

equity, diversity, inclusion and belonging at randstad.

where differences are  
understood, valued

and celebrated.

  
randstad

human forward.

# equity, diversity, inclusion and belonging at randstad.



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The simultaneous promotion of all interests is one of our core values at Randstad. Within this, the principles of equity, diversity, inclusion and belonging are enshrined. Not only are they at the heart of who we are, but also absolutely central to our business as an HR services provider.

We know that a workforce where everyone feels they belong is a more innovative, effective and productive one.

We believe that everyone, regardless of their background, deserves work that provides dignity, security and purpose.

We want our people and the people whose careers we support to feel included, valued and respected, as they bring their true selves to work. And we are committed to working towards creating more equitable, diverse workplaces – at Randstad as well as with our clients and partners.

By 2030, we want to touch the working lives of 500 million people worldwide. We cannot achieve this ambitious goal without providing equitable opportunities. By celebrating a diverse workforce and maximizing it by making sure everyone feels included, while creating a sense of belonging among all.



“As the global leader in HR services, we recognize the importance and power of a diverse workforce. At Randstad, the principles of equity, diversity, inclusion and belonging are enshrined in our core values. We are committed to drive change and help develop workforces where differences are not only understood, but valued and celebrated.”

– Sander van 't Noordende  
CEO and Chair of the Executive Board  
Randstad N.V.



In order to achieve our goals and enable an environment where all candidates can thrive, we first need to create the right conditions for our own employees. We are on a journey and we want to be held accountable to listen, learn and make progress.

That's why we have created the [Randstad In Touch survey](#). In 2021, we added equity, diversity and inclusion questions for the first time. The overall score of 8.4 is based on responses from nearly 36,000 employees worldwide who completed the survey.

Find out what we mean when we talk about [equity, diversity, inclusion and belonging](#) in the next chapters.

gender



68% of our workforce are women.



Score that Randstad received from employees in the 2021 In Touch survey.

I'm satisfied with Randstad's efforts to support diversity and inclusion.

# equity.

Equity is about taking action to make sure all groups have the same access to opportunities and closing the pay gap. It's about proactively seeking to level the playing field - often by providing more support or creating favorable conditions for disadvantaged groups.

We believe that we cannot achieve equality without implementing equity, and are committed to actively building a business and labor market where people can thrive, regardless of their background.



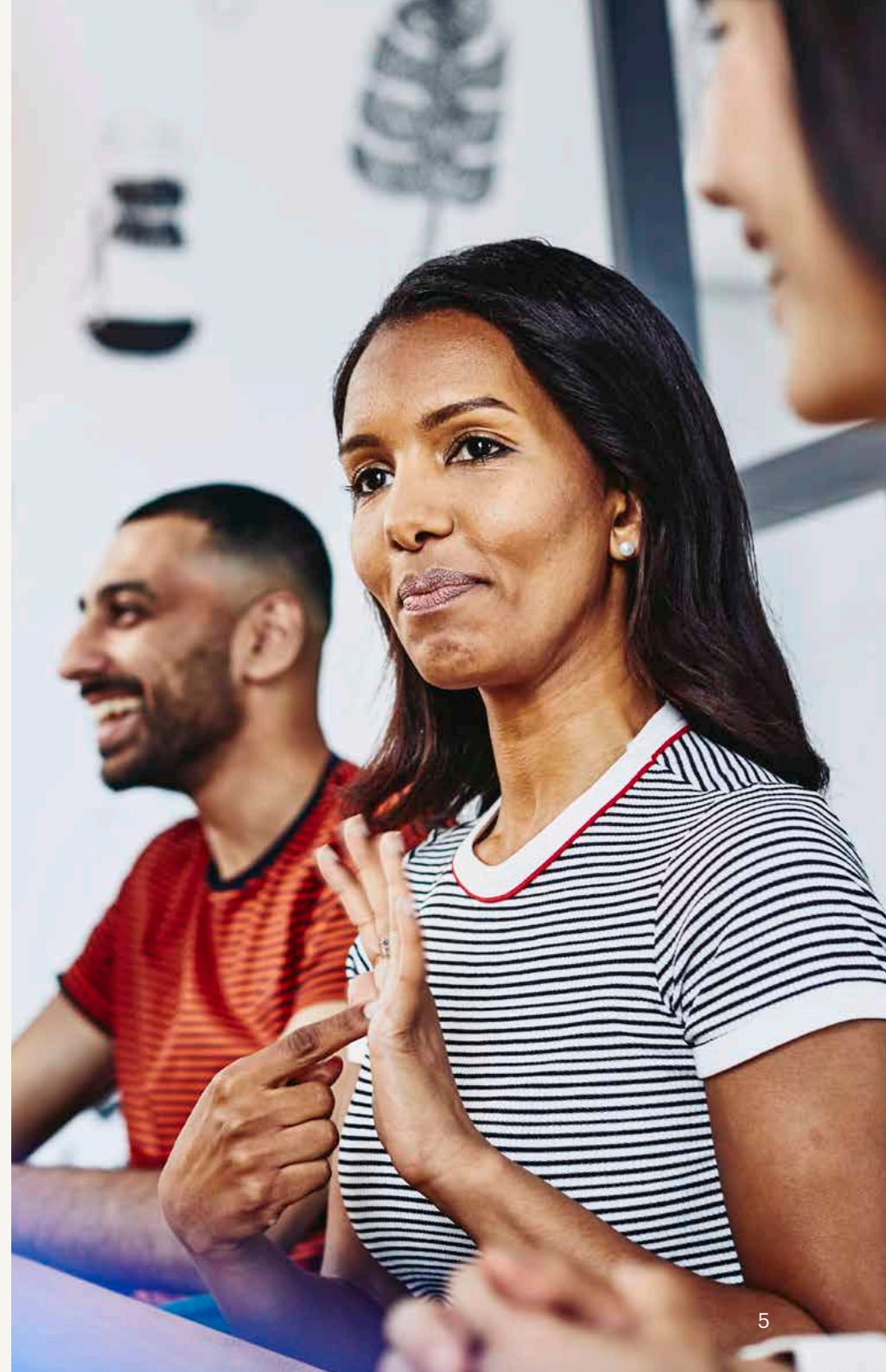
Score that Randstad received from employees in the 2021 In Touch survey.

People of all backgrounds have the same opportunities at Randstad.



“At Randstad, we believe in providing Human Forward solutions to the most prominent needs of an employee - this includes the right to equal treatment at work, no matter who you are.”

- Viswanath PS  
MD & CEO, Randstad India



# diversity.

Diversity is about difference. Our global teams not only respect, but also welcome and celebrate the differences among them.

We work together best when our teams reflect diverse backgrounds, ethnicities, age, ability, gender, religion, nationality, sexuality and beliefs, as well as any one of many identity dimensions that make up who we are.

This is fundamental to the success of ours and our clients' businesses. Diverse teams are proven to come up with better ideas and achieve stronger results.



Score that Randstad received from employees in the 2021 In Touch survey.

A diverse workforce is a clear priority at Randstad.



## generations



**11% Gen Z**  
our employees born in 1996–2010

**56% Millennials**  
our employees born in 1981–1995

**29% Generation X**  
our employees born in 1965–1980

**4% Baby boomers**  
our employees born in 1946–1964

## gender



50% of our senior leadership positions worldwide are held by women.



more than 1 in 3 of our executive positions are held by women.



“Diversity and inclusion is embedded in the very DNA of our company and vibrantly lives through our core values and mission.”

– Rebecca Henderson  
CEO Randstad Global Businesses and Randstad N.V. executive board member

# inclusion.

Inclusion is diversity in action. It's about making sure that our diverse teams can work seamlessly together and that every person can bring their whole self to work. It's about equally appreciating every perspective and view, creating the conditions where everyone feels valued and empowered to reach their full potential.

We are committed to practicing inclusion every day across conversations, decision-making and all other business activities.



Score that Randstad received from employees in the 2021 In Touch survey.

At Randstad, people of all backgrounds are accepted for who they are.



“Diversity isn’t a goal in itself, it’s about inclusion: being open to different people, opinions and perspectives. This demands a different kind of leadership: more empathy, more vulnerability.”

– Dominique Hermans  
CEO Randstad Group  
Netherlands



# belonging.

Belonging is our end goal. It's how we want every single person across our teams to feel. We know that when people feel they belong, they are more engaged and motivated, clearly seeing how they're playing a part in the success of the business.



Score that Randstad received from employees in the 2021 In Touch survey.

I feel a sense of belonging at Randstad.



“Randstad has long been committed to promoting initiatives that improve workplace diversity and foster a culture in which differences are not only understood but also valued and celebrated.”

– Karen Fichuk  
CEO Randstad North America and Randstad N.V. executive board member





implementation.

We have initiated a global council and 15 working groups that have the mission to empower people to be their true self, by fostering a global, inclusive culture that embraces diverse views, equal opportunities for everyone and a sense of belonging.



we would love to hear your thoughts and comments, let's start a conversation.



human forward.