

Adecco SA

United Nations Global Compact Communication on Progress

From start of participation, 12.11.2003 - 30.6.2007

Brief description of nature of business

Adecco S.A. is a Fortune Global 500 company and the global leader in HR services. The Adecco Group network connects over 700,000 associates with business clients each day through its network of over 36,000 employees (FTEs) and over 7,000 offices in over 60 countries and territories around the world. Registered in Switzerland, and managed by a multinational team with expertise in markets spanning the globe, the Adecco Group delivers an unparalleled range of flexible staffing and career resources to clients and associates.

Adecco S.A. is registered in Switzerland (ISIN: CH001213860) and listed on the Swiss Stock Exchange with trading on Virt-x (SWX/VIRT-X: ADEN) and the Eurolist of Euronext Paris (EURONEXT: ADE).

More information is available on www.adecco.com

Statement of support

Adecco SA is willingly supporting UNGC with its best efforts. We clearly understand the importance of UNGC principles and steadily take appropriate actions according to them. We will continue to support UNGC because we see its principles as fundamental guidelines for sustainable development of our business.

10 August 2007
Dieter Scheiff, CEO

Action taken & impacts achieved regarding UN Global Compact...

... Principle 1 and 2:

Businesses should support and respect the protection of internationally proclaimed human rights and make sure that they are not complicit in human rights abuses

In 2005, we launched a revised *code of business conduct*. It was distributed as hardcopy through the national subsidiaries to each employee of our business. This code prompts our Employees to respect our Values (Respect, Responsibility, Honesty and Integrity), to comply with the law, and even beyond the law: make sure that they do their daily business in an ethical way, even if the literal law would probably allow an unethical action.

- As of May 2007, 76% of our Employees had completed and passed a related online training course, which makes the Employees familiar with the code of business conduct and tests whether they have understood it properly.

- Additionally, 52% had confirmed in writing that they had received and understood the code of business conduct, and that they agree to comply with its principles and to report any violations.

- We also trained our Employees by an introductory online course in business ethics. This course raises the awareness to the fact that just following the law is often not enough but going beyond the literal law is often required in order to act ethically. As of May 2007, approximately 64% of our Employees had completed and passed this introduction into business ethics.

The above-mentioned percentages of completed distribution and training in our code of conduct demonstrate that this process is centrally managed and monitored: our headquarters advise and control the national subsidiaries that each employee completes the necessary trainings. We are still working on reaching 100% of our employees worldwide to have completed their code of conduct trainings. However, due to staff turnover it will never be possible to reach the full 100% mark.

Apart from these training and prevention measures, our code of conduct provides also guidance in reporting issues on concerns: the centre-piece of this is *the Adecco Compliance and Ethics Line*, where employees can either via phone or through a secured website report any cases or threats of potential human rights abuses. This line is served 24 hours 7 days and operated by trained staff from a company independent from Adecco.

In accordance with instructions issued by the Corporate Governance Committee and the Audit Committee of Adecco's Board of Directors, all call reports or correspondence will be forwarded to the intended board member(s) unless they are of a trivial nature or otherwise not related to accounting, internal controls, auditing matters, corporate governance, safety, health or environmental issues or any other significant legal or ethical issues at Adecco.

... Principle 3:

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

On an international level, the Platform for Adecco Communication in Europe (PACE) was created in 1999 for the promotion of communication and social dialogue between the management and Colleagues of the Adecco Group companies (and future companies) within the European Union (EU), the European Economic Area (EEA) and the European Free Trade Area (EFTA). As such, PACE represents about 64% of all the Adecco Group Colleagues. PACE meetings take place once a year. The trade union organisation Euro-FIET may attend with observers. The most recent PACE meeting took place on May 30, 2007. The Adecco Group subsidiaries do respect collective bargaining agreements as well as freedom of association.

Nevertheless, should any of our employees witness any cases of denied freedom of association or rejected right to collective bargaining, he or she is expected to report it via the Adecco Compliance and Ethics Line, either via phone or through a secured website.

... Principle 4 and 5:

Businesses should uphold the elimination of all forms of forced and compulsory labour Businesses should uphold the effective abolition of child labour

Our employees who recruit candidates for our clients are trained to comply with the law, thus also not to accept any orders that might be in context of any forced or compulsory labour, or any work being done by candidates who don't meet the required minimum age for the respective job.

Any cases or threats of forced, compulsory or child labour are to be reported through our whistleblower tool, the Adecco Compliance and Ethics Line, which is served 24 hours 7 days and operated by trained staff from a company independent from Adecco.

... Principle 6:

Businesses should eliminate discrimination in respect of employment and occupation

In 2005, we launched a revised code of business conduct. It was distributed as hardcopy through the national subsidiaries to each employee of our business. This code addresses in particular the topic of discrimination. It says: "...we must do our part to put our core value of respect into action by:

- Never engaging in illegal discrimination, harassment or violence or tolerating those who do;
- Providing equal employment opportunity to all Colleagues, Associates and applicants for employment without regard to race, color, religion, national origin, sex, age, disability, former military service, marital status, sexual orientation or any other personal characteristic protected by law.
- Performing unbiased and constructive employee evaluations".

In order to make our Employees familiar with this policy and to ensure that they have understood it properly, we are using an online training tool on our code of business conduct, as described above under principle 1 and 2.

In some cases, it might be possible to discriminate although not violating the respective laws, because discrimination is a very sensitive issue and depends very much on concrete, individual circumstances. Therefore, we trained our Employees by an introductory online course in business ethics. This course raises the awareness to the fact that just following the law is often not enough but going beyond the literal law is often required in order to act ethically. As of spring 2007, so far, approximately 64% of our Employees had completed and passed this introduction in to business ethics. We are working on getting 100% of our Employees had completed and passed this introduction in to business ethics.

Apart from these training and prevention measures, any cases or threats of discrimination are to be reported to through the Adecco Compliance and Ethics Line, which is available for our employees as well as for any discriminated individuals.

In addition, Adecco has committed itself to make work – a key factor for social integration – accessible for everybody, with special attention to the disadvantaged groups, who are at special risk to get discriminated. Accordingly, we have initiated programmes, mainly in France, Spain, Italy and USA to help in particular the following four groups (but also others) access the labour market: People with disabilities; disadvantaged young people; older people (40/45 years up to retirement age); Mothers, respectively Lone Parents. Thanks to these programmes, Adecco helps in Europe each year about 10,000 disabled people access the labour market.

... Principle 7:

Businesses should support a precautionary approach to environmental challenges

In 2004, the Board of Directors adopted the first time a corporate environmental policy. This policy states that locally applicable environmental regulations and laws should be regarded as setting the minimum standards of our subsidiaries environmental performance and that we should additionally work to minimize the negative environmental impacts of our operations by reducing harmful emissions and waste.

Our revised code of business conduct launched in 2005 calls our employees' attention to environmental challenges and prompts everybody to use our company resources such as printers, paper, cars, etc. in full compliance with applicable environmental laws and in respect of saving our environment.

... Principle 8:

Undertake initiatives to promote greater environmental responsibility

Since our business of providing HR services is principally considered to be of low ecological impact, we promote greater environmental awareness – in particular amongst our employee with regard to climate change – by actively launching environmental disaster response projects, whenever advisable.

The most important one since joining the UNGC was to help 'Katrina' displaced workers in the USA to find new jobs.

Following the 2005 disaster, reports indicated that around 400,000 jobs might be lost. Adecco USA immediately launched a company-wide initiative that brought together senior management at Adecco corporate headquarters along with executives in its branch offices. One of the efforts Adecco spearheaded was to place 'mobile career centers' in evacuation shelters across the Southern states. These centers included job searching facilities and offered practical help for men and women anxious to get back on their feet and back to work. Adecco also provided food, clothing and transportation to job sites, and worked with many of our clients throughout the region to engage them in the initiative and help those most impacted. This face-to-face approach, with an emphasis on practical support, helped get more than 500 evacuees into employment and on track to rebuilding their lives.

For further initiatives, which promote greater environmental responsibility, target on development, diffusion and implementation of environmentally friendly technologies in our daily business: see below under principle 9.

... Principle 9:

Businesses should encourage the development and diffusion of environmentally friendly technologies

As a service providing company, we can mainly influence our environmental footprint by running our offices in an environmentally friendly way. The consumption of paper is a central element, and we work constantly to reduce the use of paper and to increase the use of electronic documents. One of the biggest paper consumption factors in our business are the time sheets for temporary work, i.e. the forms to document the actual working hours of our temporary employees. In order to save the amounts of paper used for these forms, in 2006, the electronic web-time capture solution was introduced and implemented throughout the Adecco Group: For Associates with Internet access, we offer an online timesheet. Using a unique user name and password, Associates login to a secure website and complete their timesheet. These are then authorised by the appropriate Line Manager before being sent to Adecco for verification and payment/billing.

We continuously communicate to our Clients and convince them to shift with us from paper time sheets to the electronic web-time capture solution.

... Principle 10:

Businesses should work against corruption in all its forms, including extortion and bribery

In 2005, we launched a revised code of business conduct. It was distributed as hardcopy through the national subsidiaries to each employee of our business. This code addresses the topic of "conflict of interest", which may lead to active or

passive or bribery, as well as “political contributions” and the topic of “anti-corruption laws” referring to both the ‘Convention on Combating Bribery of Foreign Public Officials in International Business Transactions’ and to the ‘United Nations Convention Against Corruption’.

In order to make our Employees familiar with this policy and to ensure that they have understood it properly, we are using an online training tool on our code of business conduct, as described above under principle 1 and 2.

However, bribery is a complex issue, and it might be possible to bribe although not violating the respective laws, because it depends very much on concrete, individual circumstances. Therefore, we trained our Employees by an introductory online course in business ethics. This course raises the awareness to the fact that just following the law is often not enough but going beyond the literal law is often required in order to act ethically. As of May 2007, approximately 64% of our Employees had completed and passed this introduction in to business ethics.

Furthermore, employees, investors or other interested parties may report directly to the Board of Directors any cases or threats of potential corruption, extortion or bribery. This can be done by using the anonymous Adecco Compliance and Ethics Line, which is served 24 hours 7 days and operated by trained staff from a company independent from Adecco. When third party service provider receives either a telephone call or written correspondence directed to one or more of Adecco's directors, third party service provider will forward call reports to Adecco's Chief Executive Officer, Chief Financial Officer, Group Chief Compliance and Business Ethics Officer and General Counsel. These corporate officers will then review the written correspondence and call reports to facilitate the delivery of such correspondence to Adecco's directors and to recommend, what if, any action should be taken in response to the correspondence or call reports.