

# UNGC

## Communication on progress


Sustainability at Randstad NV

Marlou Leenders  
Global Sustainability Manager

December 2021

# Randstad key facts, first half-year 2021

- revenue € 11,606 million (full year 2020: € 20,7 billion)
- global #1 in HR services
- 4,715 outlets
- average number of staffing employees 568,800
- average number of corporate employees 34,680
- present in 38 countries

A woman with blonde hair tied back, wearing a bright yellow sleeveless top with a ruffled collar and large hoop earrings, is smiling and looking off to the side. She is sitting in a light-colored chair. The background is a bright, out-of-focus window with a view of greenery and a building.

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 colorful 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.

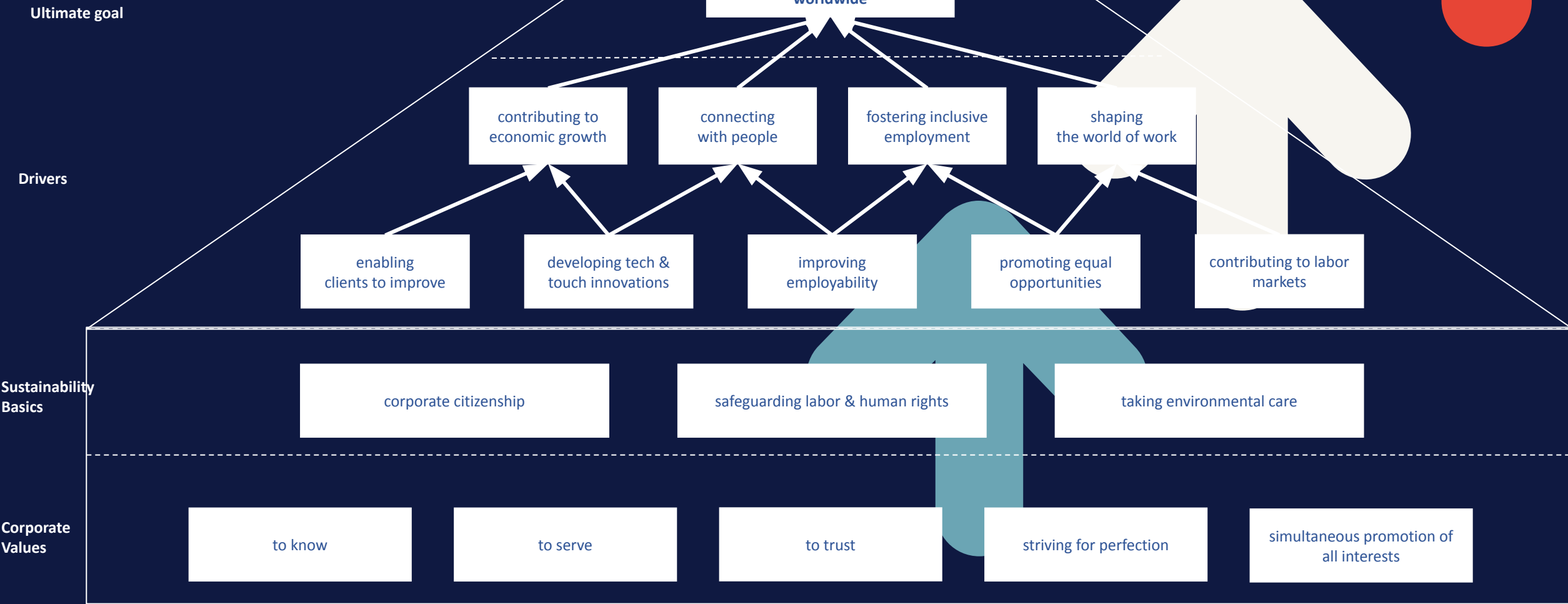
We have identified four drivers of our ultimate goal. By rigorously and conscientiously committing ourselves to these drivers, we will be taking the necessary, and measurable, steps towards realizing our ultimate goal.

1. contributing to economic growth
2. connecting with people
3. fostering inclusive employment
4. shaping the world of work

[video ultimate goal](#)



# 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
 <b>4</b> QUALITY EDUCATION	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
 <b>5</b> GENDER EQUALITY	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
 <b>8</b> DECENT WORK AND ECONOMIC GROWTH	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
 <b>10</b> REDUCED INEQUALITIES	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**

our ultimate goal:  
by 2030, we will touch the work lives of  
500 million people worldwide

our purpose:  
we support people and organizations  
in realizing their true potential

pillars	our value for clients: optimal workforces	our value for talent: the best jobs	our value for employees: employer of choice
material topics	<ul style="list-style-type: none"> <li>client and talent data protection</li> <li>client relationship management</li> <li>digitalization &amp; data management</li> <li>tech &amp; touch innovation management</li> </ul>	<ul style="list-style-type: none"> <li>client and talent data protection</li> <li>diversity &amp; inclusive employment</li> <li>digitalization &amp; data management</li> <li>tech &amp; touch innovation management</li> <li>training &amp; education</li> </ul>	<ul style="list-style-type: none"> <li>diversity &amp; inclusive employment</li> <li>talent attraction &amp; staff retention</li> <li>tech &amp; touch innovation management</li> <li>engagement &amp; empowerment</li> <li>training &amp; education</li> </ul>
risks	<ul style="list-style-type: none"> <li>changing macroeconomic and regulatory conditions</li> <li>contract liability and delivery</li> <li>workplace health and safety regulations</li> </ul>	<ul style="list-style-type: none"> <li>technological disruption</li> <li>information technology and cyber security</li> <li>workplace health &amp; safety regulations</li> </ul>	<ul style="list-style-type: none"> <li>talent attraction and retention</li> <li>technological disruption</li> <li>information technology and cyber security</li> </ul>
500 million people plan	<ul style="list-style-type: none"> <li>enabling clients to improve their performance</li> <li>developing tech &amp; touch innovations</li> </ul>	<ul style="list-style-type: none"> <li>developing tech &amp; touch innovations</li> <li>improving employability</li> <li>promoting equal opportunities</li> </ul>	<ul style="list-style-type: none"> <li>developing tech &amp; touch innovations</li> <li>improving employability</li> <li>promoting equal opportunities</li> </ul>
KPIs <sup>1</sup>	<ul style="list-style-type: none"> <li># of clients</li> <li>net promoter score (NPS)</li> <li>market share</li> <li>investments in innovation</li> <li># of hires by clients (temp to perm)</li> <li>digital initiatives</li> <li># of active platform visitors</li> </ul>	<ul style="list-style-type: none"> <li># of candidates trained; training hours</li> <li># of candidates placed</li> <li># of permanent placements</li> <li>average length of employment</li> <li># of hires by clients (temp to perm)</li> <li># candidates placed younger than 25 or older than 50</li> </ul>	<ul style="list-style-type: none"> <li>proportion of males and females in senior leadership positions</li> <li># of employees trained; training hours</li> <li>employee retention rate</li> <li>engagement score</li> <li>average length of employment and type of contract</li> <li>employees by age group</li> <li># of interns</li> </ul>
measurable targets	<ul style="list-style-type: none"> <li>NPS: top 3 position or position improvement in our top 12 markets</li> <li>implementation of customer delight in top 8 markets and significant improvement of scores by 2021</li> <li>increase market share in our main markets</li> </ul>	<ul style="list-style-type: none"> <li>increasing # of initiatives to place talent with disabilities</li> <li>increasing # of initiatives to guide people from unemployment to employment</li> <li>increased utilization of candidate databases by 2021</li> </ul>	<ul style="list-style-type: none"> <li>proportion of females in senior leadership positions: 50% in 2020</li> <li>decrease of employee turnover by 2020</li> <li>engagement score higher than benchmark (participation rate of 80% or higher in Randstad in Touch)</li> </ul>
SDGs	<ul style="list-style-type: none"> <li>target: 8.2</li> </ul>	<ul style="list-style-type: none"> <li>target: 4.4</li> <li>targets: 5.1 and 5.5</li> <li>targets: 8.2; 8.5 and 8.6</li> <li>target: 10.2</li> </ul>	<ul style="list-style-type: none"> <li>target: 4.4</li> <li>targets: 5.1 and 5.5</li> <li>targets: 8.2; 8.5 and 8.6</li> <li>target: 10.2</li> </ul>
		   	   

pillars	our value for investors: creating EVA	our value for society: shaping the world of work	sustainability basics
material topics	<ul style="list-style-type: none"> <li>competitiveness of the company</li> <li>corporate governance &amp; risk management</li> <li>sustainable economic performance</li> </ul>	<ul style="list-style-type: none"> <li>legislation &amp; regulation</li> <li>increase of labor market flexibility &amp; mobility</li> <li>economic and social impact of labor on society</li> <li>thought leadership in public debate</li> </ul>	<ul style="list-style-type: none"> <li>responsible corporate citizenship</li> <li>business principles &amp; human rights</li> <li>reputation management &amp; trust</li> <li>health &amp; safety management</li> <li>labor management relations</li> <li>stakeholder engagement &amp; continuous dialogue</li> <li>sustainable supply chain management</li> <li>environmental impact</li> </ul>
risks	<ul style="list-style-type: none"> <li>credit risk</li> <li>changing macroeconomic and regulatory environment</li> </ul>	<ul style="list-style-type: none"> <li>competition regulations</li> <li>tax and labor regulations</li> </ul>	<ul style="list-style-type: none"> <li>data protection regulations</li> </ul>
500 million people plan	<ul style="list-style-type: none"> <li>enabling clients to improve their performance</li> <li>developing tech &amp; touch innovations</li> </ul>	<ul style="list-style-type: none"> <li>promoting equal opportunities</li> <li>contributing to labor markets</li> </ul>	<ul style="list-style-type: none"> <li>contributing to society</li> <li>safeguarding labor &amp; human rights</li> <li>taking environmental care</li> </ul>
KPIs	<ul style="list-style-type: none"> <li>EBITA</li> <li>incremental conversion ratio</li> <li>recovery ratio</li> <li>free cash flow</li> </ul>	<ul style="list-style-type: none"> <li>staffing penetration rates in our markets</li> <li>thought leadership events</li> <li>research and publications</li> </ul>	<ul style="list-style-type: none"> <li># of hours and employees involved in VSO</li> <li># of employees trained in business principles</li> <li># of business principles incidents (misconduct reporting procedure)</li> <li>brand ranking</li> <li>injuries and fatalities during work</li> <li>sickness absence</li> <li>sustainable procurement</li> <li>measures to decrease environmental footprint</li> </ul>
measurable targets	<ul style="list-style-type: none"> <li>EBITA margin of 5% to 6% over time</li> <li>incremental conversion ratio towards 50%</li> <li>recovery ratio ≥ 50%</li> <li>dividend payout ratio of 40% to 50% of adjusted earnings per share (EPS)</li> <li>increase of market share</li> <li>optimization of economic value added (EVA)</li> </ul>	<ul style="list-style-type: none"> <li>staffing penetration rates: increased in top 8 markets, where measurable</li> </ul>	<ul style="list-style-type: none"> <li>10,000 marginalized people made employable through our Randstad-VSO partnership by the end of 2020</li> <li>significant improvement in brand ranking (top 100 brand) by 2021</li> <li>absenteeism rate of maximum 2.2% (employees)</li> <li>10% decrease of Randstad's CO<sub>2</sub> emissions per FTE by 2030 compared to 2018</li> <li>business cars: 10% decrease of the weighted average CO<sub>2</sub> per km by the end of 2022</li> <li>non-financial reporting assurance by a third party established by 2022</li> </ul>
SDGs	<ul style="list-style-type: none"> <li>target: 8.2</li> </ul>	<ul style="list-style-type: none"> <li>targets: 5.1 and 5.5</li> <li>targets: 8.5 and 8.8</li> <li>target: 10.2; 10.3 and 10.4</li> </ul>	
		  	

<sup>1</sup> Progress on KPIs per pillar is reported both in the value chapters and in the performance section.



# 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:  
<https://www.randstad.com/about-randstad/corporate-governance/business-principles/>
- human rights policy  
<https://www.randstad.com/s3fs-media/rscom/public/2021-06/2021-randstad-human-rights-policy-external.pdf>

# united nations global compact – CEO support

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



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

2 December,  
2019 Dear Mr. Secretary-General,

I am pleased to confirm that Randstad nv - 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.ir.randstad.com/results-and-reports/annual-reports](http://www.ir.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](mailto:marlou.leenders@randstad.com).

Yours sincerely,  
Randstad nv



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

# UNITED IN THE BUSINESS OF A BETTER WORLD

## A Statement from Business Leaders for Renewed Global Cooperation



**United Nations Global Compact** | 20 years  
Uniting business for a better world

**UN75** | SHAPING OUR FUTURE TOGETHER  
2020 AND BEYOND

### UNITED IN THE BUSINESS OF A BETTER WORLD

#### A Statement from Business Leaders for Renewed Global Cooperation

The 75th anniversary of the United Nations comes at a time of **unprecedented disruption and global transformation**, serving as a stark reminder that international cooperation must be mobilized across borders, sectors and generations to adapt to changing circumstances. This message emerged loud and clear from the hundreds of thousands of people who participated in global dialogues initiated by the UN this year.

In the face of the COVID-19 pandemic and converging crises — including climate change, economic uncertainty, social inequality and rising disinformation — **public and private institutions** need to show they are accountable, ethical, inclusive and transparent. This is the only way to strengthen public trust and achieve a more sustainable future for all.

Over time, the **UN has sought to unite stakeholders everywhere** to tackle the world's greatest challenges. Yet our multilateral system is being threatened by those who want to go it alone rather than work together.

We, the business peoples, recognize that **peace, justice and strong institutions** are beneficial to the long-term viability of our organizations and are foundational for upholding the Ten Principles of the UN Global Compact and achieving the Sustainable Development Goals (SDGs).

**In the spirit of renewed global cooperation, we commit to:**

- Demonstrate ethical leadership and good governance through values-based strategies, policies, operations and relationships when engaging with all stakeholders
- Invest in addressing systemic inequalities and injustices through inclusive, participatory and representative decision-making at all levels of our business
- Partner with the UN, Government and civil society to strengthen access to justice, ensure accountability and transparency, provide legal certainty, promote equality and respect human rights

**In making that commitment, we also call on Governments to:**

- Protect human rights, ensure peace and security, and uphold the rule of law so that businesses, individuals and societies can flourish
- Create an enabling environment to serve the interests of people and planet, prosperity and purpose, through strengthened international cooperation and national legal frameworks
- Enhance multilateralism and global governance to combat corruption, build resilience and achieve the SDGs

Now is our opportunity to learn from our collective experiences to **realign behind the mission of the UN** and steer our world onto a more equitable, inclusive and sustainable path. We are in this together — and we are united in the business of a better world.

**Norsk Hydro ASA**  
Hilde Merete Aasheim  
President & CEO

**Novartis**  
Vasant Narasimhan  
Chief Executive Officer

**Nueva Pescanova**  
Ignacio Gonzalez Hernandez  
Chief Executive Officer

**OHL**  
Jose Antonio Fernández Gallar  
Managing Director

**Oki Electric Industry Co. Ltd.**  
Shinya Kamagami  
President

**OMRON Corp.**  
Fumio Tateishi  
Chair

**Ørsted A/S**  
Henrik Poulsen  
Chief Executive Officer

**Owens Corning**  
Brian Chambers  
Chair & CEO

**Pernod Ricard**  
Alexandre Ricard  
Chair & CEO

**Petróleo Brasileiro S.A. (Petrobras)**  
Roberto Castello Branco  
Chief Executive Officer

**Petrobras Distribuidora S.A. (BR)**  
Rafael Grisolia  
Chief Executive Officer

**Piraeus Bank S.A.**  
Christos Megalou  
Chief Executive Officer

**PJSC PhosAgro**  
Andrey Guryev  
Chief Executive Officer

**PJSC Tatneft**  
Nail Maganov  
Managing Director

**PLDT Inc.**  
Manuel V. Pangilinan  
Chair & CEO

**PostNL N.V.**  
Henna Verhagen  
Chief Executive Officer

**PT Gajah Tunggal Tbk**  
Sugeng Rahardjo  
President & Managing Director

**PT Kalbe Farma Tbk**  
Vidjongtius Vidjongtius  
President & Managing Director

**PTT Global Chemical**  
Kongkrapan Intarajang  
Chief Executive Officer

**Publicis Groupe**  
Arthur Sadoun  
Chief Executive Officer

**PVH Corp.**  
Emanuel "Manny" Chirico  
Chair & CEO

**PwC**  
Bob Moritz  
Chair

**Qatar National Bank (Q.P.S.C)**  
Abdulla Mubarak Al-Khalifa  
Chief Executive Officer

**QNB Finansbank A.S.**  
Omer A. Aras  
Chair

**Randstad Holding N.V.**  
Jacques van den Broek  
Chief Executive Officer

**REHAU Group**  
William Christensen  
Chief Executive Officer

**RELX**  
Erik Engstrom  
Chief Executive Officer

**Resona Holdings Inc.**  
Masahiro Minami  
President

**Restaurants Toks**  
Juan Carlos Alverde  
Chief Executive Officer

**Rocher Group**  
Bris Rocher  
President

**ROCKWOOL Group**  
Jens Birgerssin  
President & CEO

**Royal Bafokeng Platinum**  
Steve Phiri  
Chief Executive Officer

**Royal DSM**  
Geraldine Matchett & Dimitri de Vreeze  
Co-CEOs

**S&P Global Inc.**  
Doug Peterson  
President & CEO

**Saint-Gobain**  
Pierre-André de Chalendar  
Chair & CEO

**Salesforce.com Inc.**  
Marc Benioff  
Chair & CEO

A Statement from Business Leaders for Renewed Global Cooperation

Large Businesses



# united nations call to action: anti-corruption

Randstad Holding nv  
Dienemere 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:

Page:  
2/2

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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# CEO Statement of Support for the Women's Empowerment Principles

## CEO Statement of Support for the Women's Empowerment Principles

We, business leaders from across the globe, express support for advancing equality between women and men to:



- Bring the broadest pool of talent to our endeavours;
- Further our companies' competitiveness;
- Meet our corporate responsibility and sustainability commitments;
- Model behaviour within our companies that reflects the society we would like for our employees, fellow citizens and families;
- Encourage economic and social conditions that provide opportunities for women and men, girls and boys; and
- Foster sustainable development in the countries in which we operate.

Therefore, we welcome the provisions of the Women's Empowerment Principles – Equality Means Business, produced and disseminated by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and the United Nations Global Compact. The Principles present seven steps that business and other sectors can take to advance and empower women.

Equal treatment of women and men is not just the right thing to do – it is also good for business. The full participation of women in our enterprises and in the larger community makes sound business sense now and in the future. A broad concept of sustainability and corporate responsibility that embraces women's empowerment as a key goal will benefit us all. The seven steps of the Women's Empowerment Principles will help us realize these opportunities.

We encourage business leaders to join us and use the Principles as guidance for actions that we can all take in the workplace, marketplace and community to empower women and benefit our companies and societies. We will strive to use sex-disaggregated data in our sustainability reporting to communicate our progress to our own stakeholders.

Please join us.

CEO Name: J. van der Borch CEO Signature: \_\_\_\_\_

Date: 16 July 2019

# 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.
- human rights policy  
<https://www.randstad.com/s3fs-media/rscom/public/2021-06/2021-randstad-human-rights-policy-external.pdf>
  - 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: <https://www.randstad.com/about-randstad/corporate-governance/business-principles/>
  - annual report 2020 p65-67: safeguarding labor and human rights:  
<https://www.randstad.com/investor-relations/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 2020 p61-62: industry involvement

<https://www.randstad.com/investor-relations/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. In 2021, our global equity, diversity and inclusion council was set up to provide global guidance for our organization.

# united nations global compact principles: labor

- Randstad Argentina is an individual signatory of the UN Global Compact
- our foundations in Spain, France, Canada and Germany 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/about-randstad/sustainability/our-initiatives/>
- how we engage with our clients and candidates:  
annual report 2020 p39-44 <https://www.randstad.com/investor-relations/results-and-reports/annual-reports>
- how we engage with our employees:  
annual report 2020 p45-50 <https://www.randstad.com/investor-relations/results-and-reports/annual-reports>
- social dialogue and industry involvement; legislation; Agency Work Directive:  
annual report 2020 <https://www.randstad.com/investor-relations/results-and-reports/annual-reports>  
p28-33 the world around us  
p57-62 value for society



# 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 2020 p 70-73: our impact on the environment

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

# united nations global compact principles: environment

- Randstad is committed to setting science based targets (SBTi) and we are designing an action plan with the ambition to reduce emissions over 50% across scope 1 & 2 and over 30% in scope 3 by 2030.
- Our ambition is to work towards Net Zero by 2050

press release:

<https://tools.eurolandir.com/tools/Pressreleases/GetPressRelease/?ID=3995684&lang=en-GB&companycode=nl-rand&v=>

# 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/>



# social innovation programs

we have over 100 social innovation programs

that **improve employability** and **promote equal opportunities** for people

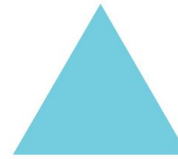
you can find all the programs in the local sustainability initiatives on our corporate website

<https://www.randstad.com/about-randstad/sustainability/our-initiatives/>



# memberships & partnerships

annual report 2020 p243 sustainability and industry memberships and partnerships  
<https://www.randstad.com/investor-relations/results-and-reports/annual-reports>



TENT



Workplace  
Pride

THE INTERNATIONAL  
PLATFORM FOR LGBTI  
INCLUSION AT WORK



WECconnect  
INTERNATIONAL



WE SUPPORT



# recognitions



Member of  
**Dow Jones  
Sustainability Indices**  
Powered by the S&P Global CSA



randstad

human forward.

