

UNGC

Communication on progress


Sustainability at Randstad Holding nv

Marlou Leenders
Global Sustainability Manager

December 2018

Randstad key facts, first half-year 2018

- revenue € 11,705 million (full year 2017: € 23,3 billion)
- Q3 global #1 in HR services
- 4,773 outlets
- average number of staffing employees 675,400
- average number of corporate employees 38,590
- present in 39 countries

A woman with blonde hair tied back, wearing a bright yellow sleeveless top with a ruffled collar and large hoop earrings. She is smiling and looking off to the side. The background is a blurred view of a city skyline through a window.

our purpose is to
support people and
organizations in
realizing their true
potential

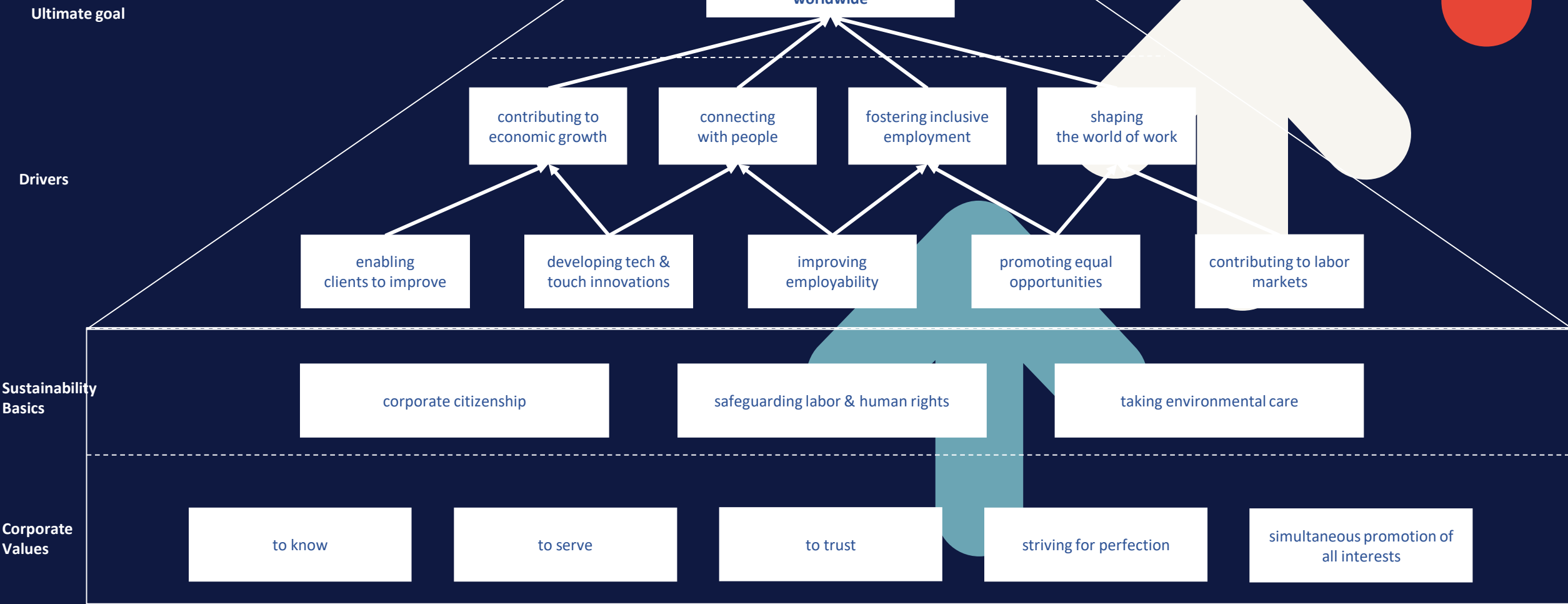
randstad
human forward.

A close-up photograph of a woman with dark, curly hair smiling and looking towards a man on her left. The man is wearing a plaid shirt and is partially visible in profile. The background is blurred, showing other people in a social setting.

our ultimate goal.





by 2030, we will touch the
work lives of 500 million
people worldwide.

our ultimate goal



our contribution to the SDGs through quality education, gender equality, decent work, reduced inequalities.

Sustainable Development Goals and targets on which Randstad has most impact

Goals	Targets
	4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
	5.1 End all forms of discrimination against all women and girls everywhere 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value-added and labor-intensive sectors 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value 8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training 8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard 10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality

**improving
employability**

**promoting equal
opportunities**

**contributing to
labor markets**

**developing
tech&touch innovations**

**enabling clients to
improve**

united nations global compact



- signatories since 2005
- <http://www.unglobalcompact.org/participant/7867-Randstad-Holding-nv>
- commitment to the ten principles
 - UN Declaration of Human Rights
 - ILO Declaration on Fundamental Principles and Rights at Work
- inclusion in our Business Principles:

<http://www.randstad.com/corporate-governance/our-principles/business-principles>

united nations global compact – CEO support

Randstad N.V.
Diemenmer 25, Diemen
P.O. Box 12600, NL-1100 AP Amsterdam



Mr. A.M. Guterres
Secretary General
United Nations
New York, NY 10017
USA

7 December,
2018 Dear Mr. Secretary-General,

I am pleased to confirm that Randstad nv - one of the world's largest HR services providers, based in the Netherlands – continues to support the ten principles of the Global Compact in respect to human rights, labor rights, the protection of the environment and anti-corruption.

Those principles are firmly embedded in our Business Principles and we continue to advance them within our sphere of influence. We are at all times committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company and undertake to make clear statements of this commitment – both to our employees, partners, clients and to the public. We support public accountability and transparency and are reporting on progress made in a public manner.

Additionally, please be referred to our Communication on Progress at the Global Compact's website, to our annual report included sustainability reporting on www.randstad.com/results-and-reports/annual-reports, and other general information regarding our company on <http://www.randstad.com/>.

Our aim is to contribute to a sustainable future, both on a social and economic level, through facilitating the development of fair and efficient labor markets across the world. We have therefore committed ourselves to the SDGs, in particular with regard to promoting sustainable economic growth, decent work for all and reducing inequalities.

Our ultimate goal of touching the work lives of 500 million people by 2030 is closely linked to the SDGs and commits our company to developing and realizing the true potential of organizations and people by preparing them for future work.

Our contact person responsible for working together with the office of the Global Compact is Ms. Marlou Leenders, global sustainability manager, e-mail marlou.leenders@randstad.com.

Yours sincerely,
Randstad nv



on behalf of the Executive Board
Jacques van den Broek, CEO and chairman

united nations call to action: anti-corruption

Randstad Holding nv
Diemenweg 25, Diemen
P.O. Box 12600, NL-1100 AP Amsterdam



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Mr. Georg Kell
Executive Director
United Nations Global Compact
New York, NY
USA

Date
8 September 2014
Your reference

Our reference

Telephone
+31-20-5695601
Fax

Dear Mr. Kell,

We are pleased to confirm that Randstad Holding nv supports the Call to Action: Anti-Corruption and the Global Development Agenda -- an appeal by the private sector urging Governments to promote efficient and effective anti-corruption measures and to implement robust policies that will foster good governance.

With this communication, we commit to work against corruption in all its forms, including extortion and bribery, as advanced by the UN Global Compact's Tenth Principle.

By signing the Call to Action, we ask Governments to:

1. Fully implement and enforce the tenets of the UN Convention against Corruption by strengthening anti-corruption policies, laws and enforcement mechanisms to create a level playing field and incentivize good behavior;
2. Make a commitment to reduce corruption risks from procurement and contract processes of large-scale projects that are designed to support sustainable development;
3. Commit to engaging in competitive and transparent procurement processes through public advertising of all Government procurement cases;
4. Achieve greater transparency in relation to revenues received by Governments from private sector companies;
5. Support corporate efforts to enhance anti-corruption implementation, corporate governance, innovative collective action, and public-private partnership initiatives.

Date
8 September 2014
Our reference

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We approve for our company name to be included in a public list of Call to Action signatories on the Global Compact website.

Sincerely yours,

Randstad Holding nv
Executive Board

Jacques van den Broek
CEO and Chairman

Robert Jan van de Kraats
CFO and Vice-Chairman



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united nations global compact principles: human rights

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. 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 these principles through local initiatives within operating companies, including via our partnership with VSO (Voluntary Service Overseas). Randstad stimulates awareness across our network and actively shares human rights expertise:

<http://www.randstad.com/corporate-governance/our-principles/business-principles>

annual report 2017 p 59-61: business principles and human rights

<https://www.ir.randstad.com/results-and-reports/annual-reports>

united nations global compact principles: human rights

3. 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, WEC/EuroWEC - we strive to maintain and further freedom of association and collective bargaining

Annual report 2017 p 51-52: industry involvement

<https://www.ir.randstad.com/results-and-reports/annual-reports>

united nations global compact principles: labor

- 4. the elimination of all forms of forced and compulsory labor;
- 5. the effective abolition of child labor; and
- 6. 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 these principles 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.

united nations global compact principles: labor

- Randstad Argentina is an individual signatory of the UN Global Compact
- Our Foundations in Spain, France, Germany and Tempo-Team Netherlands fund initiatives to help underprivileged groups of the population gain access to the labor market
- Our global partnership with 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: <http://www.randstad.com/sustainability/vso-voluntary-service-overseas/> or <http://www.vsointernational.org/>
- Examples of local initiatives: <https://www.randstad.com/sustainability/local-initiatives/>
- How we engage with our clients and candidates:
annual report 2017 p36-39 <https://www.ir.randstad.com/results-and-reports/annual-reports>
- How we engage with our employees:
annual report 2017 p41-45 <https://www.ir.randstad.com/results-and-reports/annual-reports>
- Social dialogue and industry involvement; legislation; Agency Work Directive:
annual report 2017 <https://www.ir.randstad.com/results-and-reports/annual-reports>
p24-28 the world around us
p51-58 value for society

united nations global compact principles: anti-corruption

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

in addition to our Business Principles and Misconduct Reporting Procedure, which provides guidelines for and encourages reporting of all breaches to our Business Principles, our Competition Law Compliance Policy and Anti-bribery & Corruption Policy

a summary of our policies can be viewed at:

<https://www.randstad.com/about-randstad/corporate-governance/compliance/>

united nations global compact principles: environment

- 7. Businesses should support a precautionary approach to environmental challenges;
- 8. undertake initiatives to promote greater environmental responsibility; and
- 9. 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:

Annual report 2017 p 63-65: our impact on the environment

<https://www.ir.randstad.com/results-and-reports/annual-reports>

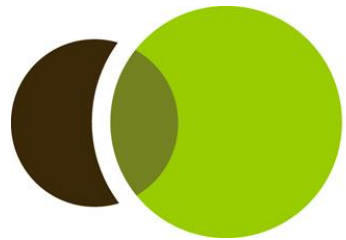
sustainability memberships & partnerships

annual report 2017 p203 sustainability and industry memberships and partnerships

<https://www.ir.randstad.com/results-and-reports/annual-reports>



recognitions



ROBECOSAM
Sustainability Award
Silver Class 2018



FTSE4Good

randstad

human forward.

