



# communication on progress

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# randstad key facts

2008:

- revenue € 17.2 billion
- #2 player in the global HR services industry

as of July 2009:

- 4,300 branches & inhouse locations
- over 450,000 staffing employees
- approx. 28,000 corporate employees
- present in 46 countries

# sustainability: at the heart of what we do

- core values
  - founded on the belief that the value of work is a unifying force that shapes society for the better
  - to know, serve, trust
  - striving for perfection
  - the simultaneous promotion of all stakeholder interests
- our mission: shaping the world of work
- our core business: putting people to work
- >450,000 each day



## un global compact principles: human rights

- 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 addition to core business activities, where safe and legal labor legislation is upheld and promoted, Randstad supports this principle through local initiatives within operating companies, including via our partnership with VSO (Voluntary Service Overseas) and efforts to raise awareness across our network.
- businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
  - through Randstad's dialogues with, and various memberships in, stakeholder organizations, such as UNI Global, UNI Europa, CIETT/EuroCIETT, we strive to maintain and further freedom of association and collective bargaining.

## un global compact principles: labor

- the elimination of all forms of forced and compulsory labor
- the effective abolition of child labor
- the elimination of discrimination in respect of employment and occupation
  - in addition to core business activities, where safe and legal labor legislation is upheld and promoted, Randstad supports this principle through local initiatives within operating companies\* and efforts to raise awareness across our network.
  - the promotion of diversity and equal treatment is central to the success of our organization, our clients and society at large, and across our markets we have recognized and incorporated diversity initiatives to increase efforts to fight inequality.

## un global compact principles: labor\*

- some examples of Randstad companies' local initiatives that support the eradication of unethical labor practices include:
  - Argentina: operating company [SESA Select](#) is a individual signatory of the UN Global Compact.
  - India: our [Ma Foi Foundation](#) is instrumental in providing education, training and services which aid in the effort to cease unethical labor practices through the empowerment of local populations.
  - France: our French operations [commitment to diversity](#) is one of the proactive ways we combat discrimination on a daily basis.
  - Spain: we are also proactive through our [Fundación Randstad](#), helping under-served groups of the population gain access to the labor market.
  - Global: our participation in [Voluntary Service Overseas](#) (VSO) allows us to contribute to building safer, healthier ways of working in some of the most impoverished regions in the world.

## un global compact principles: anti-corruption

- Businesses should work against corruption in all its forms, including extortion and bribery
  - in addition to our code of conduct and integrity code, which provides guidelines for and encourages reporting of all breaches to our code of conduct, our Competition Law Compliance Guide helps ensure ethical business practices are understood and upheld across our network of operations.

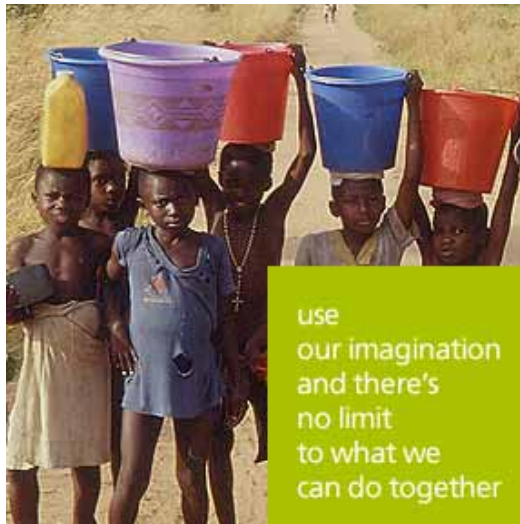
## un global compact principles: environment

- businesses are asked to support a precautionary approach to environmental challenges
- undertake initiatives to promote greater environmental responsibility
- encourage the development and diffusion of environmentally friendly technologies
  - Randstad is committed to reducing its impact on the environment and proactively addresses this through energy and waste saving initiatives, including through intensive efforts to implement and improve recycling programs, utilize green/clean energy for offices and reduce impact related to travel through the gradual implementation of lower emission vehicles and environmentally-friendly travel guidelines.



# csr memberships & partnerships

- csr reporting & listings
- VSO



thank you



imagine  
what  
we can do  
together

