



CAPABILITY STATEMENT

rh Robert Half®

TABLE OF CONTENTS

03 OUR COMPANY

05 OUR SERVICES

07 PERMANENT TALENT

11 CONTRACT TALENT

15 WHAT WE DELIVER

16 FLEXIBLE TALENT SOLUTIONS

18 WHAT OUR CUSTOMERS SAY

22 OUR PEOPLE

23 OUR COMMUNITIES

25 DIVERSITY, EQUITY, AND INCLUSION

27 MARKET RESOURCES

28 CONTACT US

OUR COMPANY

Robert Half is the first and largest specialised talent solutions firm. We help companies compete more effectively by helping them identify, attract, and secure their most valuable asset: talent.

We match businesses with skilled professionals, from early career to executive level, in accounting, finance, banking, and technology on a contract and permanent basis.

Our business has expanded into new areas to meet the needs of our clients and businesses throughout the world. In 2002, Robert Half launched Protiviti, our global consulting arm specialising in internal audit, risk and compliance, technology, business processes, data analytics, and finance.

OUR VISION

- Acting with integrity has been a core value since Robert Half’s founding more than seven decades ago. It remains central to our operations and corporate culture.
- For our business, ethics is also about empathy. We understand what it means to candidates when we find them a job that gives them not just a source of income but dignity as well. And we equally understand what it means to companies when we find them the talent they need to succeed and expand.
- Our emphasis on business ethics is one reason clients and candidates continue to turn to Robert Half, and we employ the best team in our industry: People want to do business with and work for a company they can feel good about.



ROBERT HALF IN NUMBERS

- Founded in **1948**, Robert Half is traded on the New York Stock Exchange (symbol: RHI) and is a member of Standard & Poor's S&P 500 index
- In 2002, Robert Half launched Protiviti, a global consulting firm. Protiviti was named one of Forbes' "Best Management Consulting Firms" for **5** consecutive years, every year since 2017
- **13,000+** full-time internal staff
- **150,000+** professionals on assignments during 2020
- Every **2** minutes we place a candidate
- **US\$6.461 billion** in revenue in 2021
- Member of the **S&P 500** (NYSE symbol: RHI)

- **300+** locations in **19** countries
- Recognised as one of FORTUNE's "Most Admired Companies®" for **25** consecutive years, every year since 1998 (February 2022)
- Named as one of the "World's Best Employers" by Forbes (October **2021**)
- Selected for the Bloomberg Gender-Equality Index for **4** consecutive years (January 2022)
- **9/10** clients recommend us (Based on 2021 Robert Half Customer Loyalty Survey)
- **91%** - Employees in 2020 who said Robert Half and Protiviti are a great place to work

QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US

OUR SERVICES



**PERMANENT
TALENT**



**CONTRACT
TALENT**



**FLEXIBLE TALENT
SOLUTIONS**

QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US

OUR TALENT SOLUTIONS SPECIALISATIONS

- **FINANCE AND ACCOUNTING**
permanent and contract talent
- **FINANCIAL SERVICES**
permanent and contract talent
- **TECHNOLOGY**
permanent talent



FINANCE AND ACCOUNTING

- Accounting
- Financial management
- Financial planning & analysis
- Internal audit
- Tax
- Treasury



FINANCIAL SERVICES

- Insurance
- Risk
- Compliance
- Private equity
- Banking



TECHNOLOGY

- Application development
- Business transformation
- Cyber-security
- Infrastructure

FIND OUT MORE



QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US

PERMANENT TALENT

We can cut the time it takes to hire for your role – remote or on-site. We’re here for you by helping you bring the right person on board. We’re your advocate in the jobs market, helping you attract the very best talent. Whether you’re looking for your next early-to mid-career employee or you need to fill a C-suite role, we can offer you a permanent talent solution.



The functional areas we specialise in:



FINANCE AND
ACCOUNTING

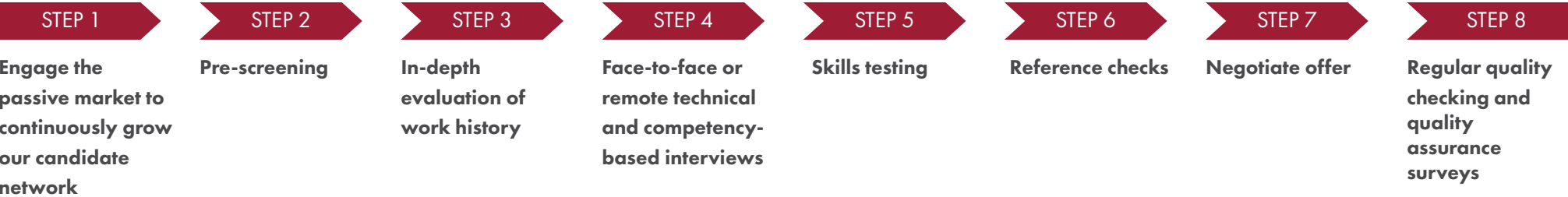


FINANCIAL
SERVICES



TECHNOLOGY

OUR PROCESS



REQUEST TALENT

QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US

WHAT YOU
CAN EXPECT

A **dedicated recruitment consultant** who will assist you throughout the process. Our consultants specialise in specific industries and sectors

Tailored service based on an in-depth analysis of your hiring needs and corporate culture

Access to one of **the largest databases in the industry**, including passive candidates who might not be actively looking for a new role

AI matching technology to complement our personalised approach

Access to **the best candidates** whose skills, work styles, and career goals are aligned with yours

Progress updates every step of the way

ENJOY A FASTER AND EASIER
HIRING EXPERIENCE

Through our Fast-Track
Hire Experience, you get:

- Priority access to highly qualified professionals and our most experienced team members
- Customised hiring intelligence to inform your hiring journey and decision points
- Welcome your new employee quickly with an average time commitment of less than 8 hours

FIND TALENT QUICKLY



Three simple steps:

- 1 Talent preview.** We develop a curated shortlist of interested and vetted professionals, matched to your specific role.
- 2 Interviews.** By scheduling consecutive interviews, you will meet the candidates in one focused session, evaluating the candidate after every interview with your team of consultants. This approach will enable you to make clear comparisons on who will best meet your business needs.
- 3 Talent select.** After a second round of interviews with the finalists, you are able to select the best candidate.

QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US

HOW WE HELPED SOME OF OUR CLIENTS

FINANCE



Hiring assignment

Robert Half’s client was a rapidly growing multinational retail company, seeking a **Finance Manager** for a newly-created position. The role involved managing the company’s finance function for the expanding business in Hong Kong and Macau.



Our solution

Tapping into Robert Half’s extensive database of screened talent, while leveraging LinkedIn, and referrals from their network of professional contacts, Robert Half was able to present a shortlist of ten high-quality candidates, each offering the required combination of retail industry experience, and strong financial and reporting skills. The role was filled within two months from initial consultation.



Result

The Finance Manager has delivered accurate, timely and clear reports, and with the benefit of considerable experience, is providing valuable insights that are being utilised by the company’s senior management in both Hong Kong and Europe.



REQUEST TALENT

QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US

FINANCIAL SERVICES



Hiring
assignment

Due to company expansion, the private equity company was seeking a **Fund Controller**. As a client-facing role within the private equity sector, the candidate would play a critical role within the business. They would be responsible for the preparation of financial statements and valuations for investors, and presenting and interpreting the numbers for their clients to equip them with the information they need to make informed decisions.

REQUEST TALENT



Our
solution

A good relationship with the client and a history of placing successful candidates meant Robert Half was able to leverage its knowledge of the client’s corporate culture and pitch strong candidates with 12+ years of experience in the Big 4. As a result, a successful Fund Controller was hired in less than a month from presentation of the candidate to job offer.



Result

Thanks to a short recruitment period, Robert Half saved the client both time and resources. The new Fund Controller has demonstrated a strong ability to support the finance function and helped the business to expand steadily as a result. They have been able to build strong relationships with existing clients and have also brought new clients onboard.



QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US

TECHNOLOGY



Hiring
assignment

A digital bank approached Robert Half to help them recruit a **Project Manager** responsible for implementing a new mobile banking project. The company required the candidate to have experience in digital banking, project management – with a preference for projects involving Hong Kong’s Faster Payment System, and an understanding of the Hong Kong Monetary Authority’s mobile banking regulations.



Our
solution

After developing an ideal candidate profile, Robert Half conducted a multi-channel talent search, drawing on the database of vetted talent, combined with job boards and LinkedIn, to build a shortlist of ten high-quality professionals for the client to assess.

After several interviews with the top five candidates, the candidate was successfully placed in the new role.



Result

Within six weeks from first engagement with Robert Half, the company had a highly skilled Project Manager in place, who was able to lead the design and implementation of a new mobile banking project.

REQUEST TALENT



QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US

CONTRACT TALENT

When workloads rise, new or unexpected projects hit or employees are out, we have you covered. From staff-level employees to experienced subject matter experts, our contract talent can get to work quickly — remote or on-site. We have skilled professionals at the ready for short or long-term assignments and a range of flexible staffing options to help meet your unique hiring needs.

The functional areas we specialise in:



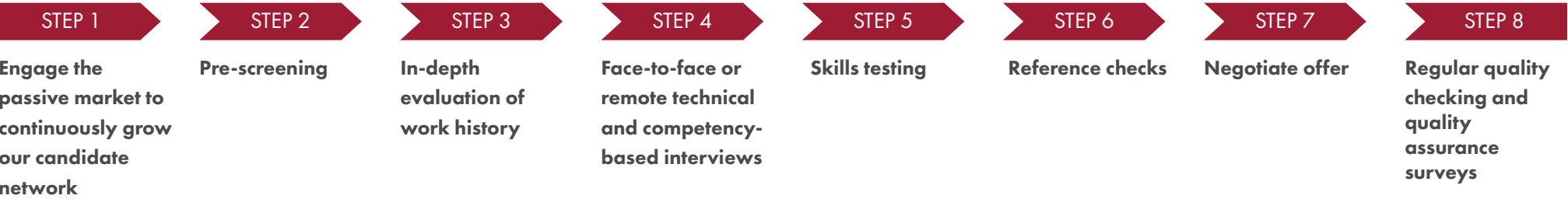
FINANCE AND
ACCOUNTING



FINANCIAL SERVICES



OUR PROCESS



REQUEST TALENT

QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US

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CAN EXPECT

A **dedicated recruitment consultant** who will assist you throughout the process

Tailored service based on an in-depth analysis of your hiring needs and corporate culture

Access to one of **the largest databases in the industry**, including passive candidates who might not be actively looking for a new role

AI matching technology to complement our personalised approach

Access to **the best candidates** whose skills, work styles, and career goals are aligned with yours

Progress updates every step of the way

HOW WE HELPED SOME OF
OUR CLIENTS

FINANCE AND ACCOUNTING



Hiring
assignment

A large multinational company, needed to urgently replace an **Accounting Officer**. The firm was planning to find a permanent recruit from within its existing workforce. However, until a suitably skilled and experienced candidate was identified, Robert Half was asked for assistance engaging a contractor for a 12-month term.

REQUEST TALENT



Our
solution

Thanks to its extensive database of pre-screened talent – professionals with whom Robert Half has forged successful long-term relationships, Robert Half was able to identify two suitable candidates within 24 hours. Client interviews were conducted the following day, and the client selected their preferred candidate a day later. The entire recruitment process – from first contact to candidate placement, took just three days.



Result

The rapid placement of a suitably skilled and experienced accounting professional meant the company did not have to impose additional workload on its Hong Kong accounting team, thereby maintaining a high level of morale and productivity.

The candidate quickly became an integral part of the company’s accounting staff – so much so that the contractor was offered a permanent position.

QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US

FINANCIAL SERVICES



Hiring
assignment

A large insurance company was seeking an **IFRS17 Manager** on a 1-year contract. The role was complex, focusing on the transition of the company’s systems and accounting policy for IFRS17, interpreting the new standard, and explaining the assimilation process to the local office who were required to execute a transition plan established by the regional office.



Our
solution

To overcome the skills shortage, Robert Half proactively engaged with the extensive database of skilled, screened talent. The team leveraged long-term candidate relationships, focusing on the benefits of the role and company, to attract high-calibre professionals. As a result of this search, high-quality candidates were put forward for the role. Within eight weeks from initial consultation, the role was successfully filled with a candidate who brings all-round IFRS17 implementation experience to the company.



Result

The company was able to secure an experienced IFRS17 expert in a market where talent is in very short supply, thereby successfully managing important regulatory change, while providing exceptional value-add, planning and writing guidelines for user acceptance testing (UAT).



REQUEST TALENT

QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US



Protiviti is a global consulting firm and a wholly owned subsidiary of Robert Half providing deep expertise, objective insights, and tailored solutions through collaboration to help business leaders face the future with confidence. Through our network of more than 70 offices in 25 countries, Protiviti provides consulting solutions across finance, technology, operations, data analytics, governance, risk, and internal audit.

Protiviti serve more than 60 percent of Fortune 1000® and 35 percent of Fortune Global 500® companies. We also work with smaller rapidly expanding companies, including those looking to go public, and with government agencies.

WHAT WE DELIVER

Robert Half remains faithful to a key guiding principle: “Ethics First”. Honesty, integrity, and professionalism are the foundations of everything we do. Working with Robert Half, clients and candidates can expect superior service and support, and can count on complete discretion.

- **Access to highly skilled candidates, remote or on-site:** Talented professionals available ASAP and the right setup options so they can work remotely and securely if needed.
- **Recruitment services from A to Z,** from sourcing the most suitable candidates and evaluating their skills to conducting interviews, checking references, negotiating the job offer, and assessing cultural fit.
- **People + technology:** Combination of a highly personalised approach by recruitment consultants with extensive market expertise and AI-based matching technology that incorporates decades of placement data.
- **Managed Solutions:** Transform your organisation into a modern workplace through our unique approach that combines world-class calibre consulting services, extensive operational experience, innovative technology, and one of the largest networks of specialised loan staff.
- **Flexible staffing model:** Talent solutions tailored to your organisation’s unique needs, from building a foundation of core permanent employees to providing contract professionals during peak workloads or when you’re in need of long-term dedicated professionals with specific skills, or when project continuity is business critical.



QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US

FLEXIBLE TALENT SOLUTIONS

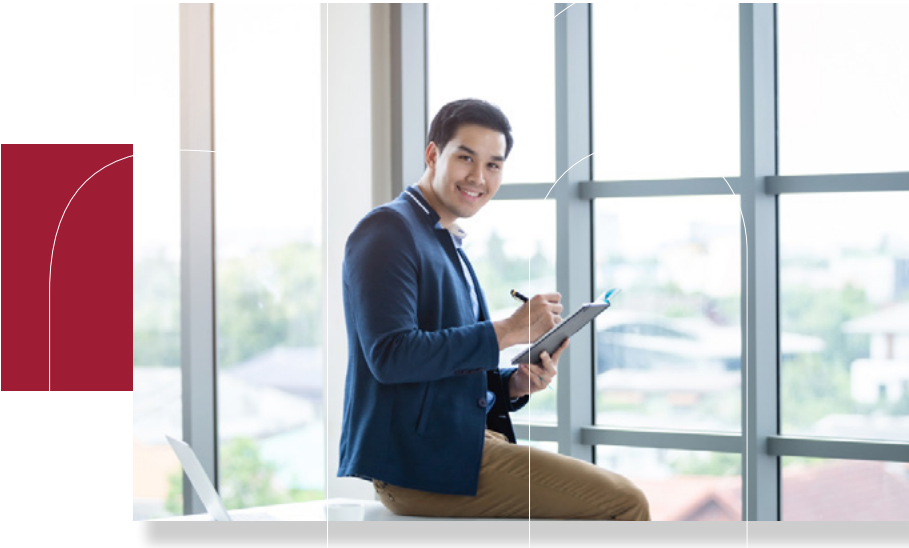
Companies are confronted with an array of hiring challenges, ranging from the need to recruit a new executive and secure permanent staff to manage day-to-day operations to needing a contractor to start the following week and requiring project support or specialised subject matter expertise.

By building and maintaining a strong long-term partnership where we develop a deep understanding of the business and its culture, we help clients successfully manage their workload, business-critical projects, and growth initiatives throughout the year.

WHAT WE DELIVER

- **Continuity in customer service** by offering you one point of contact who understands the complexities of your business and the different practice groups at Robert Half for all your hiring needs
- **Ongoing quality assurance** and tailored service by your dedicated Account Manager
- **Continuity in commercials and terms** – No more negotiation for every hiring assignment
- **Established relationship with your HR and procurement department**
- Access to one of **the largest databases in the industry**, including passive candidates who might not be actively looking for a new role
- **AI matching technology** to complement our personalised approach
- Access to **the best candidates** whose skills, work styles, and career goals are aligned with yours

CONTACT US ABOUT YOUR HIRING NEEDS



QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US

WHAT OUR CUSTOMERS SAY

Robert Half is committed to providing the highest level of quality service. We believe this goal requires daily investment from all our employees. Part of our quality assurance program is an industry-leading customer loyalty survey, which allows us to gain specific data and feedback as it relates to how our clients and candidates feel about our overall service and the likelihood they would recommend our services to others.

BASED ON OUR CUSTOMER LOYALTY SURVEY,

9 out of 10 clients
would recommend us



QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US

HERE'S WHAT SOME OF OUR HIRING MANAGERS HAD TO SAY....

“
Robert Half is very responsive and is able to present candidates who fit exactly into the role we are hiring for and our firm culture.”

“
My consultant is able to understand my requirements and has helped me to place 3 finance staff within one year. Well done!

“
Understanding the profile of candidates that we are looking for, and sourcing the right candidates for us to fill up the headcounts.

“
The candidates provided were a **perfect fit** to our job requirements.”

“
Provided good services, knew exactly what type of candidates we were looking and did proper screening prior to presenting them.

“
Solid candidate base in the finance and accounting industry, good communication.

“
The consultant is a good listener, and responds swiftly.”

QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US

HERE'S WHAT SOME OF OUR CANDIDATES HAD TO SAY....



The team picked an opportunity that **catered to my needs** rather than blindly shoving a job to me, and I felt like my expectations were understood and heard. They were also very practical and realistic in their recommendations, which I found very useful.



Consultants are **very helpful and provided professional advice** and services to ensure effective communication with the employer.



RH introduced well matched roles with my updated expectations in terms of my experience and salary recommendations in the recent market.



Really appreciated that your consultants tried their best to help throughout the recruitment process. **The choice of jobs is more and wider** than other agencies on the market.



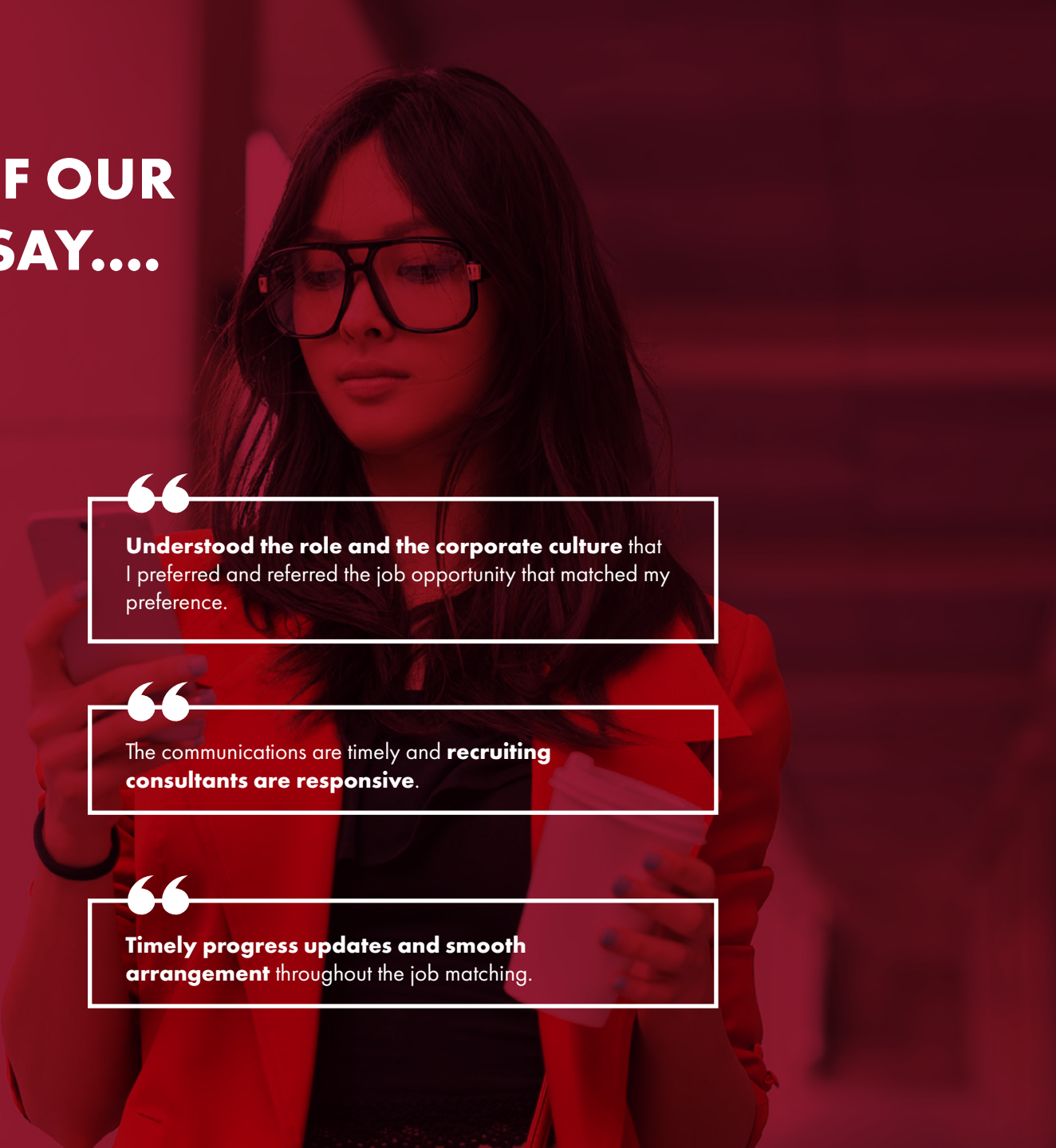
Understood the role and the corporate culture that I preferred and referred the job opportunity that matched my preference.



The communications are timely and **recruiting consultants are responsive**.



Timely progress updates and smooth arrangement throughout the job matching.



QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US

We're proud to say we currently have more than **60 Google reviews** with an average rating of **4.9*** in Hong Kong.



Extremely helpful and professional recruitment team



I would like to thank Violet for helping me and finding a suitable position which I am currently very happy with. From the beginning to the end process, Violet gave me good advice and provided me with appropriate information. I would really recommend her as she really cares about candidates. Thanks!



There are many recruiter agencies who just want to have your personal information and no response since that. However, it is good experience to communicate with RH, especially Violet Chi. She is very professional, considerate and helpful through the whole seeking job process. She is passionate to coordinate between candidate and employer. She also provides many career advices and insight, interview skills and listen to your thoughts and needs carefully. Once have any matters, she is active to ask and reply quickly. Just like a friend to encourage and support... Thanks Violet and Winnie for the effort!



I would like to thank Violet for referring my current position to me. She is very helpful during the process and gave a lot of useful advice/information to me for the preparation of the interview. Highly recommend to other job seekers.

QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US

OUR PEOPLE, OUR EXPERIENCE

Quality recruitment is not about ticking boxes, it’s about helping people. Our recruitment consultants understand this. How we work is tailored to your specific needs, providing you with highly specialised talent solutions based on industry experience, cultural fit, and skills.

WHY OUR TEAM IS THE BEST

- We know what we’re talking about. **We are subject matter experts in our respective fields**, so you can trust us with your hiring needs.
- Passion makes a difference. **We are passionate about helping clients** find the best talent for their hiring needs.
- We have your best interests at heart. You are our primary focus, and **we prioritise building long-lasting and trusted partnerships with you.**
- **When working with us, you will get more than just the right talent.** We guide you along the way, informing and advising you on skills, the employment market, and salary trends.



QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US

OUR COMMUNITIES

Robert Half helps people find rewarding work and clients find the right talent to grow their businesses, and our goal is to adhere to the highest ethical standards when doing so. This commitment is reflected in our policies and programs that support universal human rights; respect the diversity of our employees, customers, and business partners; form the foundation of our philanthropic endeavours; and protect the environment in the communities we serve.



HERE ARE SOME OF THE WAYS WE SUPPORT LOCAL COMMUNITIES

Employee-led volunteering across the globe

Our company encourages employees to connect with the communities where they live and work. Leading by example is our overall community involvement program for our corporate services and talent solutions professionals. It is focused on education and workforce development, two areas where we feel we can make the greatest impact, given the nature of our business.

International Day of Charity

Robert Half promotes the International Day of Charity as a way for our employees across the globe to connect with and support their communities virtually.

Reducing energy use

Robert Half’s global real estate portfolio consists of leased offices, the majority of which are operated under contracts that include our utilities, custodial services, and other amenities. We strive to work with our landlords to contribute to sustainability even where we do not have operational control.

i on Hunger

Since 2014, Protiviti’s i on Hunger campaign has delivered more than 11 million meals to communities in need around the world.

QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US

OUR ENVIRONMENTAL,
SOCIAL, AND GOVERNANCE
FRAMEWORK

We believe that good governance is at the heart of corporate citizenship. Our people, policies, and procedures help make our environmental, social, and governance (ESG) programs strong.

Check out our latest [Corporate Citizenship Report](#) to find out more about our social, governance, and environmental sustainability.



QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

**DIVERSITY, EQUITY,
AND INCLUSION**

MARKET
RESOURCES

CONTACT
US

DIVERSITY, EQUITY, AND INCLUSION, OUR TOP PRIORITY

As a global organisation, at Robert Half we understand how important it is to recognise the different backgrounds, life experiences, and cultures among our staff and within the communities we serve.

Honouring diversity, ensuring equity, and promoting inclusion is not new for Robert Half. Our founder, Bob Half, was guided by high ethical standards and a desire for positive change in the employment industry, actively lobbying against discriminatory hiring policies from the outset.

Our choice of ethics and integrity as our fundamental values sets the stage for our support of diversity, equity, and inclusion (DEI). For Robert Half, DEI means creating a workplace where people of different nationalities, races, genders, experience levels, sexual orientations and other characteristics feel accepted and that they belong. We strive to make our company an organisation where everyone is treated fairly, justly, and impartially, and has equal access to opportunities to have their voices heard and advance in the company.

54%

**WOMEN IN OUR GLOBAL
WORKFORCE**

41%

**TOTAL SUPPLIER SPEND SUPPORTING
SMALL AND DIVERSE BUSINESSES**

50%

**EMPLOYEES WHO PARTICIPATED IN
NEW AND EXPANDED EMPLOYEE
NETWORK GROUP EVENTS,
REPRESENTING MINORITY GROUPS**

CEO ACTION

**FOR DIVERSITY & INCLUSION PLEDGE
SIGNED BY SENIOR LEADERSHIP**



QUICK LINKS

OUR
COMPANY

OUR
SERVICES

PERMANENT
TALENT

CONTRACT
TALENT

WHAT WE
DELIVER

FLEXIBLE TALENT
SOLUTIONS

WHAT OUR
CUSTOMERS SAY

OUR
PEOPLE

OUR
COMMUNITIES

DIVERSITY, EQUITY,
AND INCLUSION

MARKET
RESOURCES

CONTACT
US

SOME OF ROBERT HALF'S DEI ACCOLADES

In 2020, Robert Half's senior leadership signed the **CEO Action for Diversity & Inclusion** pledge, committing to support diversity in the workplace and our communities. That same year, in the spirit of that pledge, we amended our Corporate Governance Guidelines to bring more diversity into our board and CEO succession plans.



2022

For the fourth year, Robert Half was selected for the **Bloomberg Gender-Equality Index**



2022

Robert Half is honoured to be named one of Forbes' **Best Employers for Diversity 2022**



Since 2019

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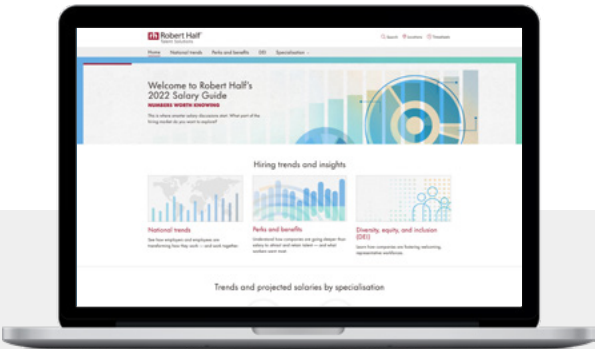
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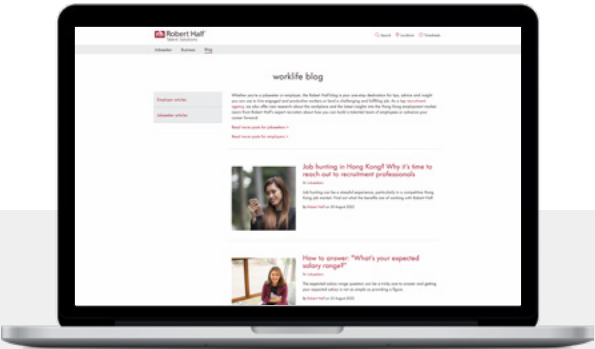
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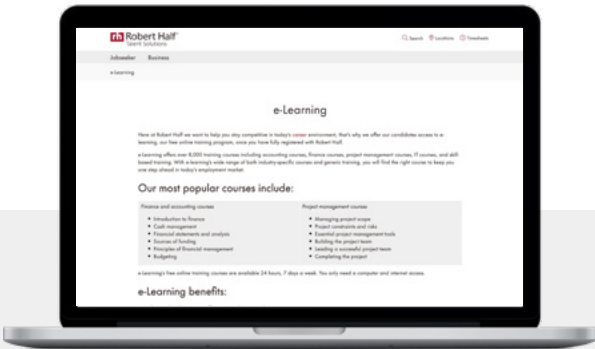
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