



Ethics and Compliance Hotline

Robert Half Inc. is committed to upholding the highest standards of professional ethics. To encourage reporting of unethical or illegal behavior, the Company provides access to the Robert Half Ethics and Compliance Online Reporting Tool, a toll-free telephone number that is monitored 24 hours per day.

Company employees, Robert Half stockholders, and other interested parties may use the appropriate hotline number below to report a violation of Robert Half's **Code of Business Conduct and Ethics**, to submit a complaint regarding accounting, internal accounting controls, or auditing matters, or to communicate with the non-management directors of Robert Half.

Robert Half Ethics and Compliance Hotline Numbers:

Within North America, call **1.800.251.4621**.

From outside North America, call the toll-free number for your country listed below.

These lines are managed by an outside, independent service provider and allow anyone to make an allegation without divulging his or her name. You can also use the Robert Half Ethics and Compliance Online Reporting Tool at **roberthalfethicsline.com**.

OTHER RESOURCES

While any report may be made using the hotline information provided, employees and candidates are directed to the following additional resources:

- Payroll Customer Service Center for temporary payroll questions:
1.888.744.9202 or
Pay.TimeReporting@roberthalf.com
- Company-monitored hotline for reports concerning discrimination, harassment, or other employment issues:
1.888.875.4901

Employees of the Company may report ethical violations in confidence and without fear of retaliation. The Company does not permit retaliation of any kind against employees for reports of ethical violations.

COUNTRY-SPECIFIC TOLL-FREE NUMBERS

COUNTRY	HOTLINE NUMBER
Australia	1.800.764.392
Austria*	0800.281734
Belgium*	0800.708.64
Brazil	0.800.591.1307
Bulgaria	0800.46055
Canada	1.800.251.4621
Chile	800.914.044
China	400.120.3145
France*	0805.080313
Germany*	0800.183.0550
Hong Kong	800.962.233
India	000.800.050.1471
Ireland*	1800.904.177
Italy*	800.727.419
Japan	0800.222.1142
Luxembourg*	800.2.2992
Netherlands*	0.800.023.4122
New Zealand	0800.746305
Singapore	800.492.2392
Switzerland*	0800.836.911
United Arab Emirates	8000.3205.17
United Kingdom*	0.800.086.8406
United States	1.800.251.4621

* Employees in these countries should refer to the guidelines contained in their country's Whistleblowing Policy concerning the reporting of unethical or illegal conduct; the guidelines contained in that policy will prevail if in conflict with any instructions in this document.

If your country is not listed above, you may dial internationally to reach 001.720.514.4400 (long-distance charges may apply).

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