

Corporate Governance Policy

As a privately held company, much of the responsibility for good corporate governance rests with the major shareholders. Yet the Board takes seriously its responsibility to ensure the Group adheres to strong management principles and the highest standards of corporate practice.

These centre on appointing experienced and well qualified managers for each recruitment practice, and ensuring that their roles, responsibilities and authority levels are clear. Strong performance in this regard is a measurable KPI linked to remuneration and profit sharing policies. Equally, critical functions around risk management or financial control are appropriately separated – with dual controls or double checking systems in place, as well as independent reporting lines.

Ethical and responsible decision making is promoted at all levels. As an example, our commission free remuneration structure means that there is no financial incentive to make a decision that is not in the best interests of all parties.

The Board has appointed independent external experts to oversee and advise upon all critical elements that relate to professional corporate governance.