

randstad group policy

global environmental policy.



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principles

Realizing that the world's natural resources are limited and fragile, Randstad considers environmental protection to be consistent with its overall goals and values and an important consideration in its total activities. This commitment to environmental protection is reflected in our core value "Simultaneous promotion of all interests" and our business principles; in our sustainability framework, validated through a materiality analysis; and in our policies, programs and practices for conducting operations in an environmentally as well as economically, responsible manner.

Furthermore, Randstad recognizes that effective environmental management can positively impact corporate profitability in several important ways. First, programs designed to make efficient use of natural resources often minimize operating costs. Second, environmental quality programs help sustain and enhance Randstad's presence and reputation in domestic and international markets. Third, compliance programs minimize risk and potential legal liability.

In light of the above principles, the following corporate environmental policy has been established.

our policy

Environmental protection is a management responsibility, as well as the responsibility of every employee of Randstad. Additionally, this policy is applicable to Randstad's suppliers, service providers, contractors, and any other relevant business partners (e.g. non-managed operations, joint venture partners, licensees, outsourcing partners, etc.). This policy concerning environmental protection addresses aspects of Randstad's operations which can potentially impact the environment. The Executive Board has the ultimate responsibility for the implementation of this policy, supported by the Global Head of Sustainability.

Our environmental pledge means that we will:

- Comply with all applicable environmental laws and regulations
- Establish long-term environmental goals and champion local and company-wide green initiatives
- Reduce our carbon footprint by:
 - Reducing our consumption of natural resources
 - Reusing in-house materials
 - Redirecting recyclable waste products for reclamation management
 - Purchasing recycled and environmentally friendly materials
- Establish ourselves as environmentally responsible neighbors in the communities where we operate

- Motivate employees to assume personal accountability for protecting the environment
- Assist the clients we service and other key business partners with their green initiatives
- Expect our suppliers to comply with all applicable environmental laws and regulations, and aim to work with suppliers who take targeted action with regard to the environmental aspects covered in this policy.

In order to fulfill our pledge, we ask that every employee support this policy by reporting environmental concerns and suggesting improved practices. Randstad shall seek to:

- Conduct its operations and provide its services in compliance with applicable laws, regulations and standards concerning environmental protection, and provide a mechanism for self-monitoring through its integrated reporting system.
- Establish corporate environmental objectives and targets relevant to the environmental impacts of its activities and a means to measure progress against these objectives. These objectives and targets shall be reviewed and revised as necessary.
- Continually improve environmental management policies, programs and performance based on the results of our periodic reviews and taking into account regulatory developments, customer needs, technical developments, scientific understanding and community expectations.
- Minimize the environmental risks to our employees and the communities in which we operate.
- Promote employee awareness of this environmental policy, environmental concerns, actions and responsibilities.
- Train our employees to help them understand the impact of our business and their daily work activities on the environment, as well as giving them an understanding of how they can limit their impact.
- Promote the adoption of environmental protection goals and practices by suppliers acting on behalf of Randstad, strongly encouraging improvements in our suppliers' practices and logistics to make them consistent with those of Randstad.
- Are committed to develop responsible partner relationships that are based on a respect for our environmental principles and targets.
- When entering new business relations, such as mergers and acquisitions, investigate how the target company manages taking environmental care as part of our due diligence process.
- Do what we can to limit our ecological footprint, by conserving energy, using sustainable energy sources, waste management, reducing water and paper usage, while reusing or recycling and limiting our business travel wherever possible.

climate governance and net zero

Randstad commits to the [Science-Based Targets initiative \(SBTi\)](#) Business Ambition for the 1.5°C pledge, and to setting science-based targets with the ambition of Net Zero by 2050. Randstad's climate strategy focuses on the Net Zero goals and action plan. We designed an action plan with the aim of reducing emissions by over 50% across scope 1 & 2 and over 30% in scope 3 by 2030, compared to 2019. Eventually, we intend to neutralize residual emissions by investing in permanent carbon removal.

To ensure the achievement of our ambitious goals, we have set up a Net Zero governance structure in our organization with our CFO as executive board sponsor. The Net Zero journey is led by our Net Zero Business Lead and Global Head of Sustainability. Our business will minimize our carbon footprint through sustainable mobility, energy efficiency in buildings, using 100% renewable energy, sustainable business travel, and a supplier engagement policy. For every pillar, a global working group is set up, led by an expert from our organization. Additionally, a working group is established that will focus on reporting and finance, as well as one for engagement and communication, to ensure measures to raise internal and external stakeholders' awareness of our environmental policy, environmental impacts and our net zero commitment.

The Net Zero climate strategy is part of a bigger sustainability steering committee represented by Executive Leadership Team (ELT) members and chaired by the CHRO. Climate issues are annually discussed with the Supervisory Board as part of the update on ESG strategy, performance and reporting as well as an update on Randstad's net zero ambition.

