

Connecting People to Possibilities

Corporate Social Responsibility Update



Daniel Paniagua, who lost his leg in combat, found a job and a renewed sense of purpose through a Manpower Colombia workforce development program.

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In an area devastated by the 2004 tsunami, Manpower India continues to help a community rebuild itself.

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Manpower®

Bernika McClain turned to a program co-sponsored by Manpower and the City of Chicago to gain new skills, land a job and achieve financial independence.

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Thousands throughout the United Kingdom have found work as a result of the training and personal guidance they have received through Manpower and Working Links.

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Manpower France's Égalité des chances program provides career support services for thousands in need of jobs – including volunteer fire fighters whose commitment to community service makes it difficult for them to secure steady employment.

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Manpower Belgium is training under-skilled workers to fill jobs in the country's thriving logistics industry sector.

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In the aftermath of a deadly earthquake along Peru's central coast, Manpower Peru pitched in to get emergency supplies to victims.

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Job Support Power, a Manpower Japan workforce development program, has placed more than 100 people with disabilities throughout our Japanese organization. They work in many functions of the company, including administrative support, research and marketing.

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Connecting an individual to the dignity and independence of work is the core of Manpower's mission and has been from the day we launched our company 60 years ago.

A Message from Jeffrey A. Joerres

Jeffrey A. Joerres
Chairman and CEO



Take a moment to ask yourself why you work. For many of us the answer is obvious. We work to put food on the table. We work to pay our mortgage. We work to put our children through university or to save for our retirement. Some of us are fortunate enough to work in support of goals that offer personal, in addition to financial, fulfillment. In short, we work because we need to, we want to, and our ability to work is something most of us take for granted.

But hundreds of millions around the globe cannot take a job for granted because they have never known the security of sustainable employment. The confidence and peace of mind that come with a steady job are beyond the reach of far too many people.

This is where Manpower can help.

Connecting individuals to the dignity and independence of work is the very core of Manpower's mission and has been from the day we launched our company 60 years ago. Whether an individual is an experienced chemical engineer looking to advance his career in the Middle East, or a hearing-impaired young person trying to land her first job, Manpower provides a wide selection of career development services that give people the opportunities they seek. This mission has propelled our growth from a single office in 1948 to a global corporation with over 33,000 employees in 80 countries and territories today.

At the most fundamental level, our business is an ongoing demonstration of social responsibility in action. Every single day, we change thousands of lives for the better. We work hard to eliminate all forms of employment discrimination, and in the process, provide people from all walks of life with sustainable livelihoods. At the same time, we provide our clients with the talented individuals they need to run their operations more effectively. Social responsibility is in our DNA. It is deeply embedded in our culture. And it is the way we pursue our business that has earned us a reputation as a knowledgeable, trusted source for innovative solutions that bring job seekers and employers together. The result? In 2007, our efforts helped five million people find work with over 400,000 employers.

OUR VALUES ARE CONSTANT

Our social responsibility efforts are a natural extension of our values: respect for people, clients and community and the important role of work in the lives of all; sharing our knowledge and expertise to develop sustainable workforce practices; and seeking innovative ways to develop socially inclusive working environments for the long-term.

In the following pages we describe how we leverage our core expertise in the world of work to link the disadvantaged and disenfranchised to opportunities that help them survive and thrive, and how our work has progressed since our first report on corporate social responsibility one year ago. Among the initiatives we highlight:

- Our workforce development programs, which provide the long-term unemployed and under-employed with the training, support and opportunities that they may not otherwise get. Last year alone, Manpower's workforce development programs helped more than 27,000 individuals find work.
- Our commitment to the United Nations Global Compact and our campaign to advance that initiative's vital work in human and labor rights, the environment and the elimination of corrupt practices in business and the workplace.
- Our disaster recovery efforts, which help victims of natural catastrophes find a path to sustainable work. For example, the Manpower Vocational Training Centers in Nagapattinam, India, have trained thousands of people whose lives were devastated by the deadly 2004 tsunami.

- Our work with the United Nations High Commissioner for Refugees (UNHCR) and its ninemillion.org campaign. We are helping the UNHCR in its effort to educate millions of refugee children and help them develop the marketable skills they will eventually need.
- Our support for the Athens Ethical Principles Against Human Trafficking, as well as our successful effort to persuade more than 12,000 organizations to stand up against any entity that benefits from the enslavement or forced labor of others.

As an evolving, forward-thinking business determined to work for all of our stakeholders, we know there is still much to do, including developing and implementing benchmarks that accurately measure our company's progress toward socially responsible business goals and activities. We will continue to work on this.

STARTING AT HOME

Our company made a major environmental statement in September 2007 when we opened the doors of our new global headquarters in Milwaukee. Our building was designed in accordance with the United States Green Building Council's Leadership in Energy and Environmental Design (LEED) standards to promote sustainable design and achieve specific environmental and energy performance goals. This beautiful and functional structure will serve as a benchmark for all 4,500 Manpower offices around the world as we strive to minimize our organization's carbon footprint.

5,000,000

The number of people, worldwide, who found work through Manpower in 2007.

Manpower's Global Values Provide the Framework of Our Social Responsibility Agenda.

People

We care about people and the role of work in their lives. We respect people as individuals, trusting them, supporting them, enabling them to achieve their goals in work and in life.

Knowledge

We share our knowledge, our expertise and our resources to help people embrace the opportunities that await them in the contemporary world of work.

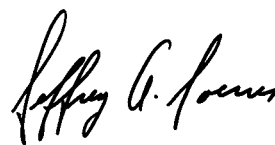
Innovation

Our entrepreneurial spirit has inspired innovation and has helped us pioneer solutions that give our clients and candidates the ability to effectively respond to the always-changing realities of the marketplace.

This year, we are also introducing new global procurement procedures designed to ensure vendor practices that are consistent with our values and objectives – especially those intended to eliminate forced labor, human trafficking and corrupt business practices. And we will continue to expand our workforce development efforts in areas where our expertise can serve more people and the communities where they live. We have been doing this for 60 years, through good times and bad, and these efforts will continue.

Our determination to champion an agenda of social responsibility remains constant. Our reputation for transparency and good governance is unsurpassed. Clients, candidates, governments and other organizations rely on us for the principled leadership and insight that help them excel in the changing world of contemporary work. Our stakeholders recognize us as an organization with integrity, and we will never compromise the trust we have established with them.

In this, Manpower's second Social Responsibility Report, let me express how proud I am of the work we do and of the passion and commitment of each of my 33,000 colleagues. I'm sure I speak for all of us when I say we are gratified that we can make a difference in the lives of individuals, their families and our communities.



JEFFREY A. JOERRES
CHAIRMAN AND CEO

Workforce Development

The Cornerstone of Manpower's Social Responsibility Agenda

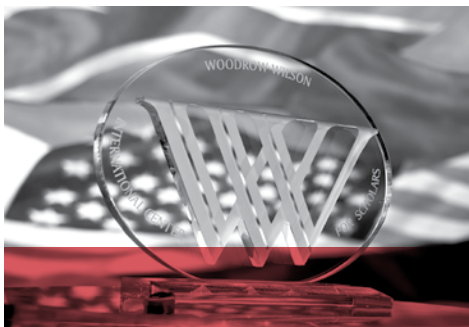
Starting on the day we opened our doors 60 years ago, we have been bridging the gap between organizations that need skilled personnel and the people who need jobs.

That is the core of our business.

On the following pages we offer examples of our workforce development initiatives, along with our other efforts on behalf of our employees, candidates, clients, communities and the environment.

50

The number of new workforce development programs we initiated in 2007 alone.



Woodrow Wilson International Award for Corporate Citizenship

The Woodrow Wilson International Center for Scholars honored Manpower Inc. Chairman and CEO Jeff Joerres with the 2008 Woodrow Wilson Award for Corporate Citizenship.

Corporate citizenship is a commitment to doing well by doing the right thing, and this award is a tribute to Manpower employees worldwide and the thousands of hours they give each year to charitable causes in the communities where they work. The award also recognizes the passion and energy that is deeply embedded in our corporate culture and the difference that we know we can make as a powerful change agent both locally and globally.

It is impossible to overstate the importance that work plays in each of our lives. Work contributes to our sense of self. It becomes an essential aspect of our personal identity, and often defines our role among family and community.

Yet many among us find it impossible to attain the hope, security and peace of mind that come with a job and a fair wage. There are many reasons for this: some people lack even the most basic skills; others have lost their jobs when their employers shut down; still others have disabilities that needlessly stand in the way of employment. Many more have lost their homes, communities or livelihoods to hurricanes, earthquakes or other natural disasters, or seen their worlds destroyed by war or famine. And far too often many of the most vulnerable people in our society are compelled to work against their will for little or no compensation, victimized by agents of human trafficking.

At any point in time, millions of people like these are in desperate need of work. And before most of them can get back on their feet, they need the support of people and organizations that can provide them with a way to connect – or reconnect – with opportunities for employment that are often impossible for them to access on their own.

These are the opportunities Manpower can provide.

Starting the day we opened our doors 60 years ago, we have been bridging the gap between organizations that need skilled personnel and the workers who need jobs. That is the core of our business. To accomplish this, we have developed programs and processes that distinguish our company as an innovative and trusted resource for job seekers and clients alike. Our workforce development programs are the cornerstone of our social responsibility agenda, and draw on our strength as a proven provider of job training, career guidance and talent management solutions that work.

It's a global effort. In 2007 alone, we initiated over 50 new programs worldwide. Each was developed to help disenfranchised job seekers overcome the challenges that they encounter when they try to enter – or re-enter – the workforce. They provide candidates with the training, support and confidence they need to take advantage of opportunities that lead to sustainable employment.

Our industry-leading skills-assessment processes and hiring policies further ensure that individuals do not face discrimination, and that each can take advantage of any opportunity for which he or she is qualified. We also often work in partnership with community organizations, businesses and local governments. We help these groups identify skills gaps, and then offer the training that helps unemployed or underemployed individuals gain the skills and fill the gaps. Employers get the trained workers they need. Communities get more of their citizens into the workforce. And individuals are able to take advantage of opportunities that make a real and lasting impact in their lives.



Students gain computer skills at the Manpower Vocational Training Center in Tamil Nadu, India. Read more on page 17.

4,500

The number of Manpower Égalitédeschances candidates since the program's launch in 2007. Over 80 percent of them have found jobs as a direct result of the program.

The Job Academy

In 1997, Manpower France established a working partnership with the Foundation for Action to Combat Exclusion (FACE), a group dedicated to eliminating discrimination in the workplace throughout France. Manpower and FACE have jointly developed projects that enhance the employability of young people and the long-term jobless. We do this by placing candidates in temporary work assignments, thus providing them with the opportunity to develop skills, establish an employment history and attract the attention of potential employers.

In 2006, Manpower and FACE launched a program to assist young people who cannot find work because of racial or religious discrimination. Based in the city of Saint-Etienne, the Job Academy offers skills training and personal coaching. In its first year of operation, the program enabled 192 young people to find jobs.

Based on that success, the Job Academy expanded in 2007 to 10 cities throughout France, including Paris, Marseilles and Lyon. Over 1,100 candidates enrolled, and by the end of the year local employers had hired 590 of them while another 360 continued their job training. We look for the program to expand further in 2008.

Manpower Égalitédeschances

Manpower France, which has long worked with the government to address the problems of chronic unemployment and underemployment, is expanding those efforts with Manpower Égalitédeschances (Equal Opportunity). Launched in 2007 as a subsidiary of Manpower France, Égalitédeschances taps Manpower's extensive resources to support difficult-to-employ job seekers with skills assessments, customized training and guidance through every step of the recruitment and placement process.

By May 2008, Manpower Égalitédeschances had worked with nearly 4,500 people to help them find employment. Over 80 percent of them found a job as a direct result of their program participation.

Manpower Égalitédeschances has also launched a consortium with major private sector companies to identify innovative approaches to eliminating job discrimination and broaden opportunities for everyone. The goal of the consortium is twofold: to help employers harness the potential of thousands of workers; and to assist the unemployed find sustainable work and build careers.



Naïmi Moulim, (left) chief of the Manpower Égalitédeschances program in Dreux, France, helps difficult-to-employ job seekers get the training and support they need to find work.



“Work provides hope and dignity” A Wounded Soldier’s Story

In May 2004, Daniel Paniagua, a soldier in the Colombian military, was on routine patrol when he and his company were ambushed by separatist guerrillas. Daniel suffered a severe leg wound and doctors were unable to save his limb.

In the months following the injury, Daniel left the service and attempted to reintegrate himself into civilian society. He was entitled to a disability pension. But Daniel wanted more from life.

Daniel turned to “Semilleros de Responsabilidad Social” (Nurturers of Social Responsibility), a workforce development initiative created by Manpower Colombia. Semilleros de Responsabilidad Social offers training and job placement support to the disadvantaged throughout Colombia. Semilleros de Responsabilidad Social works with people with disabilities, abandoned youth and single mothers, among others, to provide job skills and eventual placement with Manpower clients. Daniel grabbed the opportunity. “Work provides hope and dignity,” he says. “And ‘Semilleros de Responsabilidad Social’ gave me opportunities I may not have had otherwise.”

Today, Daniel works with Almacenes Éxito, a leading Colombian department store. His training prepared him to provide top-flight customer service in such areas as digital devices, entertainment systems and educational products. According to Mónica López, supervisor of Manpower’s Almacenes Éxito staff, Daniel is a standout. “Everybody here loves him,” she says. “His winning personality and strong sense of responsibility make him a valuable member of our staff. We also value him as a friend and colleague.”

“Disabilities are in the mind for both those who are disabled and – more importantly – for those who are reluctant to employ them,” Daniel says. “Manpower gives us support, and provides us with the chance to develop the necessary abilities so we can build reputations as trusted workers and qualify ourselves for additional opportunities through education.” Now Daniel is planning to continue his education. “My future includes a career in marketing,” he says.

(Left) Daniel Paniagua lost his leg in battle as a member of Colombia’s armed forces. He turned to Manpower Colombia to help him develop the skills he needed to find a good job after returning to civilian life.



Acquiring Skills, Confidence and a Livelihood

Bernika McClain was raising six daughters on her own in Chicago's South Side. She never finished high school, and she had no marketable skills. Bernika had little confidence in herself or her ability to escape her dependence on the welfare system.

Not long ago, Bernika took advantage of an opportunity offered by Manpower and the City of Chicago. She enrolled in TechReach – a program that trains and places candidates into entry-level jobs. But before Bernika could develop new skills and get a job, she needed to develop confidence in herself.

This is where TechReach's job readiness training was particularly helpful. An essential part of Bernika's skills training involved teaching her how to behave confidently in interviews with potential employers. Manpower TechReach training coordinators helped her develop a resume and taught her how to dress appropriately for the workplace. Training coordinators also helped her anticipate and negotiate the

kinds of challenges that working people encounter daily, such as getting her children ready for school in the morning and arranging for transportation to and from work.

Not long after completing her training, Bernika landed a position in the order-filling department of Blockbuster Inc. Today she is excited about working for a company that values her energy and enthusiasm, and offers her the opportunity to build a sustainable livelihood.

Recently, a TechReach staff member encountered Bernika and her daughters at a local restaurant. Bernika greeted the staff member with a hug and told her that this was the first time in her life that she was able to enjoy a meal at a restaurant with all of her kids.

Bernika McClain (above right), with Alicia Brown, her TechReach training coordinator, turned to Manpower to help her develop the skills to land a job.

TechReach

Established in 2001, TechReach works to identify individuals who face barriers to employment, and then prepares them for jobs in high-growth industries. Candidates receive training in the skill sets that employers most need. Employers, in turn, get trained, motivated workers who can step in and immediately contribute to their business. TechReach is truly a win-win program.

Partnerships are important to the success of TechReach. Working with the Department of Labor since 2003, TechReach established a link between all of Manpower's U.S. offices and nearly all of the Department of Labor's 1,900 One Stop Career Centers.

In 2007, we joined forces with the Chicago Workforce Board and the Chicago Housing Authority (CHA) to launch an 18-month TechReach program to help 160 CHA residents gain needed skills for entry-level data processing and general office positions at banks and call centers. For many of the TechReach participants, the intensive 30- to 60-hour training – including classroom work, role-playing and interview practice – provided the foundation for the first job they ever had. Just one month after the program began, 22 CHA residents had completed skill-specific training sessions, and 15 were hired by Manpower and assigned to temporary staffing assignments with Manpower's Chicago clients. The Chicago TechReach program, already a remarkable success, is the prototype of a workforce development program that we will roll out in 2009 to dozens of metropolitan areas throughout North America.

Like many of our workforce development programs, TechReach generates revenue for Manpower in order to ensure sustainability and to further our efforts to join people in need of a livelihood with employers who need trained and disciplined staff. In 2006, TechReach succeeded in getting over 5,800 individuals in the U.S. and Canada into skilled jobs. In 2007, that number swelled to 6,912. TechReach has proved its value to the individuals, communities and employers it is intended to help.

6,912

The number of people
TechReach has succeeded
in placing in skilled jobs in the
U.S. and Canada since 2006.

18,927

The number of people who found work in 2007 through the United Kingdom's Working Links program. The program continues to place candidates into jobs at the rate of 1,200 people per month.

Working Links

In 2000, the government of the United Kingdom introduced a welfare-to-work program designed to significantly reduce dependency on government-sponsored social benefits. The program is called Working Links, and from the start, government officials recognized that its eventual success would require the help of private companies that had already demonstrated the ability to help long-term unemployed individuals find their way back to sustainable jobs. Manpower and Capgemini, a global technology consulting firm, joined Job Centre Plus, the government's national employment service, to develop programs that would help people move away from welfare dependence and back into the workforce.

Working Links focuses its efforts in areas where chronic social and economic deprivation often makes widespread unemployment a persistent problem. Some of these focus areas are geographic, such as regions where employment opportunities are scarce due to the lack of industry or other business. Other focus areas can be defined demographically, with specific programs developed in support of:

- Older people whom employers are reluctant to hire because of their age
- Young people who drop out of formal education before acquiring marketable skills
- Ethnic minorities
- People with disabilities
- Individuals with criminal records
- Single parents
- Reformed drug and alcohol abusers

Members from each of these groups, and others, have found a path back to a job through programs that provide the skills-based training and support that makes them attractive to potential employers and connects them to meaningful employment opportunities.

The program is working. Since its launch, Working Links has helped 95,000 long-term unemployed and disadvantaged people to find work. In 2007 alone, Working Links was responsible for helping 18,927 individuals find employment. The program continues to place candidates into jobs at the rate of 1,200 people per month.

Notably, Working Links is a profitable business that diverts a portion of its profit into The Links Foundation, a charity that has already distributed approximately £2 million in grants to support community-based organizations that help a wide variety of people in need. Foundation contributions have recently been used to underwrite educational and recreational programs for underprivileged children in communities throughout the United Kingdom.



Creating Jobs for Workers and Solutions for Employers



Belgium's seaport and transportation infrastructure make the country a vital gateway for freight and merchandise destined for distribution throughout Europe. The World Bank ranks Belgium's logistics industry sector as the 12th largest on the globe, and it is growing at an annual rate of eight percent. But the shortage of experienced workers threatens that growth.

In 2007, Manpower Belgium developed a plan to help clients get the trained workers they require, while helping candidates – many of them unemployed and all of them with little or no relevant industry experience – receive free training and the opportunity to find work in this sector. The Manpower Logistics Academy, created in partnership with training specialist @thetys and Havelange Forklift, is a hands-on training facility that provides real-world experience for managers, forklift operators and other personnel who are essential to the smooth operation of logistics facilities.

However, the Academy is more than just a training course. It is an integrated employment program that begins with candidate recruitment and aptitude testing, and finishes with task-based training and industry certification. Once candidates earn certification, they are guaranteed a position with a Manpower Belgium client. In 2007, the Academy trained 400 candidates. Now operating out of two facilities – the second opened in 2008 – the program will train at least 1,000 candidates per year.

The Flemish government recently named the Manpower Logistics Academy to their prestigious Inventory of Innovative Solutions to the Talent Crunch, which recognizes the region's most effective workforce development strategies.

(Above left) Jeroen Nys is project manager of the Manpower Logistics Academy. In 2007, the Academy trained, certified and placed 400 candidates into jobs in the fast-growing logistics industry sector.

(Above right) A student learns material handling skills at the Manpower Logistics Academy.

Bringing Hope After Disaster Strikes

Every year, tsunamis, hurricanes, floods and earthquakes destroy lives, property, communities and the livelihoods of entire families. Many companies donate money in response to disasters and the value of their generosity is undeniable.

Manpower's philosophy of community investment, however, has always focused on the long-term. Our company's core expertise gives us the opportunity to create paths to sustainable employment, paths that will enable survivors to feed their families, rebuild their communities and guide them on their way to a more promising future.



Restoring a Community One Job at a Time

For India's Tamil Nadu state, the 2004 tsunami was particularly devastating. It wiped out thousands of lives and untold numbers of communities. It also destroyed the region's fishing fleet, its docks and other coastal processing facilities that supported nearly 90 percent of the local residents.

It was clear that extraordinary measures were needed. So Manpower India, in partnership with HOPE Worldwide, built two vocational training centers in the area and committed to sponsoring the centers for a full 15 years. The community has embraced the opportunity.

Since opening its doors in October 2005, enrollment, graduation and placement have soared. In 2007, the Manpower Vocational Training Center (MVTC) enrolled more than 1,500 students who learned computer instruction, electrical repair, masonry, tailoring and driving — all high-demand skills within the region. Of the 1,187 who graduated that year, 516 found work in new occupations, while another 179

leveraged their new skills to start their own businesses. And most graduates have been able to find work that pays them many times the amount they earned prior to the tsunami.

The vocational skills that students master at the MVTC are often the catalyst for additional advancement opportunities. In 2007, for instance, Larsen & Turbo (L&T), one of India's largest construction companies, hired 65 graduates of the MVTC's masonry training program. The MVTC graduates were assigned to advanced construction skills training at the firm's state-of-the-art training facility in Chennai. The candidates received a monthly stipend of 2,000 rupees for the three-month training period. Once they graduated, they were assigned to work sites throughout India and in international locations. Salaries for the former MVTC students ranged from 7,000 to 10,000 rupees a month — almost eight times their previous earnings.

(Above) The Manpower Vocational Training Center offers advanced classes in tailoring.

A Resource for Refugees in Need

Tens of millions of people throughout the world are classified as refugees. The circumstances that forced them from home and community, and the problems associated with their repatriation, usually eliminate any opportunity to earn a living and support their families.

ninemillion.org

In addition to our own efforts to help refugees assimilate into their new communities, Manpower has joined with Nike Inc., Microsoft, PriceWaterhouseCoopers, Merck & Co. and Right to Play as founding partners in the ninemillion.org campaign. Established under the guidance of the United Nations High Commissioner for Refugees, the organization provides education to the estimated nine million refugee children around the world. This education will help them develop the skills they will need when they are resettled and ready to work. For more information on this organization's work, visit www.ninemillion.org.





Helping Refugees Find Work in Their New Home

In November 2006, the government of Buenos Aires endorsed a plan to make their city the first in Latin America to provide formal support to refugees. Local officials approached Manpower Argentina to develop strategies that would help integrate refugees into the city's workforce.

During 2007, 10 Manpower volunteers worked with 60 refugees from Colombia, Cuba, Senegal, Nigeria, Eritrea, Guinea and Pakistan.

More than half of them went on to take personal skills assessments and interview training sessions conducted in Manpower offices. Twelve refugees found jobs through Manpower, including positions as sales representatives, call center operators and hotel employees.

(Above) Refugees living in Buenos Aires participate in a workforce development training session run by Manpower volunteers.

Fighting for the Victims of Human Trafficking and Forced Labor

Human trafficking is a heinous crime that, unbelievably, continues in every country and territory in the Manpower network. At any given time an estimated 12.3 million people — mostly women and children — are forced into labor or sexual servitude. Manpower actively supports the End Human Trafficking Now! campaign, sponsored by the Suzanne Mubarak Women's International Peace Movement.

Manpower was also the first company to sign the Athens Ethical Principles, which declare a “zero tolerance” policy for working with any entity that benefits in any way from human trafficking. Our company is leading the effort to encourage corporations to join us in signing the Principles and declare that they, too, will have zero tolerance for this abuse. We have far exceeded our 2006 goal of securing at least 1,000 signatories: As of June 2008, over 12,000 corporate, organizational and individual entities had signed on, publicly declaring their support of the Principles.

Manpower also recently implemented an aggressive program to secure a complete “zero tolerance” commitment from every supplier in our global network. Human trafficking is far-reaching, and by implementing these ethical principles throughout each of the 80 countries and territories in which we operate, we intend to lead by example in the effort to eradicate human trafficking worldwide.

12,000

In 2006, Manpower promised to recruit at least 1,000 signatories to the Athens Ethical Principles. By June of 2008, we had secured signatures from more than 12 times that number.



Manpower supports the United Nations Global Compact – a strategic policy initiative for businesses that are committed to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labor, environment and anti-corruption. By doing so, businesses, as a primary agent driving globalization, can help ensure that markets, commerce, technology and finance advance in ways that benefit economies and societies everywhere.

For more information on the organization's work, visit www.unglobalcompact.org.



Manpower CSR Policies

- Corporate Governance
- Procurement/Supply Chain
- Training/Lifelong Learning
- Diversity
- Environment
- Community
- Data Privacy
- Health and Safety

Corporate Governance

As a publicly traded company, Manpower is committed to providing shareholders with an optimal return on their investment. We believe the long-term, superior returns we deliver are the result of the management decisions we make. However, we also believe they result from our long tradition of operating at the highest levels of integrity. This is demonstrated in everything we do – from the transparency of our shareholder communications to the benefits we offer our temporary employees and contractors. Manpower has an uncompromising and comprehensive corporate governance program that is designed to ensure transparency in our operations and comply with all rules set forth by the U.S. Securities and Exchange Commission. Our Code of Business Conduct and Ethics, as well as mandatory ethics training for all of our people, helps ensure that everyone knows the rules and routinely practices business in an honest and ethical manner.

We are pleased to report that 99.9 percent of our employees around the world successfully completed Manpower's Code of Conduct training in 2007. Our goal for 2008 and beyond is 100 percent compliance. Find out more about Manpower's corporate governance policies at: www.manpower.com/about/corporategovernance.cfm.



FTSE4Good

Manpower Inc. was recently named to the FTSE4Good Index Series. The index, created by the Financial Times Stock Exchange, includes only companies that meet globally recognized and accepted criteria used to measure socially responsible business practices.

These criteria have been established to help investors identify companies that consistently demonstrate good standards of corporate responsibility and help them minimize the social, environmental and ethical risks in their portfolios.



Ethisphere Institute Names Manpower Inc. to Its List of World's Most Ethical Companies

Conducting business in an ethical and responsible manner is a key reason why the Ethisphere Institute named Manpower Inc. to the institute's second annual list of the World's Most Ethical Companies for 2008.

Manpower was one of only 93 companies to be named to the list at the Forbes-Ethisphere Ethical Leadership Forum. To be named to the list, companies must consistently demonstrate ethical leadership in the course of doing business. Nominees are evaluated on a number of criteria, including corporate citizenship and responsibility; corporate governance; innovation that contributes to the public well-being; industry leadership; and internal systems, including an ethics compliance program.

"Manpower Inc. is among the companies honored this year because they have developed impressive and meaningful ethical business practices, making them true standouts in their industry," said Alexander Brigham, executive director of the Ethisphere Institute.

"They go well beyond legal minimums, opting instead to bring about innovative ideas that contribute to the public well-being. By their actions, they are forcing their competitors to follow suit or fall behind, and are truly embodying the notion that ethical business practices are more profitable in the long run."



Helping Hands

On 15 August 2007, a magnitude 8.0 earthquake rocked the city of Pisco on Peru's central coast. The quake caused massive destruction. Ensuing landslides killed at least 520 people and injured over 1,000. Manpower employees worked around the clock to collect food, bottled water, medicine, clothing, blankets and other desperately needed supplies and helped distribute them to the disaster victims.

Procurement / Supply Chain

Operating in 80 countries and territories around the world, Manpower engages with a broad base of suppliers from around the globe. Our company seeks assurances from the businesses and individuals we work with – throughout our entire supply chain – to share our publicly acknowledged standards and do business in a manner consistent with our culture and values.

In 2007, we began to realize that our policies supporting human rights and opposing worker abuse were clearly stated, but not necessarily well-understood by our suppliers. Furthermore, we had no process in place to secure supplier commitments, nor did we have clearly understood practices for dealing with exceptions to established policies.

With these challenges in mind, in 2007 we created the new position of Vice President of Strategic Sourcing to better manage our supplier obligations. In 2008, Manpower will begin a multi-year rollout of a plan intended to secure commitment from our global supplier network. The plan will communicate our values, policies, practices and our expectations of suppliers, including their commitment to honor our policies and/or resolve exceptions. Our first goal is to help non-compliant organizations in our supply chain become compliant. After all, we want our efforts to be a positive influence throughout our supply chain. But when necessary, and as we have done in the past, Manpower will terminate a business relationship once it becomes apparent that a supplier is non-compliant and unwilling to change its practices.

Training / Lifelong Learning

As Manpower has grown, we have realized that it is important for all of our employees and associates to grow with us. That's why we make sure everyone in our organization has access to continuing educational opportunities that help them develop professionally and personally.

The foundation of our educational program is our Training & Development Center. This award-winning source of free online training for our permanent and contingent employees around the world has enhanced the skills of over nine million people. Currently there are over 4,000 courses available online – many in multiple languages – ranging from IT courses to general business skills training.

Our employees and associates find the Training & Development Center a convenient way to upgrade skills and develop careers. They can access courses via the Internet, around the clock and 365 days of the year. As their skills and credentials increase, so do their opportunities to qualify for more advanced positions and earn higher wages. Clients around the world also use the Training & Development Center for their own staffs, especially after they see how it benefits the people we place in their organizations.

With nearly five million people placed into jobs each year, Manpower's lifelong learning philosophy and educational tools are a vital source of work-ready employees for our clients around the world.

Our employees and associates can access over 4,000 online courses – around the clock, 365 days a year – at the Manpower Training & Development Center.

43%

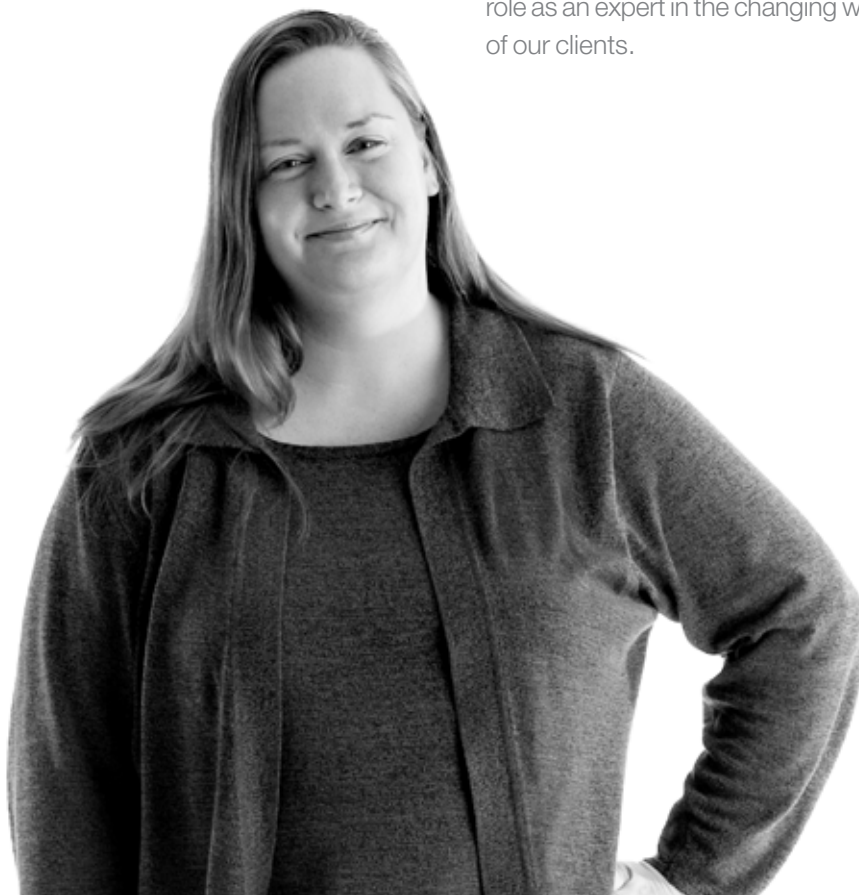
The proportion of
Manpower's country
managers who are women.

Diversity

Working in 4,500 offices around the world, Manpower's employees, associates, clients and suppliers are a diverse group. The broad range of perspectives and capabilities that diversity brings to our organization is an invaluable asset, and the advantage it provides for our shareholders, clients, communities and other stakeholders is impossible to measure.

We recognize that we have a unique opportunity to contribute to and celebrate diversity and inclusiveness across a network that extends to 80 countries and territories. This is why Manpower's leadership made a commitment in 2007 to better understand and implement the principles associated with "diversity" and "inclusiveness" within the global framework of our company. The rationale behind the decision was the acknowledgement that we can continue to create and share knowledge and innovation only by embracing a strategy that is open to the ideas of all, reflecting the breadth of our operations, as well as the diversity of our employees, associates and clients.

The pursuit of diversity is not limited to the internal requirements necessary for the effective operation of our business. Our core mission is to provide our clients with the very best service possible, and this requires access to talented people. And at a time when it is becoming more difficult to find the right talent our clients require, it is in everyone's best interest to tap into populations that have traditionally been underrepresented. In short, diversity is essential to maintaining our dominant role as an expert in the changing world of work and to our ability to meet the needs of our clients.



Leslie Otto (left) joined Manpower in 2001 as an executive assistant. Her manager immediately noted her talent and enthusiasm, encouraged her to take on additional responsibilities and pursue her MBA. Today, Leslie is a global solutions specialist working in support of Manpower's key international clients. She also manages Manpower's Global-Dot-Sales team, providing information and support to our sales professionals around the world. "Manpower recognized my abilities, and gave me the opportunity to grow my career," said Leslie.

We are determined to be even more effective in our efforts to engage all segments of the workforce. We understand that this is a complex undertaking in a global setting and we continue to refine and improve our ability to respond to the challenges encountered in each country and culture.

Over the years, Manpower has made great strides in moving women from welfare into family-sustaining jobs and from clerical jobs to senior management roles. Today, as country managers, senior and executive vice presidents, and board directors, women lead the way in many of Manpower's most influential management roles. Women comprise 39 percent of Manpower's Executive Management Team. Worldwide, 43 percent of Manpower's country managers are women. Within Manpower's operations in China, nearly 80 percent of all employees are women, including the managing director; and within U.S. operations, 70 percent of employees at the manager-level and above are women.

Our corporate values reflect our belief that all people should have opportunities for meaningful employment. After all, we have always considered what people can do, rather than what they cannot do, and we will make every effort to provide opportunities for each individual in search of the rewards and dignity associated with work.



Manpower Inc. Named One of *PINK* Magazine's Top Companies for Women

PINK magazine named Manpower Inc. to its 2008 list of the "Top Companies for Women." Our company is the only employment services firm named. The magazine recognized the prominent role of women at Manpower, particularly in positions of top leadership. Among the criteria the magazine evaluated:

Power: The number of women in board seats and C-suites, and with P&L responsibility;

Pipeline: Leadership training, mentoring and coaching programs designed to retain and advance talented women; and

Pay: Evidence of pay equity, including the percentage of women in the top fifth of the organization's payroll.

Two women in notable leadership roles are Barbara Beck, Manpower Inc. President of EMEA and Françoise Gri, Manpower Inc. President of France. Together, they manage a remarkable 70 percent of Manpower's total operations worldwide, based on revenue. Beck was cited by *PINK* earlier this year as one of the "Top 15 Women in Business" for innovations that "turn ideas into earnings." Gri has been named to *Fortune* magazine's "50 Most Powerful Women in Business – International" list continuously from 2004 to 2007.

"Our company connects people around the world with meaningful employment, a mission that anyone would get behind; but what makes Manpower unique, is that women play a key role in leading the organization," said Beck. "*PINK*'s recognition is a powerful symbol that honors the hardworking women who thrive and excel at Manpower, while showcasing the innovative culture the company has created to recruit and reward them."



What is a LEED-certified building?

The LEED® (Leadership in Energy and Environmental Design) Green Building Rating System is the nationally accepted benchmark for the design, construction, and operation of high-performance green buildings. It rates buildings in five areas of human and environmental health:

- Sustainable site development
- Water savings
- Energy efficiency
- Materials selection
- Indoor environmental quality

"LEED" and related logo is a trademark owned by the U.S. Green Building Council and is used by permission.

Environment

Manpower conducts its business with respect and consideration for the environment. As a service organization, our operations are office-based and our environmental impact is small compared to that of manufacturing industries. Still, in all of our operations, we strive to minimize our impact on the environment through reduction of waste and energy consumption.

In 2007, most of Manpower's environmental initiatives were driven at the local level, with many operations developing programs in response to local and national needs. We are evaluating the initiatives with the hope of replicating the successful programs across our entire network.

In 2008, we will continue to look for ways to improve our efforts to advance specific environmental goals. We have not yet developed the metrics to establish specific targets, but we aim to address that gap and to encourage more field organizations to formalize and document programs that reduce use of energy and resources such as paper and promote recycling of paper and printer cartridges. We are also working to encourage greater environmental awareness and responsibility at work and at home.

LEED by Example – Our New World Headquarters

In September of 2007, Manpower's new world headquarters opened its doors. Constructed on a former riverfront industrial site, the land was checked for any potential contaminants and restored prior to the start of construction. Today, our new headquarters is a "green building" that overlooks the lovely riverfront of downtown Milwaukee, Wisconsin.

Once we made the decision to construct a new headquarters, we were determined to create a beautiful structure that would serve as an example of sustainable environmental design, accessibility and operation. The new facility is designed in compliance with standards established by the United States Green Building Council (USGBC) and will qualify for this organization's prestigious Leadership in Energy and Environmental Design (LEED) Green Building Rating™.

We have been assured that after a thorough audit by the LEED certification committee, our new Manpower World Headquarters will qualify for LEED Silver-Level certification. Our goal is that the building will eventually achieve Gold-Level certification.

Our headquarters demonstrates our commitment to the environment and establishes a benchmark for all future Manpower office developments around the world – not an insignificant goal when one considers our company and subsidiaries operate in over 4,500 offices in 80 countries and territories around the globe.

We continue to explore opportunities to reduce our environmental footprint even further by encouraging colleagues to embrace technology, such as e-mail, teleconferencing, net meetings, webinars and video-conferencing, whenever and wherever possible, to reduce the impact that unnecessary travel can have on the environment.

Features of our new headquarters include:

- Easy access to public transportation provides employees with a convenient alternative to driving to work each day.
- Preferred parking for high occupancy/fuel efficient vehicles, bicycles and motorcycles encourages use of energy-efficient transportation.
- Building exterior and landscaping designed to reduce heat absorption and light pollution.
- The use of furnishings, carpeting, furniture, building materials, and cleaning and maintenance products that are designed to reduce chemical and particle emissions and enhance indoor air quality.
- Water consumption reduced 40 percent through the use of specially designed fixtures and equipment.

90%

Our building provides outside views for nine out of 10 occupants and daylight to 75% of workspaces, thereby significantly reducing the energy required for lighting.

10%

At least 10 percent of the materials used in our building's construction were made from recycled products.

75%

Up to three-quarters of our building's construction waste was recycled.

25%

The use of energy-efficient design features throughout our headquarters reduces energy costs by 25 percent when compared to conventional buildings of similar size.



\$2,954,242

The combined donations from Manpower in 2007 to charities and other deserving organizations in the communities we serve.

Community

In addition to our workforce development programs and other efforts on behalf of the disadvantaged and disenfranchised, Manpower has always taken pride in other expressions of support for our communities. In 2007, that support included the combined donations of \$2,954,242 to charities and other deserving organizations in the communities we serve.

Volunteerism is also an integral part of the Manpower culture. In 2007, Manpower employees performed over 41,000 hours of community service through local involvement with organizations of their choosing and through corporate activities in North America.

Data Privacy

People are central to our business and we take our responsibility for ensuring the privacy and protection of personal and sensitive information very seriously. To Manpower, safeguarding that privacy means more than complying with privacy and data protection laws; it means doing the right thing for the over five million people who find jobs through Manpower every year.

The following are our Global Data Privacy Principles that guide our protection of personal and sensitive information. We respect and acknowledge the privacy of individuals through the following means:

- We tell the individuals who engage with us what personal information we collect, and why we collect it.
- Where appropriate, we respect personal choices about our collection, use and sharing of information.
- We collect, use and retain only personal information that is relevant and useful to our business interactions.
- We use reasonable efforts to keep personal information accurate and up-to-date.
- We use information security safeguards to protect personal information.
- We limit access to, and disclosure of, personal information.
- We retain only the personal information that is needed to fill our business and legal obligations.
- Where appropriate, we offer individuals the ability to view and update the information we have about them.
- We provide an opportunity for people to ask questions and register complaints.



Helping the Disabled and Helping Ourselves

In 2001, Manpower Japan launched Job Support Power, a fully owned subsidiary that focuses on finding jobs within our company for people with disabilities. Job Support Power provides the physically and mentally challenged with more than an opportunity to earn a living. It offers them the sense of accomplishment that comes from contributing to the daily operation of our business.

Job Support Power has placed more than 100 people with disabilities throughout Manpower Japan. Some work in our headquarters and branches and others work from home. They work in many functions

of the company, including administrative support, research and marketing. More than a dozen work with the Red Cross as massage therapists at blood donation sites.

Job Support Power provides real opportunities for individuals who may have extra difficulty finding sustainable employment. These jobs are important to our employees. And their efforts in support of our business are important to us.

(Above) A Job Support Power participant works side-by-side with colleagues in our Manpower Japan headquarters.

Our registration to the ISO 9001:2000 global management standard assures that the health and safety procedures we have instituted throughout our organization meet universally recognized quality standards.

Health and Safety

Manpower is committed to the highest standards of health and safety, and we are committed to creating and maintaining a workplace that allows each employee to feel safe and secure.

Manpower takes appropriate measures to ensure that each of our temporary associates and contractors is placed in client environments that are safe. In doing so, we ensure that all of our business operations comply with health and safety legislation and that these issues are a priority before we place an associate on an assignment.

We have reliable processes in place to ensure the control of health and safety risks arising from the company's work activities. We ensure candidates can always get information, instruction, training and, when necessary, supervision.

Our commitment to health and safety is validated by our registration to ISO 9001:2000 standards. These universally recognized continuous improvement standards help us measure the effectiveness of our health and safety procedures. All procedures are evaluated according to our Predictable Performance System – the quality management system we use to help ensure that the health and safety measures we have instituted throughout our organization meet universally recognized quality standards. We have earned this registration in many of our offices throughout North America, Europe and Asia Pacific.

Manpower Stands For:

The dignity of work, employment opportunities for all, ethical and effective business practices, a sustainable environment and successful local communities.

We provide opportunities for work and we help clients succeed. When appropriate, we leverage our core competencies in partnerships with governments, businesses and/or NGOs to focus on special initiatives that help to provide jobs and job training for the following groups:

- Long-term unemployed/under-employed
- People with disabilities
- Disenfranchised (minorities, immigrants)
- Victims of disaster (tsunami, hurricanes)
- Victims of exploitation (human trafficking)
- Refugees
- Youth

Manpower Stands Against:

Practices that exploit people, and limit opportunities for individuals to fully enjoy the dignity of work, especially the most vulnerable in society.

We attempt to reduce abuse, focusing on creating awareness of, and opposition to, the following practices, until such time as we can help provide a bridge to employment for affected individuals:

- Human trafficking
- Forced child labor
- Illegally low wages
- Exploitation of immigrants
- Unsafe working conditions

About Manpower Inc.

Manpower Inc. (NYSE: MAN) is a world leader in the employment services industry; creating and delivering services that enable its clients to win in the changing world of work. Celebrating its 60th anniversary in 2008, the \$21 billion company offers employers a range of services for the entire employment and business cycle including permanent, temporary and contract recruitment; employee assessment and selection; training; outplacement; outsourcing and consulting. Manpower's worldwide network of 4,500 offices in 80 countries and territories enables the company to meet the needs of its 400,000 clients per year, including small and medium size enterprises in all industry sectors, as well as the world's largest multinational corporations. The focus of Manpower's work is on raising productivity through improved quality, efficiency and cost-reduction across their total workforce, enabling clients to concentrate on their core business activities. Manpower Inc. operates under five brands: Manpower, Manpower Professional, Elan, Jefferson Wells and Right Management. More information on Manpower Inc. is available at <http://www.manpower.com>.

Visit Our Website for More Information

For current updates on Manpower's social responsibility efforts, please visit www.manpower.com/socialresponsibility.



27,941

The number of people who found work
in 2007 through Manpower's workforce
development programs.

