities of the Company's internal audit department. This includes conducting the company's risk assessment, reviewing the risk assessment results and associated internal audit plan with the Audit Committee for their approval, executing the various reviews in the Audit Plan, reporting results and associated risk mitigation strategies, and discussing emerging risks. The Chief Audit Officer engages in executive sessions with the Audit Committee to consult with its members and receive feedback on the progress of the internal audit.

C2.2a

(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	Robert Half's global environmental policy includes a commitment to comply with any environmental laws or regulations that are applicable to the company and its business and operations. As such, through our robust risk management framework, we monitor existing regulations in the countries in which we operate, and we strive to continually assess our legal obligations under those laws and regulations. For example, we review our obligations, if any, under the EU energy efficiency directive, and upcoming EU and SEC climate and ESG regulations such as the CSRD, ESRS, and CSDDD, and we seek to be up to date on the changing regulatory landscape throughout the world. We will continue our integrated approach to regularly monitoring and mitigating climate-related risks across our geographies. To date, our regulatory risks related to existing climate regulation have not been substantive, as we are a professional services company who is not asset-intensive and we do not operate in an industry that is carbon intensive. In the United States where we are headquartered,

		there are few Federal or state climate-related regulations that apply to professional services or our business. To date, we have not been required by law to monitor, manage and/or reduce emissions and/or other environmental externalities. However, we voluntarily disclose environmental and GHG data, policies and programs through our external reporting and will continue to do so as we monitor current and forthcoming regulation.
Emerging regulation	Relevant, always included	Robert Half's global environmental policy states our commitment to comply with any environmental laws or regulations that are applicable to our business and operations. As such, through our robust risk management framework, we monitor emerging regulations in the countries in which we operate. We will continue our integrated approach to regularly monitoring and mitigating climate-related risks across our geographies. To date, our risk related to emerging environmental regulations have not been substantive, as we are a professional services company who is not asset-intensive, and we are not operating in an industry that is carbon-intensive. Additionally, we provide limited services in sectors that are subject to material environmental regulations. The emerging regulations in Europe such as the CSRD, ESRS, and CSDDD, along with any potential climate-related SEC rules, have the potential to affect our disclosure of environmental and climate disclosures. We may be impacted by future carbon taxes or cap-and-trade bills that extend to the professional services industry. Approximately 10% of our 2022 S1, S2, and S3 emissions are attributable to business travel. If a carbon tax was imposed on airlines, a portion of the additional cost burden would likely be passed on to the firm and would increase our indirect expenses. The firm has undertaken initiatives to reduce business travel since the onset of Covid-19 and will continue to make intentional decisions regarding travel as it relates to health, climate and other risks. However, we do not expect forthcoming climate-related regulations to affect business or operations in a material way in the short or medium term.
Technology	Relevant, sometimes included	As noted in our 10-K statement, Robert Half's success depends on its ability to keep pace with rapid technological changes affecting both the development and implementation of its services and the staffing needs of its clients. Robert Half relies on a range of technological tools, including proprietary technology, to support key functions of our operations and add value to our client services. We also manage a great deal of data and, as such, operate directly, or indirectly through Robert Half vendors and critical data centers with dispersed and diverse utility and power infrastructure. For this reason, we may encounter physical risks exacerbated by climate change, including

		natural disasters, power outages, fires and floods, that could affect our ability to operate. While this risk is relevant company-wide, it is not substantive company-wide as our operations are strategically dispersed across regions and countries. We have built technology redundancy into our business and continuity planning as well as risk management. Additionally, technology serves as a force of influence in the future of work, in both the green and traditional economies. We regard technology primarily as a solution to changing climate, rather than a risk. Over the last 5 years, advancements in digital communication and the more recent transition to remote work have helped us reduce our carbon footprint. Even with an all-leased portfolio, we have benefited from advancements in building materials and efficiency measures to implement, and we continue to look for ways to leverage technology to decrease our environmental footprint. As such, technology is included within our regular risk assessments.
Legal	Relevant, sometimes included	We were founded on the principle of ethics first, and one of our four key values is integrity. Ethics and integrity guide our decisions to do the right thing. Through our robust risk management process, we work to evaluate and address potential legal exposure throughout our operations on the environmental front. Our Global Environmental Policy states our commitment to comply with any environmental laws or regulations that are applicable to our business and operations, and as a professional services company that is not asset-intensive nor in a highly environmentally regulated industry, we have not been impacted by material environmental regulations and have not faced any climate-related litigation claims. An example of a potential though unlikely business legal risk would be the enforcement of environmental laws and regulations in the locations where our company operates.
Market	Relevant, always included	As noted in our 10-K statement, any reduction in global economic activity may harm our business and financial condition. The demand for the Company's services, in particular our talent solutions services, is highly dependent upon the state of the economy and upon the talent needs of our clients. It is important for us to monitor market forces that are impacted by climate change, such as client demand and investor sentiment. At an operational level, our guiding principle for the last 75 years has been ethics first - which extends to our ESG policies and programs. As such, we regularly respond to client requests for information regarding our ESG policies and programs. Additionally, we also include ESG criteria in procurement questionnaires to better understand the market

		expectations of both our clients and suppliers to be prepared to evolve as appropriate. We have also observed an increased market demand for our ESG consulting and professional services. Growing investor and consumer demand, expectations to disclose information regarding climate action and the uncertainty of future carbon regulations will likely continue to increase the size of this market. If we do not continue to provide exceptional client service in this space, revenue or new business opportunities could be negatively impacted. More generally, if climate-related issues negatively impact the economy, our business and likely that of our clients will be impacted. It is important for us to track the relationship between climate change, the economy and the expectations of our clients. However, we do not expect the market as relates to climate to be a material risk in the short or medium-term.
Reputation	Relevant, always included	Reputational risk is the culmination of several different categories of risk, as detailed in Robert Half's 10-K. It is highly relevant to Robert Half because our reputation as a ethical business, talent solutions leader, and trusted advisor drive our success as a profitable business. It can further affect our ability to attract top talent, establish trust with clients and market our services. We have taken steps to strengthen our ESG governance, programs, and reporting practices across our business. This includes the newly created position of our Chief ESG & DEI Officer who reports to our CEO to lead our ESG team, our cross-enterprise collaboration across risk management, the submission of our Science-Based Targets to the Science Based Targets initiative for validation, and a Sustainable Procurement Policy designed to build a more sustainable supply chain. Our reputation could suffer with our clients, investors, and our employees if we were not also equally committed or if we were unable to meet increasing expectations related to carbon reduction goals or other climate-related initiatives set out in client requests for proposals. Therefore, reputation is included within our risk assessments.
Acute physical	Relevant, sometimes included	Robert Half has offices and personnel located in cities around the world that could be impacted by natural disasters and pandemics that are exacerbated by climate change. It is important for us to consider these risks in the short, medium and long-term and take steps to minimize such risks. Examples of relevant acute risks include increased electricity blackouts due to changing climate patterns causing increased wildfire

		activity and strain on power grids, increased frequency of extreme weather events due to climate change that stress building and community infrastructure systems, such as flooding, drought, anomalous wind events, and expansion of natural disaster ranges to new geographical regions. If an extreme weather event were to affect a highly populated region, this might impact the ability of our people to safely travel to and work in our facilities and client sites. Additionally, Robert Half is a highly digital business which relies on our cloud and collocated data centers, digital supply chains, technology, and system back-ups. If business disruption were to occur due to an acute risk, this could impact our ability to keep systems online. However, we do operate multiple data centers and could transfer activity to another center for back-up. To date, the acute physical risks posed by climate change have been minimal, due to our dispersed office locations, business continuity planning and shift to remote and hybrid work.
Chronic physical	Relevant, sometimes included	Our business relies on the health and well-being of our employees, clients and the candidates that we place with our clients. Should climate change, such as warming temperatures and frequency of heat events, negatively affect the health and well-being of these stakeholders, our business will be impacted. If we were to experience decreased workforce productivity due to the strain that warming temperatures put on the human body, this could impact our capability to deliver services to clients. However, Robert Half is intentional with the distribution of our operations across the globe, flexible leasing strategy, and prioritization of our employees' health and safety. This approach provides flexible adaptation pathways for Robert Half to monitor and mitigate risk over the long-term.

C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.3a

(C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Risk 1

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Reputation

Increased stakeholder concern or negative stakeholder feedback

Primary potential financial impact

Decreased revenues due to reduced demand for products and services

Company-specific description

Robert Half is a publicly traded, Fortune 500 company with some of the world's largest and most influential firms among our clients. As such, it is of the utmost importance to maintain our strong track record as an ethical business, talent solutions leader, and trusted advisor as demonstrated by our policies, programs, and disclosure.

Our stakeholders include our employees (current and potential future), clients and candidates, investors, and communities in which we live and work. There is growing concern among stakeholders regarding the urgency of the climate emergency and how companies are addressing this throughout their value chain. We have seen evidence of this growing interest among certain stakeholders in the ESG-focused questions we respond to as direct client requests and more indirectly through request for proposal questions. Clients request ESG information through CDP or through direct inquiry, on our environmental performance such as data on emissions and renewable energy purchases along with requests on whether or not we have carbon targets. For example, we've seen a 3x increase in 2022 compared with 2021 in the number of client requests for information on our environmental performance and action, across geographies and profiles of clients. If we do not meet stakeholder and in particular client expectations on our environmental performance, we risk the loss of revenue from clients who would prefer to work with competitors that share their values, and we could experience a depletion of our brand integrity.

Our reputation could suffer with our clients, investors, and our employees if we were not also equally committed or if we were unable to meet increasing expectations related to our Science-Based Targets or other climate-related initiatives set out in client requests for proposals and direct inquiries.

Time horizon

Short-term

Likelihood

Very likely

Magnitude of impact

Low

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

40,000,000

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

We looked at the total revenue of clients in 2022 where there were known ESG requests and assigned a probability of risk to certain industries those clients fall in if we do not meet our ESG obligations and expectations. The revenue of clients in those target industries multiplied by our risk probability yields the impact figure.

Cost of response to risk

1,000,000

Description of response and explanation of cost calculation

The cost to realize this opportunity represents both the ESG staff needed and the actions needed to implement to meet client expectations of our ESG program.

Comment

C2.4

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.4a

(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Opp1

Where in the value chain does the opportunity occur?

Downstream

Opportunity type

Products and services

Primary climate-related opportunity driver

Development and/or expansion of low emission goods and services

Primary potential financial impact

Increased revenues resulting from increased demand for products and services

Company-specific description

As increased expectations and regulation surrounding climate disclosure and action occur, our clients continue to turn attention to how businesses can play a part in solving the climate crisis. For example, the UK has now mandated that its largest companies must align with TCFD and our company has a presence in the UK with several major clients located there and globally. The CSRD in the EU will affect approximately 50,000 companies there and we have operations across Europe and US clients affected by this emerging regulation. There are opportunities for Robert Half to address this crisis by providing specialized solutions in both talent solutions and business consulting.

For Robert Half's talent solutions and consulting businesses, increased demand for climate change professionals and ESG consulting services could provide a new source of revenue. In 2022, Robert Half placed approximately 164,000 engagement professionals in roles for clients; the opportunity to reskill, upskill, and identify specialized candidates with climate-related expertise and competencies could be a market opportunity and reinforce our reputation as the preferred provider of staffing solutions. Robert Half's wholly-owned business consulting subsidiary, Protiviti, has developed a business offering related to ESG consulting services. As regulations become more stringent and investors continue to focus on the impact of ESG, clients across the globe will need trusted advisors with specific climate-related expertise, for which Protiviti is well positioned to provide.

Similarly, any change in how companies hire or build teams as a result of climate change could provide opportunities to increase revenues. For example, reallocations of jobs and demand for new skillsets increases interest in talent solutions services and consulting services.

Time horizon

Long-term

Likelihood

Likely

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

Yes, an estimated range

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

70,000,000,000

Potential financial impact figure – maximum (currency)

80,000,000,000

Explanation of financial impact figure

Our methodology leveraged the inputs of estimates from the World Bank and the UN of total dollars needed in climate infrastructure investment by 2030 ($90 trillion), coupled with a third-party estimated addressable professional and technology service fees as a percentage of world GDP. We then looked at a timeframe where initial spending on climate investment pre-2030 is lower and gradually ramps up over time. Therefore, the above range represents our estimate of the total addressable market for professional services, including both the talent solutions and consulting sides of our business, in the climate space based on these three factors. We anticipate our own potential market opportunity to be commensurate with our share of the relevant professional services market segments.

Cost to realize opportunity

90,000,000

Strategy to realize opportunity and explanation of cost calculation

For each of our two businesses, bringing new solutions to the market and providing the related services to clients follow certain cost patterns. Based upon a hypothetical operating margin of 10% across both consulting and talent solutions, with an illustrative additional revenue in this space of $100M, this would result in total costs to realize the opportunity of $90M.

Our consulting business has already developed a model to provide ESG-related services in strategy & planning, stakeholders & people, data management & tools, sustainable operations, performance & reporting, and governance, risk & compliance. The consulting business will follow a multi-pronged approach to raise awareness of these services and position for delivery to new and existing clients through marketing, sharing IP, working clients through an account management program and engaging with clients in markets, globally.

Leveraging the subject matter expertise of the consulting business, the talent solutions business has already developed a comprehensive interactive training and development course for all staff globally which is available across multiple languages. This course describes what ESG is, why it's valuable, and ways to have value-adding conversations with clients about it. The talent solutions business will develop a focused go-to-market campaign to raise awareness of its ESG staffing services to both new and existing clients through marketing, strategic alliance partnerships and its global strategic account management program. Additionally, the talent solutions business will combine its personalized and specialized approach, deep industry knowledge with its automation using proprietary AI and machine learning, its digital client experience tools and remote workforce solutions to provide clients with access to a large and available talent pool that has specific ESG skillsets comprising of local, hybrid and remote workers from our database of over 30 million skilled candidates.

Comment

Identifier

Opp2

Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Resilience

Primary climate-related opportunity driver

Other, please specify

The ability as an organization to provide an agile and flexible work structure due to climate impacts is a competitive advantage for our business, employees, clients and candidates

Primary potential financial impact

Increased revenues resulting from increased production capacity

Company-specific description

Central to the growth and success of Robert Half's business is our company's ability to attract, retain and develop talent, both for our internal operations and candidates placed on assignment. Our own research shows that among a multigenerational workforce, flexible work particularly for Gen Z and millennials contributes in a significant way to job satisfaction and 49% of workers say flexibility in when and where they work influences whether they accept a job offer. Our talent solutions business's flexible work model and Protiviti's #HowWeHybrid program has formalized a work philosophy for internal employees worldwide that provides flexibility and a hybrid work model. We have operationalized our business processes to support our employees to work where they are most successful. Our hybrid and flexible model empowers our employees to meet their professional and personal needs while supporting our clients, candidates and colleagues with in person "with purpose" connection points. Additionally, for candidates placed on assignment, the ability to shift to more remote work, particularly with higher skills, creates a new competitive advantage for us as it highlights our numerous strengths, including our global brand, expand our ability to offer our client's global office network, digital candidate database and advanced AI-driven technologies.

Given that risks are increasing of climate events impacting business operations such as flooding, heat waves, wildfires, hurricanes and other disasters, flexible work provides us with a competitive advantage since both our internal employees and our candidates can be sourced and shifted globally to areas not simultaneously experiencing an event. For example, within 24 hours of stay at home orders issued in the United States at the beginning of the COVID-19 pandemic, we had our internal employees working remotely; within two weeks of the stay at home orders, we had deployed technology and equipment to candidates to be able to work from home on behalf of our clients. The

same would be true in a climate disaster scenario. Studies suggest increasing productivity from more flexible arrangements; a working paper from Barrero, Bloom and Smith suggests a 5% productivity boost with flexible arrangements compared to traditional five day in-office workweeks.

Time horizon

Medium-term

Likelihood

Likely

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

Yes, an estimated range

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

70,000,000

Potential financial impact figure – maximum (currency)

215,000,000

Explanation of financial impact figure

We assume a 5% productivity boost from flexible work arrangements; to stay on the more conservative side, we correlated that productivity increase with a more modest 1 to 3% increase in demand for our services. If we correlate this demand for our services to revenue, based on 2022 revenue, this range runs between approximately $70M and $215M.

Cost to realize opportunity

100,000,000

Strategy to realize opportunity and explanation of cost calculation

Based upon a hypothetical operating margin of 10%, the range of costs for the financial impact range indicated above would be $63M and $193M. As we must put in a single figure, we have chosen $100M as representative of this possible range.

Comment

Identifier

Opp3

Where in the value chain does the opportunity occur?

Downstream

Opportunity type

Products and services

Primary climate-related opportunity driver

Development and/or expansion of low emission goods and services

Primary potential financial impact

Increased revenues resulting from increased demand for products and services

Company-specific description

Vital to the growth and success of our business is to attract and retain clients. Increasingly, businesses are expecting their suppliers and partners to demonstrate that they share the same values, and one value rising in importance is sustainable ecosystem impact. For example, we've seen a 3x increase in 2022 compared with 2021 in the number of client requests for information on our environmental performance and action, across geographies and profiles of clients.

Making a public commitment to address our environmental impact and demonstrating our progress through regular and transparent reporting provides us with a clear opportunity to enhance our reputation and strengthen the Robert Half enterprise brand among current and prospective clients and partners. This will help with competitive differentiation, better position us as a business partner/supplier of choice and helps us achieve goals related to client attraction and retention.

Time horizon

Medium-term

Likelihood

Likely

Magnitude of impact

Low

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

50,000,000

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

We looked at the trends year over year in increased client requests on ESG, and looked at high-growth industries within those client requests. The financial impact figure represents the potential expected future incremental spend of clients in these targeted industries based on the potential future revenue growth of these companies.

Cost to realize opportunity

45,000,000

Strategy to realize opportunity and explanation of cost calculation

Based upon a hypothetical operating margin of 10%, the cost to realize the additional incremental revenue is $45M.

Comment

C3. Business Strategy

C3.1

(C3.1) Does your organization's strategy include a climate transition plan that aligns with a 1.5°C world?

Row 1

Climate transition plan

No, but our strategy has been influenced by climate-related risks and opportunities, and we are developing a climate transition plan within two years

Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world and any plans to develop one in the future

We are committed to addressing our environmental impact and operating in a more environmentally sustainable way across the globe. As a professional services business, our exposure to climate-related risks is relatively lower when compared with other industries. However, to do our part to address the environmental ecosystem, we have actively been working to expand our greenhouse gas inventory from 2019 to 2021 to understand what our baseline year looks like and what opportunities to set carbon targets look like. With the intersection between climate and the future of work, working with clients to understand how to work together to amplify impact, and in providing ESG services on the business consulting front, we interweave climate risks and opportunities into our business and activities.

C3.2

(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?

	Use of climate-related scenario analysis to inform strategy	Primary reason why your organization does not use climate-related scenario analysis to inform its strategy	Explain why your organization does not use climate-related scenario analysis to inform its strategy and any plans to use it in the future

Row 1	No, but we anticipate using qualitative and/or quantitative analysis in the next two years	Important but not an immediate priority	As a professional services company, people are the core of our business and we take into consideration many risks and opportunities, including climate, into our strategy. As the need for climate talent continues to grow, both for our consulting operations as well as for clients, we will look to integrate these considerations within our own business planning. We anticipate using a more in-depth scenario analysis within the next few years as we continue to understand how our operations, clients, and employees could be affected from a changing climate as we continue to make progress on our environmental goals.

C3.3

(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	Protiviti has a growing ESG solutions practice that spans all aspects of sustainability, including addressing governance, risk, and compliance, strategy and planning, performance and reporting, data management and tools including supporting other companies with their emissions reporting, operational improvements, and stakeholder engagement. Protiviti has developed client services and materials to support this area of business.
Supply chain and/or value chain	Yes	Given forthcoming regulations in the EU regarding supply chain and the environment. Robert Half has created both a Sustainable Procurement Policy and a supplier survey that assesses climate actions and readiness. These two assets were designed to support a more sustainable procurement function and prioritize suppliers that demonstrate environmentally sustainable commitments and business practices.
Investment in R&D	Yes	Protiviti has launched three physical innovation sites (“Protiviti iNNs”) located in Chicago, New York City, and London for employees to develop new business ideas and concepts, utilizing technology and innovation to turn them into real services and solutions for our clients. Our

		organization has invested significant research and development to equip the sites with cutting-edge communication, teaming, and virtual tools to solve both client and internal challenges. The ability to accelerate the development of new ideas and concepts has been used to further our capabilities in ESG.
Operations	Yes	Robert Half continues to actively identify strategies to lower emissions tied to our operations. We are seeking to increase the amount of renewable energy that we procure, including investments in both Europe and the United States. We continue to prioritize LEED and Energy Star certified office spaces that are located near public transportation. We also use sustainable office materials whenever commercially reasonable and possible, including recycled carpets and furniture.

C3.4

(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.

	Financial planning elements that have been influenced	Description of influence
Row 1	Revenues Direct costs	All initiatives that require investment, including investments related to the environment or climate-related risks, are factored into our annual financial planning, including investments related to opening a new office, e.g., weighing environmental benefits when deciding where to locate an office and what kind of facility to select. Climate considerations are taken when deciding our data center and cloud strategy as well from a business continuity perspective. Our revenue planning is influenced by both climate risks and opportunities. The frequency and severity of weather events may increase with climate change, and some of our internal employees and candidates may not be able to access their workplace due to weather events. For example, hurricanes in the US South, such as Harvey, have produced flooding and electricity interruptions which can result in our internal workforce and candidates being unable to work. However, with the rollout of technology that allows our employees and candidates to work remotely across distributed workplaces (as evidenced during the pandemic), we do not believe these events will have material impact on our revenues. Given the professional nature of the services we provide, along with the global nature of our business, we do not expect reliance on

		any one geography or industry to cause material harm to our business. However, we factor in climate and weather-related disruptions in revenue planning. On the opportunity side, as regulatory and stakeholder pressure across ESG continues to grow for our clients, we continue to see demand grow for Protiviti's ESG services that include reporting readiness, data management, sustainability strategy and operational execution, as well as on the talent solutions side as clients require more ESG talent as well. Our revenue planning looks at the integration of these ESG services within our business capabilities and forecasting, and our data tracking is designed to capture ESG revenue outcomes against the planning and forecasting.

C3.5

(C3.5) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
Row 1	No, but we plan to in the next two years

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Absolute target
Intensity target

C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

Target reference number

Abs 1

Is this a science-based target?

Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

Target ambition

1.5°C aligned

Year target was set

2022

Target coverage

Company-wide

Scope(s)

Scope 1
Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Base year

2019

Base year Scope 1 emissions covered by target (metric tons CO2e)

3,862

Base year Scope 2 emissions covered by target (metric tons CO2e)

14,902

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)

Base year total Scope 3 emissions covered by target (metric tons CO2e)

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

18,764

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)

Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

Target year

2032

Targeted reduction from base year (%)

55

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

8,443.8

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

3,220

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

9,523

Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)

Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

12,742

Does this target cover any land-related emissions?

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]

58.3515823337

Target status in reporting year

New

Please explain target coverage and identify any exclusions

Scope 1: Natural gas and diesel from global facility operations; gasoline and diesel used in company vehicles
Scope 2: Purchased energy (electricity, heating, and cooling) in global facilities
This target does not have any exclusions.

Plan for achieving target, and progress made to the end of the reporting year

For our scope 1 and 2 emissions, we will make reductions through:
• improving operational building efficiency;
• prioritizing high-efficiency, all electric sites during site selection;
• replacing HFCs with low/no GWP refrigerants (through landlord engagement);
• reducing our vehicle fleet, and in certain regions, transitioning to lower carbon vehicles (e.g., hybrid and electric).
• LED lighting retrofits and/or automatic lighting controls; and
• Green Lease clauses that include energy efficiency, energy monitoring/metering &/or a renewable energy requirement for leased office spaces.

List the emissions reduction initiatives which contributed most to achieving this target

C4.1b

(C4.1b) Provide details of your emissions intensity target(s) and progress made against those target(s).

Target reference number

Int 1

Is this a science-based target?

Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

Target ambition

1.5°C aligned

Year target was set

2022

Target coverage

Company-wide

Scope(s)

Scope 3

Scope 2 accounting method

Scope 3 category(ies)

Category 6: Business travel
Category 7: Employee commuting

Intensity metric

Metric tons CO2e per unit FTE employee

Base year

2019

Intensity figure in base year for Scope 1 (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 2 (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)

0.954

Intensity figure in base year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)

1.944

Intensity figure in base year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)

Intensity figure in base year for total Scope 3 (metric tons CO2e per unit of activity)

2.89

Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)

2.89

% of total base year emissions in Scope 1 covered by this Scope 1 intensity figure

% of total base year emissions in Scope 2 covered by this Scope 2 intensity figure

% of total base year emissions in Scope 3, Category 1: Purchased goods and services covered by this Scope 3, Category 1: Purchased goods and services intensity figure

% of total base year emissions in Scope 3, Category 2: Capital goods covered by this Scope 3, Category 2: Capital goods intensity figure

% of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) covered by this Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) intensity figure

% of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution covered by this Scope 3, Category 4: Upstream transportation and distribution intensity figure

% of total base year emissions in Scope 3, Category 5: Waste generated in operations covered by this Scope 3, Category 5: Waste generated in operations intensity figure

% of total base year emissions in Scope 3, Category 6: Business travel covered by this Scope 3, Category 6: Business travel intensity figure

100

% of total base year emissions in Scope 3, Category 7: Employee commuting covered by this Scope 3, Category 7: Employee commuting intensity figure

100

% of total base year emissions in Scope 3, Category 8: Upstream leased assets covered by this Scope 3, Category 8: Upstream leased assets intensity figure

% of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution covered by this Scope 3, Category 9: Downstream transportation and distribution intensity figure

% of total base year emissions in Scope 3, Category 10: Processing of sold products covered by this Scope 3, Category 10: Processing of sold products intensity figure

% of total base year emissions in Scope 3, Category 11: Use of sold products covered by this Scope 3, Category 11: Use of sold products intensity figure

% of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products covered by this Scope 3, Category 12: End-of-life treatment of sold products intensity figure

% of total base year emissions in Scope 3, Category 13: Downstream leased assets covered by this Scope 3, Category 13: Downstream leased assets intensity figure

% of total base year emissions in Scope 3, Category 14: Franchises covered by this Scope 3, Category 14: Franchises intensity figure

% of total base year emissions in Scope 3, Category 15: Investments covered by this Scope 3, Category 15: Investments intensity figure

% of total base year emissions in Scope 3, Other (upstream) covered by this Scope 3, Other (upstream) intensity figure

% of total base year emissions in Scope 3, Other (downstream) covered by this Scope 3, Other (downstream) intensity figure

% of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this total Scope 3 intensity figure

54.47

% of total base year emissions in all selected Scopes covered by this intensity figure

54.47

Target year

2032

Targeted reduction from base year (%)

62

Intensity figure in target year for all selected Scopes (metric tons CO2e per unit of activity) [auto-calculated]

1.0982

% change anticipated in absolute Scope 1+2 emissions

% change anticipated in absolute Scope 3 emissions

-33

Intensity figure in reporting year for Scope 1 (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 2 (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)

0.609

Intensity figure in reporting year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)

0.878

Intensity figure in reporting year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)

Intensity figure in reporting year for total Scope 3 (metric tons CO2e per unit of activity)

1.48

Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)

1.48

Does this target cover any land-related emissions?

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]

78.6918182833

Target status in reporting year

New

Please explain target coverage and identify any exclusions

Robert Half performs an inventory for Scope 3 categories: 1, 2, 3, 6, 7, 8, and 14. <1% of total Scope 3 is excluded as category 5, waste generated in operations is deemed not to be relevant. Target covers Scope 3 categories 6 and 7, which encompass 54.47% of total Scope 3 emissions from the base year and 46.25% of total Scopes 1-3 emissions from the base year.

Plan for achieving target, and progress made to the end of the reporting year

For business travel, we will reduce emissions intensity through:
• Encouraging employees to use lower carbon ground transportation services, e.g., through awareness raising.
• Incorporating sustainability considerations into selection of preferred travel vendors (airlines, hotels, rental cars);
• Reviewing/updating travel policies to encourage ground transportation in place of air travel for short journeys; and
• Completing an analysis to identify sources/drivers of necessary vs unnecessary travel and inform reduction efforts to focus on unnecessary travel reduction.

For employee commuting, we will reduce through flexible, remote, and hybrid work, and where employees must travel to a physical office we will select sites with good public transit, pedestrian/cycle options and installing electric charging at sites by working with landlords.

We will also partner with suppliers to build capacity on data reporting and to support on-site energy assessments that identify energy reduction opportunities and improve environmental performance.

List the emissions reduction initiatives which contributed most to achieving this target

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?

Other climate-related target(s)

C4.2b

(C4.2b) Provide details of any other climate-related targets, including methane reduction targets.

Target reference number

Oth 1

Year target was set

2022

Target coverage

Company-wide

Target type: absolute or intensity

Target type: category & Metric (target numerator if reporting an intensity target)

Engagement with suppliers

Percentage of suppliers (by procurement spend) setting emissions reductions targets

Target denominator (intensity targets only)

Base year

2019

Figure or percentage in base year

8.6

Target year

2027

Figure or percentage in target year

50

Figure or percentage in reporting year

12.6

% of target achieved relative to base year [auto-calculated]

9.6618357488

Target status in reporting year

New

Is this target part of an emissions target?

No

Is this target part of an overarching initiative?

Other, please specify

Please note that this target has been submitted to the Science Based Targets initative but has not yet been validated by SBTi

Please explain target coverage and identify any exclusions

This target covers Scope 3 category 1, purchased goods and services. Target covers Scope 3 category 1, which encompasses 28.66% of total Scope 3 emissions from the base year and 24.34% of total Scopes 1-3 emissions from the base year.

Plan for achieving target, and progress made to the end of the reporting year

Robert Half plans to engage with its key suppliers and provide capacity-building support to enable setting science-based targets. We will ask our suppliers to set scope 1, 2 and 3 targets in line with the SBTi Criteria and Guidance.

List the actions which contributed most to achieving this target

C4.3

(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Yes

C4.3a

(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	2	125.25
To be implemented*	1	1,654.5
Implementation commenced*		
Implemented*	6	791.48
Not to be implemented		

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Other, please specify

Other, please specify

Emissions reductions due to achieving greater efficiencies in our data centers, including virtualizing and consolidating servers and modernizing data storage

Estimated annual CO2e savings (metric tonnes CO2e)

20

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (location-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

Investment required (unit currency – as specified in C0.4)

Payback period

Estimated lifetime of the initiative

3-5 years

Comment

For years, Robert Half has focused on achieving greater efficiencies in our data centers, including virtualizing and consolidating servers and modernizing data storage.

Initiative category & Initiative type

Low-carbon energy consumption

Low-carbon electricity mix

Estimated annual CO2e savings (metric tonnes CO2e)

771.48

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

Investment required (unit currency – as specified in C0.4)

Payback period

Estimated lifetime of the initiative

3-5 years

Comment

Robert Half sourced nearly 3,300 megawatt hours of renewable electricity in 2022 to power our offices in France, Germany and Belgium as well as our U.S. data center

C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
Employee engagement	Sustainability is important to our employees, and we prioritize office facilities that are modern, energy efficient, close to public transportation and with access to renewable energy whenever possible. We also encourage employees to work in an environmentally conscious manner, and we provide grants to environmental organizations through our grants committee and matching gifts program.
Financial optimization calculations	The operational initiatives that were implemented in the last year were prioritized because they both decreased our carbon footprint and provided cost-benefits. This is true for our ongoing activities to operate more efficiently, including in our data centers through efficiencies and in renewable energy purchases.
Compliance with regulatory requirements/standards	Robert Half actively monitors all ESG-related regulatory requirements/standards that have the potential to impact our business now or in the future. Robert Half is not subject to the NFRD (non-financial reporting directive) and as such not subject to the EU's taxonomy disclosure. Only with the application of the CSRD in the years to come, taxonomy disclosure will be applied.
Dedicated budget for other emissions reduction activities	Robert Half and Protiviti piloted a new benefit in North America for leaders currently enrolled in the company car purchase program. This pilot allowed eligible team members to receive a lifestyle allowance in lieu of participating in the company car purchase program.

C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?

Yes

C4.5a

(C4.5a) Provide details of your products and/or services that you classify as low-carbon products.

Level of aggregation

Group of products or services

Taxonomy used to classify product(s) or service(s) as low-carbon

No taxonomy used to classify product(s) or service(s) as low carbon

Type of product(s) or service(s)

Other

Other, please specify

ESG consulting and technology services provided to clients

Description of product(s) or service(s)

Protiviti helps clients implement sustainability solutions throughout clients' value chains. These services include CO2 reductions, water management, material management, environmental health, value chain enhancement, and more. These ESG services enable our clients to directly realize efficiencies and address climate risks/opportunities.

Additionally, through its cloud consulting services, Protiviti supports clients in migrating to cloud technologies. Cloud infrastructures help reduce carbon emissions and support the reduction in reliance of physical products and hardware, supporting both energy efficiency and reducing physical waste.

As a professional services company with people across the globe, we have taken a flexible and hybrid approach to the future of work. We generally provide our people the autonomy to determine how and where they can best support their stakeholders, considering their individual needs and workplace preferences. With this approach to flexibility, we expect our commuting and business travel emissions to remain below pre-pandemic levels while continuing to provide exceptional service to all of our clients and candidates and doing our part to address our carbon footprint.

Protiviti actively monitor all ESG-related regulatory requirements that could impact our business now or in the future. We are not subject to the NFRD or the EU's taxonomy disclosure. Only with the application of the CSRD in the years to come, taxonomy disclosure will be applied.

Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

No

Methodology used to calculate avoided emissions

Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Functional unit used

Reference product/service or baseline scenario used

Life cycle stage(s) covered for the reference product/service or baseline scenario

Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

Explain your calculation of avoided emissions, including any assumptions

Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

C5. Emissions methodology

C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?

No

C5.1a

(C5.1a) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

Row 1

Has there been a structural change?

No

C5.1b

(C5.1b) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?	Details of methodology, boundary, and/or reporting year definition change(s)
Row 1	Yes, a change in methodology	In 2022, Robert Half improved the accuracy of our Category 6 Business Travel methodology to include more data points. This provides us with a more comprehensive view of our Business Travel-related emissions and partially contributes to the year-over-year increase from 2021 to 2022. In addition, Business Travel emissions now include well-to-tank emissions and exclude radiative forcing from aircrafts, whereas in the past our submissions included radiative forcing and excluded well-to-tank emissions. This methodology is in line with our targets submitted to the SBTi. We also updated natural gas square footage assumptions and our FERA numbers were updated as a result of the natural gas assumption updates.

C5.1c

(C5.1c) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in C5.1a and/or C5.1b?

	Base year recalculation	Scope(s) recalculated	Base year emissions recalculation policy, including significance threshold	Past years' recalculation
Row 1	Yes	Scope 1 Scope 2, location-based Scope 2, market-based Scope 3	Robert Half updated our 2019-2021 inventories to reflect the following changes in methodology: Business Travel emissions now include well-to-tank emissions and exclude radiative forcing from aircrafts. Natural gas square footage assumptions were updated and FERA emissions were updated as a result. We have applied these changes in methodology so that we have consistent year-over-year data. We intend to follow our new methodology for all future years of GHG inventory reporting. We consider 2019 to be our baseline year.	Yes

			Additionally, we expect to conduct an analysis of our 2019-2021 inventories to determine if we need to update the methodology due to the additional data points included for Business Travel in our 2022 inventory.	

C5.2

(C5.2) Provide your base year and base year emissions.

Scope 1

Base year start
January 1, 2019

Base year end
December 31, 2019

Base year emissions (metric tons CO2e)
3,862

Comment
Robert Half combusts natural gas and diesel for the generation of heat and energy, and also quantifies fuel usage from company-owned vehicles.

Scope 2 (location-based)

Base year start
January 1, 2019

Base year end
December 31, 2019

Base year emissions (metric tons CO2e)
15,541

Comment
Robert Half's Scope 2 emissions include purchased electricity, purchased heating (estimated natural gas), and purchased cooling (estimated refrigerant emissions).

Scope 2 (market-based)

Base year start
January 1, 2019

Base year end
December 31, 2019

Base year emissions (metric tons CO2e)
14,902

Comment

Robert Half's Scope 2 emissions include purchased electricity, purchased heating (estimated natural gas), and purchased cooling (estimated refrigerant emissions).

Scope 3 category 1: Purchased goods and services

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

30,283

Comment

Purchased Goods and Services (PG&S) covers emissions related to the purchase of goods and services by Robert Half. Spend data is compiled annually by Robert Half Finance. Spend categories are assessed whether they have met the company's capitalization policy. Those that do not meet the criteria are classified in Scope 3 Purchased Goods and Services while purchased goods that have met the capitalization criteria are reported in Scope 3 Capital Goods as described in the following section.

Scope 3 category 2: Capital goods

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

14,400

Comment

Spend data is compiled annually by Robert Half Finance. Spend categories are assessed whether they have met the company's capitalization policy. Those that do not meet the criteria are classified in Scope 3 Purchased Goods and Services while purchased goods that have met the capitalization criteria are reported in Scope 3 Capital Goods.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

2,882

Comment

Please note that the above reflects market-based FERA emissions. Location-based 2019 FERA emissions were 3,826 MTCO2e.

Scope 3 category 4: Upstream transportation and distribution

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

0

Comment

Not applicable to Robert Half

Scope 3 category 5: Waste generated in operations

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

0

Comment

Not applicable to Robert Half

Scope 3 category 6: Business travel

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

18,954

Comment

Scope 3 emissions from business travel (Category 6) are included for the following sources of travel: commercial air travel, passenger cars (employee-owned vehicles), rental cars, train, and hotel stays. Business travel emissions reported above include well-to-tank emissions and exclude radiative forcing emissions. Unique radiative forcing

emissions in 2019 were 12,632 MTCO2e, these are not accounted for above in line with SBTi guidance.

Scope 3 category 7: Employee commuting

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

38,597

Comment

Headcount and employee location distribution data were used to calculate employee commuting data. For FY 2019 all employees are assumed to report onsite and thus only employee commute is calculated. Work from home emissions were not calculated for this FY.

Scope 3 category 8: Upstream leased assets

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

13

Comment

Please note that this reflects market-based emissions; location-based emissions were also 13 MTCO2e in 2019.

Scope 3 category 9: Downstream transportation and distribution

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

0

Comment

Not applicable to Robert Half

Scope 3 category 10: Processing of sold products

Base year start
January 1, 2019

Base year end
December 31, 2019

Base year emissions (metric tons CO2e)
0

Comment
Not applicable to Robert Half

Scope 3 category 11: Use of sold products

Base year start
January 1, 2019

Base year end
December 31, 2019

Base year emissions (metric tons CO2e)
0

Comment
Not applicable to Robert Half

Scope 3 category 12: End of life treatment of sold products

Base year start
January 1, 2019

Base year end
December 31, 2019

Base year emissions (metric tons CO2e)
0

Comment
Not applicable to Robert Half

Scope 3 category 13: Downstream leased assets

Base year start
January 1, 2019

Base year end
December 31, 2019

Base year emissions (metric tons CO2e)
0

Comment

Not applicable to Robert Half

Scope 3 category 14: Franchises

Base year start
January 1, 2019

Base year end
December 31, 2019

Base year emissions (metric tons CO2e)
523

Comment
Robert Half's business consulting subsidiary, Protiviti, has independently owned and operated member firms that are counted in this category.

Scope 3 category 15: Investments

Base year start
January 1, 2019

Base year end
December 31, 2019

Base year emissions (metric tons CO2e)
0

Comment
Not applicable to Robert Half

Scope 3: Other (upstream)

Base year start
January 1, 2019

Base year end
December 31, 2019

Base year emissions (metric tons CO2e)
0

Comment
Not applicable to Robert Half

Scope 3: Other (downstream)

Base year start
January 1, 2019

Base year end
December 31, 2019

Base year emissions (metric tons CO2e)

0

Comment

Not applicable to Robert Half

C5.3

(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
The Greenhouse Gas Protocol: Scope 2 Guidance
The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

C6. Emissions data

C6.1

(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)

3,220

Start date

January 1, 2022

End date

December 31, 2022

Comment

Robert Half's 2022 Scope 1 GHG emissions resulted from: 1. Stationary Combustion and 2. Mobile Combustion

Past year 1

Gross global Scope 1 emissions (metric tons CO2e)

3,016

Start date

January 1, 2021

End date

December 31, 2021

Comment

Robert Half's 2021 Scope 1 GHG emissions resulted from: 1. Stationary Combustion and 2. Mobile Combustion

Past year 2

Gross global Scope 1 emissions (metric tons CO2e)

3,118

Start date

January 1, 2020

End date

December 31, 2020

Comment

Robert Half's 2020 Scope 1 GHG emissions resulted from: 1. Stationary Combustion and 2. Mobile Combustion

Past year 3

Gross global Scope 1 emissions (metric tons CO2e)

3,862

Start date

January 1, 2019

End date

December 31, 2019

Comment

Robert Half's 2019 Scope 1 GHG emissions resulted from: 1. Stationary Combustion and 2. Mobile Combustion

C6.2

(C6.2) Describe your organization's approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based

We are reporting a Scope 2, location-based figure

Scope 2, market-based

We are reporting a Scope 2, market-based figure

Comment

Robert Half calculates and reports both market-based and location-based Scope 2 figures in our GHG inventory reported in our annual ESG report and in our CDP response.

C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

Scope 2, location-based

10,414

Scope 2, market-based (if applicable)

9,523

Start date

January 1, 2022

End date

December 31, 2022

Comment

Robert Half calculates and reports both market-based and location-based Scope 2 figures in our GHG inventory reported in our annual ESG report and in our CDP response.

Past year 1

Scope 2, location-based

5,978

Scope 2, market-based (if applicable)

5,311

Start date

January 1, 2021

End date

December 31, 2021

Comment

Robert Half calculates and reports both market-based and location-based Scope 2 figures in our GHG inventory reported in our annual ESG report and in our CDP response.

Past year 2

Scope 2, location-based

9,167

Scope 2, market-based (if applicable)

8,975

Start date

January 1, 2020

End date

December 31, 2020

Comment

Robert Half calculates and reports both market-based and location-based Scope 2 figures in our GHG inventory reported in our annual ESG report and in our CDP response.

Past year 3

Scope 2, location-based

15,541

Scope 2, market-based (if applicable)

14,902

Start date

January 1, 2019

End date

December 31, 2019

Comment

Robert Half calculates and reports both market-based and location-based Scope 2 figures in our GHG inventory reported in our annual ESG report and in our CDP response.

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Yes

C6.4a

(C6.4a) Provide details of the sources of Scope 1, Scope 2, or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure.

Source of excluded emissions

Total Scope 3 Category 6 Business Travel emissions exclude radiative forcing emissions in line with SBTi guidance. While these emissions are not included in total

Business Travel emissions, we calculate and disclose these emissions separately in our annual ESG Report and through the CDP comment section.

Scope(s) or Scope 3 category(ies)

Scope 3: Business travel

Relevance of Scope 1 emissions from this source

Relevance of location-based Scope 2 emissions from this source

Relevance of market-based Scope 2 emissions from this source

Relevance of Scope 3 emissions from this source

Emissions are not relevant

Date of completion of acquisition or merger

Estimated percentage of total Scope 1+2 emissions this excluded source represents

Estimated percentage of total Scope 3 emissions this excluded source represents

24.4

Explain why this source is excluded

Scope 3 emissions from business travel (Category 6) are included for the following sources of travel: commercial air travel, passenger cars (employee-owned vehicles), rental cars, train, and hotel stays. Total Scope 3 Category 6 Business Travel emissions exclude radiative forcing emissions in line with SBTi guidance. While these emissions are not included in total Business Travel emissions, we do calculate and disclose these emissions separately in our annual ESG Report and through the CDP comment section.

Unique radiative forcing emissions in 2022 were 26,230 MTCO2e, these are not accounted for in the Business Travel emissions totals.

Explain how you estimated the percentage of emissions this excluded source represents

We calculated radiative forcing emissions for 2022, however, based upon SBTi guidance, we did not include those emissions in the Business Travel emissions totals.

Radiative forcing emissions in 2022 = 26,230 MTCO2e

Total Scope 3 market-based emissions (excluding radiative forcing) = 80,964 MTCO2e

Estimated percentage of total Scope 3 emissions = 100% x 26,230/(26,230+80,964) = 24.4%

C6.5

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

24,991

Emissions calculation methodology

Hybrid method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

2.8

Please explain

Robert Half uses environmentally extended input-output (EEIO) analysis based on its annual procurement spend data to calculate selected scope 3 emissions categories. "EEIO models estimate energy use and/or GHG emissions resulting from the production and upstream supply chain activities of different sectors and products within an economy. They are derived by allocating national GHG emissions to groups of finished products within an economy. They are derived by allocating national GHG emissions to groups of finished products based on economic flows between industry sectors." Spend data for specific categories is mapped to corresponding industry sectors and then multiplied by cradle-to-gate emission factors for the sector to provide estimated carbon emissions. Robert Half gathers supplier-specific information from a few major suppliers.

Capital goods

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

8,530

Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Capital Goods covers all upstream (i.e., cradle-to-gate) emissions from the production of capital goods purchased or acquired by Robert Half in the reporting year. Data collected for this category is included in Robert Half's spend data. Spend categories that meet the capitalization policy of the company are classified in this category. Emissions from Capital Goods are calculated through EEIO spend analysis.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

2,727

Emissions calculation methodology

Fuel-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

These are the upstream lifecycle emissions associated with the fuel and energy consumed by Robert Half. Emissions are calculated using the consultant-developed FERA
tool. FERA emissions for fuel are calculated using a WTT (well-to-tank) emissions factor for each fuel type consumed by Robert Half. FY2022 fuels included Natural Gas, Diesel, and Motor Gasoline. FERA emissions for electricity are calculated using a WTT emissions factor and T&D (transmission & distribution) loss factor based on the total kWh electricity consumed in each country. All emission factors are from the Defra 2022 set. Market-based emissions for this category are represented above, location-based emissions were 3,638 MTCO2e in 2022.

Upstream transportation and distribution

Evaluation status

Not relevant, explanation provided

Please explain

Robert Half is a global professional services company with leading capabilities in talent solutions and business consulting. Due to the nature of our business, we provide our clients with services and solutions rather than goods, and as such, transportation and distribution of goods are not relevant for us.

Waste generated in operations

Evaluation status

Not relevant, explanation provided

Please explain

Robert Half is a global professional services company with leading capabilities in talent solutions and business consulting. Due to the nature of our business, waste generation is not a material source of GHG emissions. <1% of total Scope 3 is excluded as category 5, waste generated in operations is deemed to be not relevant. Additionally, as a company with all leased facilities, our waste data collection ability is limited. However, we do track our waste generation and diversion, including e-waste, as part of our broader ESG program. We aim to continue to find ways to increase our data collection capacity in the future.

Business travel

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

9,927

Emissions calculation methodology

Hybrid method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

60

Please explain

Scope 3 emissions from business travel (Category 6) are included for the following sources of travel: commercial air travel, passenger cars (employee-owned vehicles), rental cars, train, and hotel stays. GHG emissions associated with business travel were calculated using mileage, spend, and hotel stay data. Emission factors used for business air travel were the 2022 Guidelines to Defra GHG Conversion Factors for Company Reporting. RH provides data on the total mileage for train and of employee-owned vehicles per business travel. Emission factor used comes from the 2022 EPA, "Emission Factors for Greenhouse Gas Inventories". Some of these data have an available fuel type. RH provides the number of nights employees stayed in a hotel when on business travel. Country/Region-specific Defra emission factors are applied to the number of nights stayed in hotels in a given country within the year. Emission factors used for business travel with only spend data were the same with the emission factors used in the calculation of Scope 3: PG&S which is the Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities published by the US Environmental Protection Agency (US EPA).

Employee commuting

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

33,855

Emissions calculation methodology

Hybrid method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Robert Half includes both employee commute and work from home emissions in category 7. Robert Half used employee zip code and headcount by facility along with badge-in / reservation data at offices to calculate commuting data. Emissions from remote workers were also calculated based on their residential energy usage. Natural gas and electricity energy intensities are sourced from consultant WFH Methodology. In calculating their electricity emissions, emission factors from EPA eGRID2020 are used for AMER region while IEA 2022 data was used for EMEA and APAC region.

Upstream leased assets

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

51

Emissions calculation methodology

Hybrid method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Emissions from Upstream Leased Assets are calculated using EPA and IEA emission factors including emissions from stationary sources, refrigerants and electricity. Market-based emissions for this category are represented above, location-based emissions were 31 MTCO2e in 2022.

Downstream transportation and distribution

Evaluation status

Not relevant, explanation provided

Please explain

Robert Half is a global professional services company with leading capabilities in talent solutions and business consulting. Due to the nature of our business, we provide our clients with services and solutions rather than goods, and as such, we do not transport or distribute products.

Processing of sold products

Evaluation status

Not relevant, explanation provided

Please explain

Robert Half is a global professional services company with leading capabilities in talent solutions and business consulting. Due to the nature of our business, we provide our clients with services and solutions rather than goods, and as such, we do not process sold goods.

Use of sold products

Evaluation status

Not relevant, explanation provided

Please explain

Robert Half is a global professional services company with leading capabilities in talent solutions and business consulting. Due to the nature of our business, we provide our clients with services and solutions rather than goods, and as such, we do not sell products.

End of life treatment of sold products

Evaluation status

Not relevant, explanation provided

Please explain

Robert Half does not sell products or dispose of products for other organizations.

Downstream leased assets

Evaluation status

Not relevant, explanation provided

Please explain

Robert Half does not lease assets to other organizations in any material way and therefore this is not in our operational boundary for GHG emissions measurement.

Franchises

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

884

Emissions calculation methodology

Hybrid method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Protiviti has member firms that meet the definition of franchises for GHG inventory purposes. We collect each member firms' electric consumption. Purchased Energy and Fugitive emissions were calculated. To calculate the emission for facilities with no actual electric consumption, average sq.ft of the whole data set and energy intensity estimates were used. The emission factors used were from IEA 2022 edition.

Investments

Evaluation status

Not relevant, explanation provided

Please explain

Robert Half's ESG measurement program is limited to those activities in our operational boundary and therefore we do not measure GHG emissions associated with investments.

Other (upstream)

Evaluation status

Not relevant, explanation provided

Please explain

Robert Half is not aware of any other material upstream emissions sources.

Other (downstream)

Evaluation status

Not relevant, explanation provided

Please explain

Robert Half is not aware of any other material downstream emissions sources.

C6.5a

(C6.5a) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

Start date

January 1, 2021

End date

December 31, 2021

Scope 3: Purchased goods and services (metric tons CO2e)

26,230

Scope 3: Capital goods (metric tons CO2e)

3,462

Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

1,698

Scope 3: Upstream transportation and distribution (metric tons CO2e)

Scope 3: Waste generated in operations (metric tons CO2e)

Scope 3: Business travel (metric tons CO2e)

1,099

Scope 3: Employee commuting (metric tons CO2e)

26,059

Scope 3: Upstream leased assets (metric tons CO2e)

6

Scope 3: Downstream transportation and distribution (metric tons CO2e)

Scope 3: Processing of sold products (metric tons CO2e)

Scope 3: Use of sold products (metric tons CO2e)

Scope 3: End of life treatment of sold products (metric tons CO2e)

Scope 3: Downstream leased assets (metric tons CO2e)

Scope 3: Franchises (metric tons CO2e)

495

Scope 3: Investments (metric tons CO2e)

Scope 3: Other (upstream) (metric tons CO2e)

Scope 3: Other (downstream) (metric tons CO2e)

Comment

Robert Half has collected data and calculated emissions for the following Scope 3 categories as defined by the GHG Protocol: • Purchased Goods and Services (Category 1) • Capital Goods (Category 2) • Fuel and Energy Related Activities (not included in Scopes 1 and 2) (Category 3) - market-based • Business Travel (Category 6) • Employee Commuting (Category 7) o Includes Work from Home emissions • Upstream Leased Assets (Category 8) - market-based • Franchises (Category 14)

Past year 2

Start date

January 1, 2020

End date

December 31, 2020

Scope 3: Purchased goods and services (metric tons CO2e)

23,219

Scope 3: Capital goods (metric tons CO2e)

7,807

Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

2,202

Scope 3: Upstream transportation and distribution (metric tons CO2e)

Scope 3: Waste generated in operations (metric tons CO2e)

Scope 3: Business travel (metric tons CO2e)

3,926

Scope 3: Employee commuting (metric tons CO2e)

22,573

Scope 3: Upstream leased assets (metric tons CO2e)

5

Scope 3: Downstream transportation and distribution (metric tons CO2e)

Scope 3: Processing of sold products (metric tons CO2e)

Scope 3: Use of sold products (metric tons CO2e)

Scope 3: End of life treatment of sold products (metric tons CO2e)

Scope 3: Downstream leased assets (metric tons CO2e)

Scope 3: Franchises (metric tons CO2e)

461

Scope 3: Investments (metric tons CO2e)

Scope 3: Other (upstream) (metric tons CO2e)

Scope 3: Other (downstream) (metric tons CO2e)

Comment

Robert Half has collected data and calculated emissions for the following Scope 3 categories as defined by the GHG Protocol: • Purchased Goods and Services (Category 1) • Capital Goods (Category 2) • Fuel and Energy Related Activities (not included in Scopes 1 and 2) (Category 3) - market-based • Business Travel (Category 6) • Employee Commuting (Category 7) o Includes Work from Home emissions • Upstream Leased Assets (Category 8) - market-based • Franchises (Category 14)

Past year 3

Start date

January 1, 2019

End date

December 31, 2019

Scope 3: Purchased goods and services (metric tons CO2e)

30,283

Scope 3: Capital goods (metric tons CO2e)

14,400

Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

2,882

Scope 3: Upstream transportation and distribution (metric tons CO2e)

Scope 3: Waste generated in operations (metric tons CO2e)

Scope 3: Business travel (metric tons CO2e)

18,954

Scope 3: Employee commuting (metric tons CO2e)

38,597

Scope 3: Upstream leased assets (metric tons CO2e)

13

Scope 3: Downstream transportation and distribution (metric tons CO2e)

Scope 3: Processing of sold products (metric tons CO2e)

Scope 3: Use of sold products (metric tons CO2e)

Scope 3: End of life treatment of sold products (metric tons CO2e)

Scope 3: Downstream leased assets (metric tons CO2e)

Scope 3: Franchises (metric tons CO2e)

523

Scope 3: Investments (metric tons CO2e)

Scope 3: Other (upstream) (metric tons CO2e)

Scope 3: Other (downstream) (metric tons CO2e)

Comment

RHI has collected data and calculated emissions for the following Scope 3 categories as defined by the GHG Protocol: • Purchased Goods and Services (Category 1) • Capital Goods (Category 2) • Fuel and Energy Related Activities (not included in Scopes 1 and 2) (Category 3) - location-based • Business Travel (Category 6) • Employee Commuting (Category 7) o For FY 2019 all employees are assumed to report onsite and thus employee commute is only calculated. Work from home emissions were not calculated for this FY. • Upstream Leased Assets (Category 8) - location-based • Franchises (Category 14)

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

No

C6.10

(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Intensity figure
0.78

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)
12,743

Metric denominator
full time equivalent (FTE) employee

Metric denominator: Unit total
16,300

Scope 2 figure used
Market-based

% change from previous year
36.8

Direction of change
Increased

Reason(s) for change
Other, please specify
Increase in purchased electricity and natural gas emissions

Please explain
The YOY increase in S1+2 emissions is likely a result of higher facility use, and therefore an increase in purchased electricity and natural gas emissions, following a return to office-based activities. Additionally, we saw a ~10% increase in mobile fuel consumption and a slight increase in total square footage.

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?
Yes

C7.1a

(C7.1a) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used greenhouse warming potential (GWP).

Greenhouse gas	Scope 1 emissions (metric tons of CO2e)	GWP Reference
Other, please specify CO2e	3,220	IPCC Fifth Assessment Report (AR5 – 100 year)
CH4	3.058	IPCC Fifth Assessment Report (AR5 – 100 year)
N2O	13.81	IPCC Fifth Assessment Report (AR5 – 100 year)
CO2	3,202.88	IPCC Fifth Assessment Report (AR5 – 100 year)

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/area/region.

Country/area/region	Scope 1 emissions (metric tons CO2e)
Belgium	755.99
France	0
Germany	731.09
Luxembourg	0
Netherlands	109.89
Canada	13.78
United States of America	1,609.01
Australia	0
China	0
India	0
Japan	0
New Zealand	0
Singapore	0
Bulgaria	0
Ireland	0
Italy	0
Switzerland	0
United Arab Emirates	0

United Kingdom of Great Britain and Northern Ireland	0
Brazil	0
Chile	0

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By activity

C7.3c

(C7.3c) Break down your total gross global Scope 1 emissions by business activity.

Activity	Scope 1 emissions (metric tons CO2e)
Stationary combustion: Robert Half combusts natural gas and diesel for the generation of heat and energy. GHG emissions associated with stationary combustion were calculated using fuel consumption and floor area data. Stationary combustion includes diesel fuel/distillate fuel oil no. 2 and natural gas.	138.7
Mobile combustion: Mobile combustion includes fuel usage (diesel and motor gasoline) from Robert Half vehicles in the following regions: US, Canada, and EMEA. There is no mobile fleet in the APAC region.	3,081.06

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/area/region.

Country/area/region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Australia	210.21	210.21
China	117.94	117.94
India	68.26	68.26
Japan	41.46	41.46
New Zealand	2.21	2.21
Singapore	14.68	14.68
Belgium	108.07	67.46
Bulgaria	12.56	13.22
France	26.37	18.27
Germany	555.94	852.73

Ireland	0.31	0.62
Italy	28.5	42.97
Netherlands	24.24	33.43
Switzerland	3.81	2.74
United Arab Emirates	6.32	6.32
United Kingdom of Great Britain and Northern Ireland	124.82	202.94
Brazil	6.12	6.12
Chile	7.85	7.85
Canada	249.92	249.92
United States of America	8,804.16	7,563.19
Luxembourg	0.11	0.18

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

By activity

C7.6c

(C7.6c) Break down your total gross global Scope 2 emissions by business activity.

Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Fugitive emissions: Fugitive emissions include refrigerant emissions. Robert Half leases all facilities and typically does not have operational control over the HVAC system. Estimated refrigerant emissions are assumed purchased cooling thus accounted for in Scope 2.	682	682
Purchased electricity: The scope 2 inventory includes consumption of electricity, which are used by all facilities. The inventory calculates scope 2 electricity emissions per the WRI/WBCSD GHG Protocol Scope 2 location-based and market-based methods.	6,157	5,266
Stationary fuel: Estimated natural gas consumption (for heating) for leased facilities where the company does not have actual data is also accounted for in Scope 2 and assumed purchased heat from the building owner.	3,575	3,575

C7.7

(C7.7) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

No

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Increased

C7.9a

(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

	Change in emissions (metric tons CO2e)	Direction of change in emissions	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption				
Other emissions reduction activities				
Divestment				
Acquisitions				
Mergers				
Change in output				
Change in methodology				
Change in boundary				
Change in physical operating conditions				

Unidentified				
Other	4,432	Increased	53.22	The YOY increase in S1+2 emissions is likely a result of higher facility use, and therefore an increase in purchased electricity and natural gas emissions, following a return to office-based activities. Additionally, we saw a ~10% increase in mobile fuel consumption and a slight increase in total square footage.

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?

More than 0% but less than or equal to 5%

C8.2

(C8.2) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	Yes
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	No

Generation of electricity, heat, steam, or cooling	No

C8.2a

(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	HHV (higher heating value)		13,396	13,396
Consumption of purchased or acquired electricity		3,294.68	15,496.82	18,791.5
Consumption of purchased or acquired heat			19,725.4	19,725.4
Total energy consumption		3,294.68	48,618.22	51,912.9

C8.2b

(C8.2b) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	Yes
Consumption of fuel for the generation of heat	Yes
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

C8.2c

(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

Heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

0

Comment

N/A

Other biomass

Heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

0

Comment

N/A

Other renewable fuels (e.g. renewable hydrogen)

Heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

0

Comment

N/A

Coal

Heating value

Total fuel MWh consumed by the organization
0

MWh fuel consumed for self-generation of electricity
0

MWh fuel consumed for self-generation of heat
0

Comment
N/A

Oil

Heating value
HHV

Total fuel MWh consumed by the organization
12,651.8

MWh fuel consumed for self-generation of electricity
15.1

MWh fuel consumed for self-generation of heat
12,636.7

Comment
Includes Diesel Fuel / Distillate Fuel Oil No. 2 to power a generator at a data center and includes Motor Gasoline - Mobile and Diesel Fuel - Mobile for the company-owned fleet.

Gas

Heating value
HHV

Total fuel MWh consumed by the organization
744.2

MWh fuel consumed for self-generation of electricity
0

MWh fuel consumed for self-generation of heat
744.2

Comment
Includes Natural Gas under Scope 1 for the generation of heat

Other non-renewable fuels (e.g. non-renewable hydrogen)

Heating value

Total fuel MWh consumed by the organization
0

MWh fuel consumed for self-generation of electricity
0

MWh fuel consumed for self-generation of heat
0

Comment
N/A

Total fuel

Heating value
HHV

Total fuel MWh consumed by the organization
13,396

MWh fuel consumed for self-generation of electricity
15.1

MWh fuel consumed for self-generation of heat
13,380.9

Comment
Includes Diesel Fuel / Distillate Fuel Oil No. 2 to power a generator at a data center. Includes Motor Gasoline - Mobile, and Diesel Fuel - Mobile for company-owned fleet. Includes Natural Gas under Scope 1 for the generation of heat.

C8.2e

(C8.2e) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in C6.3.

Country/area of low-carbon energy consumption
Belgium

Sourcing method
Unbundled procurement of energy attribute certificates (EACs)

Energy carrier
Electricity

Low-carbon technology type

Renewable energy mix, please specify

100% green energy mix, mix not specified

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

204.2

Tracking instrument used

Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute

Belgium

Are you able to report the commissioning or re-powering year of the energy generation facility?

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

France

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify

100% green energy mix, mix not specified

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

144.7

Tracking instrument used

Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute

France

Are you able to report the commissioning or re-powering year of the energy generation facility?

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Germany

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify

100% green energy mix, mix not specified

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

260.3

Tracking instrument used

Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute

Germany

Are you able to report the commissioning or re-powering year of the energy generation facility?

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption
United States of America

Sourcing method
Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

Energy carrier
Electricity

Low-carbon technology type
Renewable energy mix, please specify
100% green energy mix, mix not specified

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
2,685.48

Tracking instrument used
Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute
United States of America

Are you able to report the commissioning or re-powering year of the energy generation facility?

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

C8.2g

(C8.2g) Provide a breakdown by country/area of your non-fuel energy consumption in the reporting year.

Country/area
Australia

Consumption of purchased electricity (MWh)
263.4

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

10.2

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

273.6

Country/area

China

Consumption of purchased electricity (MWh)

174.1

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

16.7

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

190.8

Country/area

India

Consumption of purchased electricity (MWh)

87.5

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

87.5

Country/area

Japan

Consumption of purchased electricity (MWh)

71.2

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

12.2

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

83.4

Country/area

New Zealand

Consumption of purchased electricity (MWh)

10.9

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

10.9

Country/area

Singapore

Consumption of purchased electricity (MWh)

33.8

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

33.8

Country/area

Belgium

Consumption of purchased electricity (MWh)

474.6

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

57.3

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

531.9

Country/area

Bulgaria

Consumption of purchased electricity (MWh)

22.9

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

10.1

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

33

Country/area

France

Consumption of purchased electricity (MWh)

157.1

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

32.2

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

189.3

Country/area

Germany

Consumption of purchased electricity (MWh)

1,432.6

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

322.4

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1,755

Country/area

Ireland

Consumption of purchased electricity (MWh)

1

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0.1

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1.1

Country/area

Italy

Consumption of purchased electricity (MWh)

67.5

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

31.1

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

98.6

Country/area

Luxembourg

Consumption of purchased electricity (MWh)

0.4

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0.1

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

0.5

Country/area

Netherlands

Consumption of purchased electricity (MWh)

56

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

17.7

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

73.7

Country/area

Switzerland

Consumption of purchased electricity (MWh)

19.8

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

6

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

25.8

Country/area

United Arab Emirates

Consumption of purchased electricity (MWh)

9.2

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

3.8

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

13

Country/area

United Kingdom of Great Britain and Northern Ireland

Consumption of purchased electricity (MWh)

491.7

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

77.3

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

569

Country/area

Brazil

Consumption of purchased electricity (MWh)

28.6

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

8.8

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

37.4

Country/area

Chile

Consumption of purchased electricity (MWh)

14.5

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

4.4

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

18.9

Country/area

Canada

Consumption of purchased electricity (MWh)

592.6

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

898.5

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1,491.1

Country/area

United States of America

Consumption of purchased electricity (MWh)

14,782.11

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

18,216.6

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

32,998.71

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Third-party verification or assurance process in place
Scope 3	Third-party verification or assurance process in place

C10.1a

(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Limited assurance

Attach the statement

Robert Half_2022_IndependentLimitedAssuranceGHGStatement.pdf

Page/ section reference
Page 1 specifies that 100% of Scope 1 emissions were part of this process and the level of assurance (limited assurance). Page 2 identifies the standard applied (ISO 14064-3:2019) and the verification opinion.

Relevant standard
ISO14064-3

Proportion of reported emissions verified (%)
100

C10.1b

(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Scope 2 approach
Scope 2 location-based

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Limited assurance

Attach the statement

Robert Half_2022_IndependentLimitedAssuranceGHGStatement.pdf

Page/ section reference

Page 1 specifies that 100% of Scope 2 location-based emissions were part of this process and the level of assurance (limited assurance). Page 2 identifies the standard applied (ISO 14064-3:2019) and the verification opinion.

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

Scope 2 approach

Scope 2 market-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

Robert Half_2022_IndependentLimitedAssuranceGHGStatement.pdf

Page/ section reference

Page 1 specifies that 100% of Scope 2 market-based emissions were part of this process and the level of assurance (limited assurance). Page 2 identifies the standard applied (ISO 14064-3:2019) and the verification opinion.

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.1c

(C10.1c) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Scope 3 category

Scope 3: Purchased goods and services
Scope 3: Capital goods
Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)
Scope 3: Business travel
Scope 3: Employee commuting
Scope 3: Upstream leased assets
Scope 3: Franchises

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

Robert Half_2022_IndependentLimitedAssuranceGHGStatement.pdf

Page/section reference

Page 1 specifies that 100% of Scope 3 emissions were part of this process and the level of assurance (limited assurance). Page 2 identifies the standard applied (ISO 14064-3:2019) and the verification opinion.

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

No, we do not verify any other climate-related information reported in our CDP disclosure

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

No, and we do not anticipate being regulated in the next three years

C11.2

(C11.2) Has your organization canceled any project-based carbon credits within the reporting year?

No

C11.3

(C11.3) Does your organization use an internal price on carbon?

No, but we anticipate doing so in the next two years

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

Yes, our suppliers

Yes, our customers/clients

C12.1a

(C12.1a) Provide details of your climate-related supplier engagement strategy.

Type of engagement

Information collection (understanding supplier behavior)

Details of engagement

Collect climate-related risk and opportunity information at least annually from suppliers

% of suppliers by number

43

% total procurement spend (direct and indirect)

% of supplier-related Scope 3 emissions as reported in C6.5

Rationale for the coverage of your engagement

Please note that the percentage above is for suppliers by number for North America only. Upon onboarding through Procurement, suppliers are required to sign our Supplier Code of Conduct, which includes the provision of abiding by our Sustainable Procurement Policy. Additionally, we also include several questions on environmental performance and policies when procurement bids go out to RFP which are scored as

part of our RFP process to procure suppliers; as of September 2020, all RFPs include these scored questions. The 43% of suppliers by number in North America includes both those who sign our SCOC and those who have responded to RFPs including environmental criteria.

Impact of engagement, including measures of success

The measures of success include the scoring of suppliers on the sustainability section of the survey and how that contributes to their selection or not as a supplier to Robert Half, as well as the percent of suppliers who sign our Supplier Code of Conduct (SCOC). We have also aligned our EMEA procurement processes to North America processes although we don't yet have metrics in terms of numbers of suppliers engaged. Moving forward, we have identified a process to identify risks in the supply chain based on the questions asked in supplier questionnaires and will work to mitigate environmental risks in our supply chain.

Comment

C12.1b

(C12.1b) Give details of your climate-related engagement strategy with your customers.

Type of engagement & Details of engagement

Education/information sharing
Share information about your products and relevant certification schemes (i.e. Energy STAR)

% of customers by number

5

% of customer - related Scope 3 emissions as reported in C6.5

Please explain the rationale for selecting this group of customers and scope of engagement

Our services span industry sectors and regions globally, and clients are increasingly engaging us across all areas of ESG to determine shared values and action. For example, in the first five months of 2023, we saw client requests double from the same time period in 2022. We share information with hundreds of clients on our emissions and sustainability strategy in support of their value chain emissions and ESG goals, through direct requests, ESG ratings system requests, RFP responses, CDP Supply Chain module, and more.

Impact of engagement, including measures of success

CDP Supply Chain, EcoVadis, and direct engagement with our clients offer opportunities to collaborate at both a large-scale and project level to find ways to reduce our

environmental impacts collectively. Measures of success include continued and/or expanded relationships due to shared values and action, and client feedback on our approach as it relates to client satisfaction with our services.

C12.2

(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?

No, but we plan to introduce climate-related requirements within the next two years

C12.3

(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?

Row 1

External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

No, we have assessed our activities, and none could either directly or indirectly influence policy, law, or regulation that may impact the climate

Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?

No, but we plan to have one in the next two years

Describe the process(es) your organization has in place to ensure that your external engagement activities are consistent with your climate commitments and/or climate transition plan

Robert Half does not typically engage with activities that directly or indirectly influence policy, law or regulations. However, we engage all employees in annual training on our Code of Conduct which includes guidance on the process for seeking approval for involvement in political activity. Our extensive Ethics and Integrity-focused compliance program provides opportunities for employees to understand what are appropriate and aligned external engagement activities

Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

Other, please specify

Robert Half does not typically engage with activities that directly or indirectly influence policy, law or regulations.

Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

As disclosed in our ESG report, Robert Half did not make contributions to political action committees, candidate committees or party organizations in either 2021 or 2022.

C12.4

(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Publication
In voluntary sustainability report

Status
Complete

Attach the document
RH-ESG-Report-2022.pdf

Page/Section reference
pp. 6-7, pp. 30-32, pp. 46-48

Content elements
Governance
Strategy
Emissions figures
Emission targets
Other metrics

Comment

Publication
In mainstream reports

Status
Complete

Attach the document
RH Proxy 2023.pdf

Page/Section reference
p. 8, pp. 14-18

Content elements
Governance
Risks & opportunities

Emission targets

Comment

C12.5

(C12.5) Indicate the collaborative frameworks, initiatives and/or commitments related to environmental issues for which you are a signatory/member.

	Environmental collaborative framework, initiative and/or commitment	Describe your organization's role within each framework, initiative and/or commitment
Row 1	UN Global Compact	Robert Half has been an ongoing participant of the UN Global Compact since 2018.

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues
Row 1	No, and we do not plan to have both within the next two years

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity
Row 1	No, and we do not plan to do so within the next 2 years

C15.3

(C15.3) Does your organization assess the impacts and dependencies of its value chain on biodiversity?

Impacts on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

Dependencies on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

C15.4

(C15.4) Does your organization have activities located in or near to biodiversity-sensitive areas in the reporting year?

Not assessed

C15.5

(C15.5) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?
Row 1	No, and we do not plan to undertake any biodiversity-related actions

C15.6

(C15.6) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	No	

C15.7

(C15.7) Have you published information about your organization's response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located

C16. Signoff

C-FI

(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

N/A

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	Chief ESG & DEI Officer	Chief Sustainability Officer (CSO)

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below

I have read and accept the applicable Terms