

2024

local sustainability
initiatives.



randstad

partner for talent.

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local sustainability initiatives 2024.





our promise to society.



3 min. read



2024

our promise to society.

dear reader,

This past year marks significant strategic progress in Randstad's sustainability journey. Building on our promise to society to contribute to its needs, we installed a global sustainability steering committee reporting to the Executive Board. We also introduced a revised sustainability framework, which helps us to coordinate our sustainability strategy aligned with our values, our material topics and important societal needs.



In line with our ambition to be the most equitable, specialized talent company, Randstad aims to make a positive contribution to society. We focus on our social responsibilities, which involve finding the right employment for people, equipping them with the right skills, and contributing to the creation of well-functioning labor markets. This goes beyond traditional corporate social responsibility and stakeholder management, reflecting a commitment to the social impact of our business activities. We shape the world of work through our core activities, active social dialog and societal impact programs.

We are proud to be recognized for our contribution to societal needs by the annual Dow Jones Sustainability Index (DJSI) for the ninth consecutive year. Randstad is the only HR services provider to be admitted to membership of the Professional Services industry section of the DJSI Europe Index and the DJSI World index.

the world around us

Today our world is facing urgent sustainability issues. The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries in a global partnership. According to the United Nations' Sustainable Development Goals Report 2023, the latest data shows that only about 15% of the roughly 140 related targets are on track to be reached by 2030. Therefore, we must hold ourselves and each other accountable to the commitments that we have made and accelerate our progress towards achieving the SDGs. Specifically, Randstad is committed to contributing to Sustainable Development Goals (SDGs) 4 (quality education), 4 (gender equality), 8 (decent work and economic growth), 10 (reduced inequalities), and 13 (climate action).

contributing to societal needs

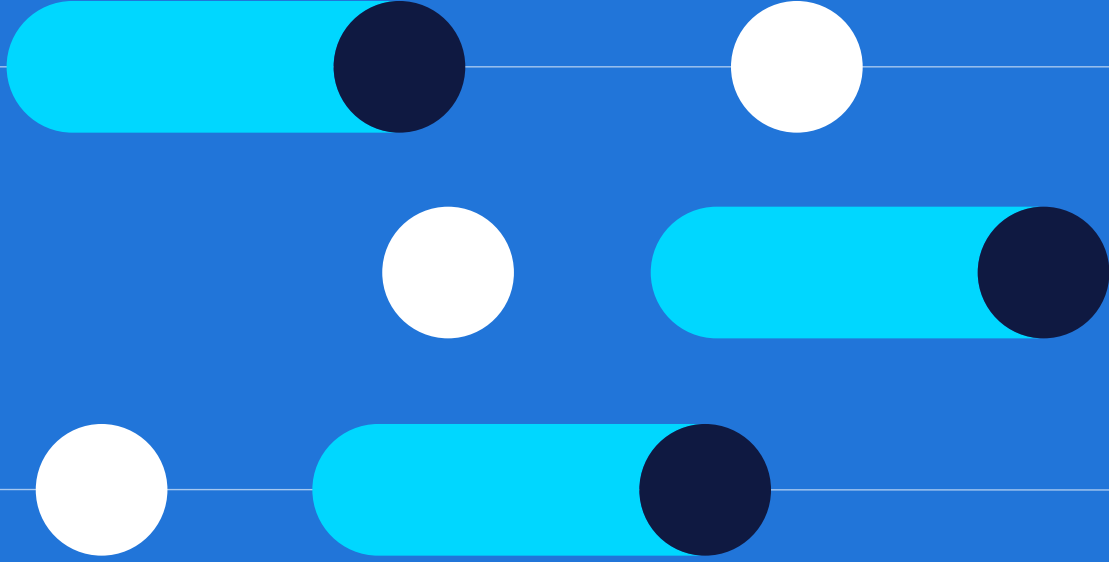
As a global player in the labor market, Randstad has in-depth knowledge of the world of work. Through our daily interaction with clients and talent, and our continuous dialog with governments, employers and labor organizations, our ambition is to contribute to global societal needs positively by promoting a fair labor market, fostering equity at work, and supporting the green transition.

These topics are the foundation of our sustainability framework. All the key material topics identified in our annual double materiality assessment are covered by our sustainability strategy and come together in our sustainability framework. In this report, you will find more information about this framework and how Randstad globally and locally contributes to these societal needs.

I would like to thank my colleagues worldwide for their hard work and dedication and making a difference in people's lives, one by one. Additionally, I would like to thank our talent, clients and people across the world for their ongoing partnership in our global and local sustainability initiatives. We are very proud to be the trusted partner for our talent and clients, and we are looking forward to continuing making a positive impact with all of them in 2024 and beyond.

Best regards,

Marlou Leenders
Global Head of Sustainability Randstad N.V.





about this report.



2 min. read



2024



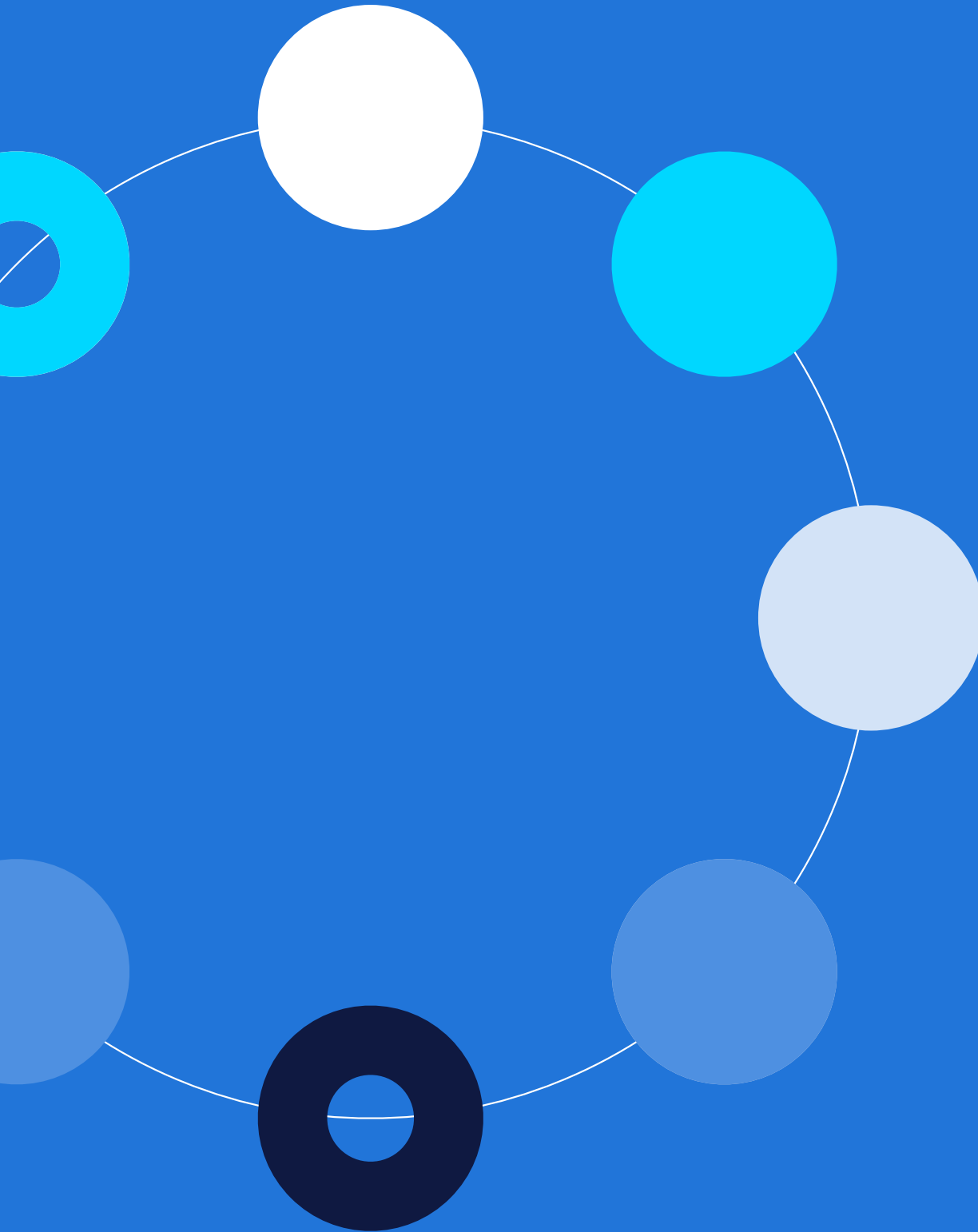
about this report.

This report provides descriptions and examples of various local sustainability initiatives, structured in line with our sustainability framework and our ambition to be the world’s most equitable and specialized talent company.

The report aims to show how the operating companies of Randstad contribute to our purpose and how they create value on a local level. The chapters of the report showcase initiatives in our various countries related to promoting a fair labor market, fostering equity at work, and supporting the green transition. The last chapter provides examples of our impact on society and communities through our corporate citizenship initiatives.

our sustainability framework

promote a fair labor market	foster equity at work	support the green transition
<ul style="list-style-type: none"> • working conditions: living wage, social dialogue, working time, fair and secure employment, freedom of association and collective bargaining • health and safety • other work-related rights: no workplace violence, no child or forced labor 	<ul style="list-style-type: none"> • diverse and inclusive employment with equal opportunities • training and education, including up- and reskilling 	<ul style="list-style-type: none"> • climate change: net zero in 2050 • training and education, including up- and reskilling for the green transition
overarching sustainability topics		
<ul style="list-style-type: none"> • business ethics • policy and industry involvement • data security and privacy 		





promoting a fair labor market.



40 min. read



2024

promoting a fair labor market.



8.5

understanding of
business principles
(2022: 8.6)

80

average length of
employment in months
(2022: 70)

7.9

employee engagement
score (2022: 8.1)



surveyed markets

1. [argentina](#)
2. [belgium](#)
3. [brazil](#)
4. [canada](#)
5. [chile](#)
6. [czech republic](#)
7. [denmark](#)
8. [france](#)
9. [germany](#)
10. [greece](#)
11. [hong kong SAR](#)
12. [hungary](#)
13. [india](#)
14. [italy](#)
15. [japan](#)
16. [netherlands](#)
17. [new zealand](#)
18. [norway](#)
19. [poland](#)
20. [portugal](#)
21. [singapore](#)
22. [spain](#)
23. [sweden](#)
24. [united kingdom](#)
25. [united states](#)

73.6%

employee retention
(2022: 73.6%)

0.17%

injury rate (talent)
of overall days worked
(2022: 0.20%)

0.01%

injury rate (employees)
of overall days worked
(2022: 0.01%)

promoting a fair labor market.

Recent changes in the world of work have ushered in many new forms of employment. Digitalization, remote work and a flourishing informal economy mean traditional work arrangements and labor contracts are evolving into many other types of employment. While these trends have provided more opportunities and job flexibility to workers, they can also lead to more risk and erosion of rights. Randstad is one of the most active advocates in our industry for protecting these rights and ensuring people everywhere have access to fair and decent jobs that provide living wages. Through our dialog with all stakeholders – employers, policymakers, regulators and unions – we promote fair and equal protection for all, advance health and safety protection in the workplace, push for fair working conditions and schedules, and help mitigate child or forced labor wherever we encounter it.

working conditions and other work-related rights



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES

As a global player in the labor market, Randstad has in-depth knowledge of the world of work. Through our daily interaction with clients and talent, and our continuous dialog with governments, employers and labor organizations, we take the lead in shaping the world of work and improving workers' employability and access to social protection systems. We invest in conversations on important issues including living wage, working time, fair and secure employment, and freedom of association and collective bargaining. In this way, we hope to raise awareness and contribute to improved working conditions in the markets in which we operate, and beyond. Besides our focus on working conditions, we also take our role in ensuring other work-related rights are met very seriously. This includes fundamental rights such as no workplace violence, child labor or forced labor. We do not tolerate any violations of these human rights and have strict standards and rules in place to ensure that these rights are not violated.

belgium

Each year, Randstad Belgium organizes several studies on labor market trends, as well as annual Labor Market Seminars. These are dynamic and interactive debates focusing on topical labor market themes, such as the new world of work, leadership and employer branding. For 20 years now, Randstad Belgium has been organizing the Randstad Employer Brand Research, awarding companies that stand out for their attractiveness on the labor market.

In line with the legal framework, every two years, Randstad Group Belgium reports on equal pay results to the works council. The comparison is currently limited to gender equality. The remuneration of male and female employees is compared, whereby we take into account the following factors: hierarchical level, type of position, full-time equivalent number of years of service and career development. The few differences found in remuneration could be linked to the difference in career progression and are therefore justified. No suspicious patterns were found. In addition to this transparent and regular reporting, Randstad Group Belgium has a single transparent and universal salary policy, which is the same for everyone.

canada

Randstad in Canada aims to advance our company's commitment to the Global Compact SDGs. As such, in 2023, we initiated several campaigns aimed at employers providing market insights on a range of topics. These included:

- updating our Inclusive Language Guide, which provides insights for employers and individuals on how to use more inclusive language in the workplace; this guide is available in French and English;
- launching a white paper based on market research and community practitioner insights on the importance of [hiring immigrant talent](#);
- launching our [2024 Salary Guide](#), which provides employers and talent with a transparent reference on best pay practices for the coming year;
- launching our [digital transformation report](#), highlighting the key challenges that CIOs across Canada and the United States are facing in an evolving world of work;
- promoting our [market research on the challenges women face](#) in the workplace through our Women Transforming the Workplace Program.

These contributions to understanding our labor market were shared with our employees, our clients, our talent and the public in order to advance understanding and action on important topics around sustainability in the world of work.

czech republic

With the objective of helping to restart the economy after the pandemic, reinforce Randstad's thought leadership and image, and increase awareness of Randstad's role in society, in 2023, Randstad Czech Republic presented the REBR award and the Workmonitor. First-prize winners received their trophies live, recorded on video and supported by online and offline activities, including strong social media and a press release.

france

The Randstad France Group promotes the recruitment of young people. Our membership of the Collective Movement for an Inclusive Economy enables us to make a statement locally and nationally by participating in job coaching and mentorship workshops.

We are part of "Les entreprises s'engagent", a French community of companies committed to achieving an inclusive society and a sustainable world. It brings together companies of all sizes, governmental agencies, and inclusive stakeholders within departmental clubs. The community currently comprises some 80,000 companies, 101 departmental clubs, and 300 people who bring this initiative to life on a daily basis throughout France.

Randstad employees are actively taking part in the work of thirty clubs throughout France, developing joint initiatives promoting access to employment for everyone. As part of "Les entreprises s'engagent", Randstad joined the association of corporate sponsors. Our group's experts are involved in studying and sharing best practices for inclusive employment, with the aim of formulating concrete proposals for the government.

By promoting collaboration between public, private and associative actors in the employment sector, this initiative supports the implementation of joint programs that aim to streamline the job market and make it more inclusive.

We also took part in the 6th Inclusiv'day, which focuses on the employment of people with disabilities. Our General Secretary led a round table discussion on entrepreneurship and support for impact projects, methods and best practices.

germany

Keeping abreast of the current social debate and taking into account the latest scientific and political findings is an essential criterion for Randstad Germany's dialog with its stakeholders. The aim is not to leave critical opinions on the future of temporary employment unheard, but to integrate them and see them as an enrichment of our own positioning and reflection. This is also the aim of the labor market talks, which have been firmly established in Germany since 2010. Several times a year, Randstad invites renowned personalities and influencers from client companies, employment offices, job centers, educational institutions, politics, chambers of commerce, associations, science and society to discuss topics relevant to the labor market and specifically to temporary work.

On behalf of Randstad Germany, the Ifo Institute (Institute for Economic Research at the University of Munich) surveys around 1,000 HR managers in Germany every quarter. They investigate how the use of flexibility instruments such as temporary employment is developing. In addition, the survey examines current issues relevant to the labor market.

MENTO trains mentors throughout Germany to help people with a low level of basic education. The training courses take place regionally, thus creating intercompany networks. Nationwide events expand the network contacts beyond regions. Structures within the company have been set up together with our partners to support people with a low level of basic education.

Randstad Germany is a partner in the Klischeefrei initiative. This is an alliance of education, politics, business, practice and research initiated by the German government. It advocates career and study choices free of gender stereotypes.

Randstad Germany is a partner of Das Demographie Netzwerk (DDN). The DDN sees itself as a source of inspiration for the complex challenges of demographic change. According to the Collective Impact principle, the nationwide network jointly searches for solutions and provides food for thought for future-oriented human resources work. To this end, DDN works together with partners from business, politics and science, and bundles the synergies in innovative events, publications and practical projects.

In 2023, the German government and numerous companies and associations issued the joint declaration 'Jobturbo-Now into a job: integration into work pays off!'

which aims to ensure that recognized refugees who are able to work are placed in employment more quickly. Our industry association, the Federal Association of Personnel Service Providers, was also a signatory. As a member of the association, Randstad will work to ensure that Jobturbo will be a success.

We are committed in many ways to enabling people with disabilities to participate in working life: Randstad Germany is a member of the [UnternehmensForum](#), a cross-industry association that aims to promote inclusion and integrate more people with disabilities into the economy. The forum focuses on the exchange of experiences with other companies and the development of new approaches for the professional integration of people with disabilities.

hungary

As Randstad Hungary, we participate in each Randstad Employer Brand Research and Work Monitor Research. We were very successful in 2023 in selling the research and educating our partners about labor needs. We held meetings with 38 of our partners about this topic and achieved more than 1,600 downloads on our website.

In our 2023 HR trends survey, we focused on changing salary needs in Hungary, where inflation and recession had a huge impact on the net worth of salaries and overhead costs. Nearly 500 CEOs and other high-level HR managers took part in the survey, and we closed the campaign by presenting our results to our partners. There was a huge need from the talent side as well for the results, as we had more than 2,000 downloads. Next to our active social media presence, we published our messages in the form of editorials in the most popular media.

Randstad Hungary is an active member of the Business Council for Sustainable Development of Hungary (WBCSD), leading in sustainable employment. As a recruitment consultancy partner for [BSS Hungary](#) by AmCham, we moderated panel discussions, engaged in career orientation, and contributed to communication efforts, reaching approximately 300 people.

In 2023, Randstad Hungary supported monthly location scout projects through HIPA, presenting detailed insights into the local labor market and providing tailored data on talent populations. The presentations, based on Central Statistics Office and internal data, emphasized employer branding to educate potential investors about being an attractive employer from the outset.

india

Randstad India and the National Skill Development Corporation (NSDC) have signed a Memorandum of Understanding (MoU) to jointly contribute to and elevate the talent ecosystem across diverse sectors.

Through this MoU, Randstad and NSDC aim to empower individuals by facilitating training on future skills and creating pathways for meaningful and sustainable job opportunities. This will be achieved through joint efforts on project hiring, apprenticeship programs, studies and surveys among other things. Through this partnership, we aim to provide differentiated talent engagement models to meet the varied business and inclusion goals of the industry for skilled talent across roles.

NSDC and Randstad aim to create a substantial impact to address talent shortages with a highly skilled, adaptable and competitive talent pool suited for a big variety of sectors. The MoU represents a shared commitment to proactively transforming the way the industry looks at talent attraction and engagement, with a focus on skills and inclusion.

In 2023, Randstad India also published a successful research report on disability inclusion in the workplace (Embracing All Abilities), which received great feedback. The study centered on understanding the underlying sentiments of the respondents, beyond just the presence or absence of policies and provisions at the workplace, with the aim of assessing the real state and gaps between objectives and implementation. The report can be found via this [link](#).



Skilling - MoU, India

italy

The HO team participated as a speaker to the AICCA Onlus (Italian Association of Congenital Heart Disease) on the 'disability and work' item, talking about the national Italian law regarding the rights and opportunities of people with disabilities.

poland

The Randstad Research Institute (in Polish: Instytut Badawczy Randstad) has been operating in Poland since 2008. Each year, we carry out on average 10 research projects identifying phenomena on the Polish labor market and forecasting its development. Twice a year, together with GfK, the Employers' Plans (in Polish: Plany Pracodawców) project is carried out among 1,000 business representatives using the CATI method, on the basis of which we create forecasts of the development of the country's economic situation, changes in the level of employment and wages, as well as other trends affecting workplaces (including migration, inclusion, demographic gap, competence gap and development of resources). The research sample fully reflects the structure of the Polish economy.

Four times a year, together with Pollster, we conduct the Labor Market Monitor (in Polish: Monitor Rynku Pracy) survey. It involves a random selection of 1,000 employees, corresponding to the country's working population in terms of age, region, gender and education. We examine the level of turnover, the risk of losing employment, beliefs about the availability of job offers on the market, as well as the most important trends currently important for people employed and looking for work.

In addition, we are implementing a research project among migrants taking up employment in Poland, examining the most important aspects, such as the sense of matching competences to the Polish market, current needs for support in inclusion in society and the workplace, but also further life plans, including plans to leave Poland.

Based on an analysis of market data and internal data collected by Randstad in Poland, we provide employers with quarterly reports on employment and wage levels in 16 Polish regions four times a year, including reports on average wages for key blue-collar positions, and once a year we publish salary reports for specialist positions in engineering, IT, logistics, accounting and finance, marketing, HR and administration.



“Through our dialog with all stakeholders – employers, policymakers, regulators and unions – we promote fair and equal protection for all, advance health and safety protections in the workplace, push for fair working conditions and schedules, and help abolish child or forced labor wherever we encounter it.”

– Ainhoa Zubillaga, CFO Southern Europe & LatAm and Lead “promote a fair labor market” Randstad N.V.

portugal

Randstad Portugal is part of the iGen Forum (Forum Organizations for Equality), which consists of several national and multinational organizations from the public, private and social economy sectors. It is also part of CITE (Commission for Equality in Work and Employment), a government structure. Randstad is committed to reinforcing and highlighting its organizational culture of social responsibility, incorporating principles of equality between women and men into its strategies and management models. In May 2022, we renewed our commitment as members of the CITE iGen forum, and we are in charge of the iGen inclusive academy. Randstad also supports a CITE campaign related to the national equal pay day, addressing the gender pay gap. In Portugal, we still have a gap between the salaries of men and women of 13.1%.

Since 2018, Randstad Portugal has been in a partnership with Nova SBE (an international university) to carry out research into disability and employability. In 2022, we continued to be part of the Inclusive Community Forum (ICF), a Nova SBE initiative that seeks to promote a more inclusive community by addressing the lives of people with disabilities. They intend to build a network composed of all those who play a role in the lives of these people, challenging them to contribute to finding solutions.

singapore

Randstad Singapore partners with Workforce Singapore, a statutory board under the Ministry of Manpower of the Singapore Government. We provide content to help people improve their interviewing skills and consider their options as they develop their career. These articles are developed specifically for the PMETs (professionals, managers, executives and technicians) in Singapore, enabling them to constantly upskill themselves to get better career opportunities and improve their employability. We provide articles on a monthly basis from our content library, aligned with Workforce Singapore's monthly themes. The content platform operated by Workforce Singapore aims to reduce unemployment by providing people with relevant tips and tools for today's labor market environment.

spain

As part of Randstad Spain's social commitment, we feel responsible for providing society at large with accurate information about the labor market and HR. This is why Randstad Research was set up, an institute centered around the generation and broadcast of objective information based on deep and systematic analysis of labor market data (employment & unemployment data, analysis of talent requirements, information about salary and HR trends, and other studies and analyses). Access to this information is free and publicly available [here](#).

In 2023, Randstad Research in Spain continued its monthly press releases and webcasts on the labor market situation, its quarterly reports with a more in-depth analysis of current trends in the labor market ('Labor market in 50 headlines'), its quarterly forecasting reports, and also its quarterly reports on absenteeism. In addition, we published four big reports on different topics related to HR. The first was on future HR trends (especially talent scarcity, digitization and flexibility), drawn up in collaboration with the most important employers' association in Spain, CEOE. The second report was on turnover developments by sector, the first document of that kind ever published in Spain. The third focused on vocational training and the bright prospects of these programs' graduates in our labor market. The fourth was our annual salary trends report.

Furthermore, as part of the World Disability Day activities, the Randstad Foundation and the Esade Innovation Institute presented the report 'Policies and practices in diversity and inclusion', which highlights the advantages of hiring people with disabilities. The report aims to inform and raise awareness among companies to hire people with disabilities. The report reveals that companies that hire people with disabilities obtain 28% more benefits. According to the report, the three main drivers of hiring of people with disabilities currently are: (1) complying with the law (48%), (2) improving worker well-being (41%), and (3) attracting talent and building loyalty (41%).

sweden

Randstad Sweden is a co-founder of Universal Design in the Workplace (UUA) and is represented in the Board. UUA aims to create flexible organizations and societies, where everyone's right to be included is respected. Through UUA we participate in seminars and training, while striving to influence politics, business life and society to move towards a more inclusive world.

Randstad Sweden was on the jury of the Diversity Index Award 2023. Two of the prizes were awarded to people or organizations that had done extraordinary work on LGBTIA+ matters. The awards were presented at a gala event held at Malmö City Hall.

Randstad Sweden is a popular source of know-how when it comes to LGBTIA+ and has as such been invited to hold several seminars for clients and other institutions.

Randstad Sweden is also a proud partner of the Scandinavian LGBT Chamber of Commerce (SGLCC). SGLCC is the gateway not only for LGBTIA+ owned businesses, but also for organizations that aim to develop and thrive with inclusion. Randstad Sweden was invited to speak at the 2023 LGBT Business Conference at Malmö City Hall. The Mayor of Malmö opened the conference emphasizing everyone's right to be themselves. Randstad Sweden also emphasized the importance of different perspectives and how actively working with and including the LGBTIA+ society could contribute to business advantage.

In 2023, Randstad Sweden was also invited by Workplace Pride to speak at the Nordic Forum alongside Electrolux, ISS and Ericsson. The forum aimed to join forces for workplace inclusion. It started at the Dutch Embassy, where the Ambassador highlighted the importance of equality. This was followed by a town hall day at the Electrolux headquarters.

the netherlands

In the Netherlands, the dialog on the labor market of the future was further developed in 2023. The advice of the committee set up for this purpose was presented in January 2020. Randstad participates in the dialog on the basis of our vision of 'new security'. Two important initiatives that play a role in this are South-East Works, an innovative district concept to prevent polarization of

metropolitan and regional labor markets (see the section on 'Improving employability' for more information) and the academic research into proactive career behavior conducted by Professor Jessie Koen (University of Amsterdam).

In June 2021, the social economic council (SER) presented recommendations on new labor market regulation, among which the necessity of equitable pay and improving pension arrangements for flex workers. Although it will be up to the government to decide upon this, the adoption of these recommendations into new regulation is expected in the coming years (2024-2025).

In Randstad Group Netherlands' podcast series 'Well-regulated work', sharp thinkers and labor market experts share their opinions. Based on the success of this series, a live event was organized to continue the dialog for a wider audience. The guest speakers engaged in a meet-up to discuss the future of work. Together, they tried to find answers to questions such as: 'How can we deal with retraining and finding work for the unemployed in the Netherlands while almost every sector is struggling with acute personnel shortages?' The reason for this debate, on stage and in the podcast, is a report released in 2020, which defines four principles on how work should be shaped in the future. You can watch a recording of the event via this [link](#), and listen to all episodes of the podcast series here: '[Goed geregeld werk](#)' (in Dutch only).

Together with a local bank, Randstad Netherlands has developed a 'declaration of prospects'. This declaration, a breakthrough innovation in the Netherlands, can be issued by Randstad to make it easier for employees or temporary workers with good career prospects to obtain a mortgage.

health & safety

We look after our people, and providing a healthy and safe work environment is part of that. We do all that is reasonably practical to prevent injury and illness and look after mental health and well-being. Our global health and safety policy states that Randstad is committed to providing and maintaining a healthy and safe work environment. We work with our clients to promote and coordinate activities to support healthy and safe sites for all workers we place. Several of our operating companies have specialized health & safety managers to guide and advise clients, including carrying out health & safety assessments. Our operating companies also use a variety of measures to advance employee well-being.

argentina

Randstad Argentina runs a dedicated program to reduce the number of occupational accidents and illness among temporary workers. The program takes a multi-stakeholder approach and starts with specific health and safety (H&S) training in the induction program. The H&S process involves many parties (Randstad, client companies and their employees, H&S professionals, and insurance companies), who all contribute to a proactive process of accident prevention. The prevention plan builds on an analysis made by Randstad of workplace accidents at client sites, resulting in observations and recommendations. The results of this program are noticeable. In 2023, we reduced our injury rate by 7%.

Randstad Argentina regularly visits branches and clients to perform training on site, hold audits, organize prevention programs, investigate accidents, and meet with clients' health & safety departments.

belgium

Randstad's safety advisors in Belgium offer long-term support in client workplaces to detect risks, give advice, and approve jobs. In this way, they guarantee the absolute safety of Randstad and Tempo-Team's flex workers, while also reporting to clients. These safety advisors can always be contacted by our colleagues in the field in the event of doubt or questions. Since 2014, an online platform has been in place with safety instructions, tests and tips. Clients are encouraged to use an introductory movie to explain their activities to their new flex workers, describe the risks involved in these activities, and take them through the safety instructions.

Since 2016, Randstad and Tempo-Team Belgium have organized Vitality workshops to encourage employees to eat and cook healthier meals and to keep active while at work. In addition, a special training program was developed for employees on how to recognize the signs of an impending burnout. This program aims to raise awareness, enabling employees and their managers to respond quickly and preventing colleagues from falling victim to this often long-term illness.

Randstad Group Belgium offers support beyond colleagues and family when employees need a neutral ear or guidance on various topics, such as financial or legal issues, stress or burnout. Through the Employee Assistance Program (EAP), employees can access counseling, mindfulness programs, and assistance in legal, financial or practical matters such as childcare. This service is free, confidential, and accessible to employees and their children over 14 years old.

Randstad Group Belgium's care4you program supports long-term-absent employees in partnership with Securex. When an employee has been absent for over a month, a Securex representative contacts them to understand their needs and concerns. Upon return, consultation through the care4you program ensures a smooth transition, including adjustments such as transitioning to a 4/5 work schedule.

We provide a free 24/7 anonymous telephone line staffed by two internal confidential counselors and one external confidential counselor. These trained professionals offer support for issues such as workplace aggression, bullying, stress, burnout, and interpersonal conflicts. Contact details are accessible to all employees.

brazil

Randstad Brazil offers initiatives and benefits related to health and quality of life. For example, we use an app that offers psychological care, we have a daily offer of fruit in our headquarters, and we organize campaigns related to important diseases to promote awareness about them. In 2023, we evaluated our initiatives in order to improve the offer related to health, and we plan to include physical activities in 2024.

canada

Randstad Canada is the winner of multiple Health & Safety (H&S) awards and distinctions, including the 2023 industry award from ACSESS. As a safety partner, our H&S team continues to offer our clients consultative H&S

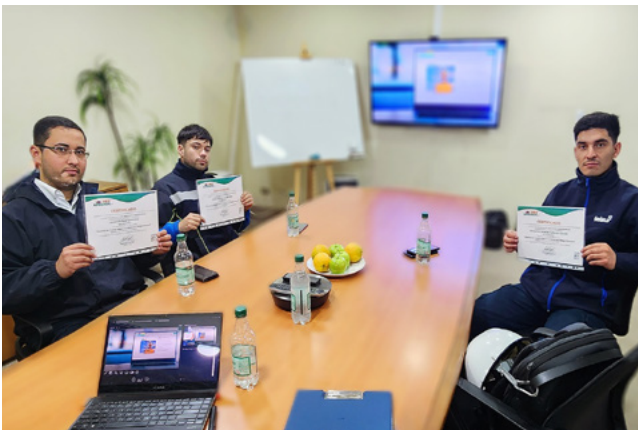
advice to support high H&S performance and enhance a safety culture. We have also worked to establish a mental health and wellness strategy, which incorporates mental health initiatives throughout the year, encouraging engagement and reducing the stigma around mental health. To support this strategy, we run a Mental Health and Accessibility business resource group (BRG).

In 2023, Randstad Canada hosted a series for webinars geared towards improving mental health in the workplace. For Mental Health Week, Randstad Canada hosted 'How to elevate psychological safety', where participants learned how psychological safety impacts mental health and what role everyone can play in fostering it. Then as part of Self Care September, Randstad Canada hosted a series of chats where employees shared their best practices and journeys with regard to self care.

chile

At Randstad Chile, we take the health and safety of our employees very seriously, implementing various concrete actions to promote a safe work environment. We have strengthened training and expertise acquisition, ensuring that our team is fully informed about best practices in occupational safety. We conduct weekly checklists to constantly evaluate and improve our safety measures.

We have developed specific courses that provide crucial safety information, and award those participants who complete them with a diploma. Additionally, we conduct monthly webinars focused on topics related to health and self-care at work for our employees.



Health and safety, Chile

denmark

Randstad Denmark offers health checks for temporary workers on night shifts. Randstad Denmark has a Work Safety representative, who is responsible for helping to monitor stress factors among employees. Randstad Denmark offers extensive health insurance for employees, and also offers an annual fitness allowance. In the event of a health and safety crisis, Randstad is supported by a professional crisis team. Randstad Denmark also offers free dental insurance to temporary workers at specific clients as well as for all employees with 6 months' seniority.

france

A Corporate Prevention Board at Randstad France delivers an annual risk assessment document, which forms the basis of a comprehensive prevention program.

In 2022, France identified key psychosocial risk factors and vulnerable employee groups. In 2023, 14 workshops involving 100 participants pinpointed workplace constraints, leading to collaborative solutions. We initiated discussions with unions for a corporate agreement on psychosocial risk prevention, aiming to instill a prevention culture. All employees will undergo psychosocial risk prevention training, with enhanced programs for key roles.

In 2023, the risk prevention committee partnered with the HR ethics committee to create a reporting form for unsociable behavior and aggression. A brochure ('Learn to prevent, know how to react') complements this system.

A free 24/7 helpline supports Randstad France employees and their household members, offering access to psychologists, social workers, lawyers and coaches. This service addresses various issues, including psychological support, stress management and support during life transitions. Managers also have access to a dedicated support service. In addition, a well-being portal and webinars on work well-being are available through the website.

germany

'Our employees go to work healthy and return home unharmed'. This principle shows that protecting the lives and health of employees is a top priority at Randstad Germany and takes precedence over economic benefit. Our occupational health and safety strategy aims to sustainably reduce the number of accidents.



“We are committed to promoting appropriate, fair and workable regulations in the markets in which we operate. One of the ways we do this is through engaging in social dialog and active participation in industry bodies, on a national, regional and global level.”

– Sonja van Lieshout, Head of Public Affairs Randstad N.V.
and President World Employment Confederation Europe

The strategy includes regular on-site inspections with client companies. With every new client, working conditions and measures for the protection of workers are assessed. Health and industrial protection is thus achieved in close cooperation with clients. E-learning courses on the subject of occupational safety raise employees' awareness and our app-based tool for talents to report near-misses helps us in preventing incidents.

Our IT-based protocols and documentations are based on an integrated approach and ensure lean and smooth processes at any time. In 2019, we were certified according to ISO 45001 for the first time.

Occupational health and safety care at Randstad Germany is provided by Werksarztzentrum Deutschland. Their support includes:

- Advice on all issues relating to occupational safety and health protection, irrespective of whether these are related to the workplace or not.
- Implementation of occupational health precautions in accordance with ArbMedVV (Ordinance on Occupational Health Precautions) and aptitude tests.
- Accompaniment during workplace inspections on request or in coordination with the specialists for occupational safety.
- An 'Employee Assistance Program', in which psychologists and social workers are available for all employees in the event of a life crisis.
- Health Days, which focus on activities such as exercise programs, ergonomics consultancy for office workers, nutrition counseling, relaxation techniques, and dealing with work-related stress.

In the event of serious occupational accidents, an occupational safety specialist promptly conducts a detailed accident analysis on site, in close cooperation with the client, in order to prevent similar accidents in the future.

The Werksarztzentrum medical center in Germany offers a wide range of health services that are available to all employees. Doctors and medical specialists offer advice and assistance and support employees in staying healthy. Randstad regularly invites its employees to preventive appointments at its branches. Employees working for clients are contacted for annual refresher training and preventive occupational health care.

We are committed to equal rights for HIV-positive people. Randstad Germany is signatory the German Aids Federation's #positivarbeiten declaration. This shows that

HIV-positive employees are welcome at our company, that we do not tolerate discrimination in any way, and that respectful interaction is particularly important to us.

india

Randstad India operates a robust H&S program, with all Corporate Services staff trained as ambassadors conducting audits and providing incident prevention training. Stakeholders actively participate in this process, emphasizing employee safety and accident prevention. Real-time communication with clients and diligent follow-ups ensure adherence to safety norms for both existing and new clients. Randstad India collaborates with medical agencies for regular dental and medical checks, a crucial aspect of the Business Continuity Plan (BCP) invoked during operational disruptions to prioritize employee safety and business continuity. This tested program has proven successful in real-time scenarios.

Randstad India has recently also focused on well-being through internal programs, such as employee mental health programs along with any two nominated loved ones, leaders-led health challenges and conversations around mental health.



Health and safety, India

India's mental health ERG, Sane Forward, fosters a safe space for open conversations about mental health, working to create psychological safety at work. The group aims to normalize vulnerability and reduce mental health stigma. As part of this program, we launched the 'Mind Matters' podcast series. This educational series addresses stigmatized topics like depression, LGBTQIA+ concerns, anxiety, stress management, and workplace relationships through expert interviews and personal experiences. Additionally, a program for

select management and leadership team members was introduced in collaboration with an external mental health support organization, training them to become mental health first-aiders and offer support to colleagues before seeking professional advice.

randstad global capability center, india

Randstad India has launched a mental wellness program. Through a platform, our colleagues can make use of free mental health services, access mental wellness experts and find multiple self-help resources 24/7.

Ensuring the well-being of our employees is a priority. For female colleagues, we provide a secure ride home accompanied by a security guard, and our central desk monitors their safe arrival. If there has been no communication 1.5 hours after logout, we initiate contact and reach out to an emergency contact if needed.

To further empower women, we organized a program with guest speakers from the state police department, covering legal rights, police assistance guidance, safety facilities and personal safety strategies. In addition, we organized self-defense training sessions focused on practical techniques and situational awareness to enhance women's personal safety.

greece

Randstad Greece has specific policies in place relating to leave, which go further than legal obligations in Greece. Since the pandemic, we have been working with a hybrid model, following the most effective health and safety protocol at the office.

In November 2023, we successfully obtained our ISO 45001 certification, underscoring our commitment to occupational health and safety. This achievement signifies our dedication to providing a secure and healthy work environment for our employees. This not only reinforces our compliance with international standards, but also enhances our organizational resilience and a culture of safety, where we can reduce workplace risks and continually improve our health and safety performance. We also have incorporated H&S self-learning sessions when onboarding new employees.

We grant three free sick leave days without requiring a doctor's note. We also have an on-site occupational physician, and employees can get electronic prescriptions as well as doctor's notes at their convenience, so they can quickly get help and support.

We offer our employees high-quality private health insurance, which enables them to use a large network of hospitals and diagnostic centers.

We cooperate with external H&S business partners that provide frequent H&S updates and training to all Randstad Greece employees. They also perform frequent compliance reviews (at least annually) to ensure that H&S requirements are met.

hong kong SAR

The Wellness Committee of Randstad Hong Kong SAR promotes health and well-being at our office. The office in Hong Kong SAR has a Wellness Room in their new office, which serves as a 'zen' area in the office, allowing for quiet time, and giving employees a chance to escape from the noise and fast pace of the typical office environment. Employees are encouraged to book the room for 15 minutes.

In Hong Kong SAR, we have an Employee Assistance Program, which offers 24/7 support via our provider Optum Health.

We also have an internal employee fitness club committee that organizes sports and wellness activities for employees throughout the year. The activities aim to promote the importance of physical and mental health. For example, in 2023, we organized the 'Massage Makes me Happy Day'; for which we hired some masseurs to come to our office and offer massage services to our employees. They also organized ball games and yoga sessions after work, enabling our employees to relax and collaborate with each other outside of the office.

hungary

Randstad Hungary prioritizes the well-being of employees, offering private health insurance for all with options to extend coverage to family members. This year, free medical check-ups, including full body scans and blood tests, were provided. We also organize regular sports events such as ice skating, cycling, and paddle boarding, which promote physical health. Additionally, a Well-Being Team focuses on mental health, offering in-office massages to support employees' overall well-being.



“We are committed to providing and maintaining a healthy and safe working environment, including mental health and wellbeing. Randstad Spain offers private health insurance as well as life and accident insurance for employees. During 2023, 25% of our employees participated in our new mental health program.”

– Oscar Gutiérrez Gómez, Director Corporate Social Responsibility
Randstad Spain

italy

Randstad Italy has provided all individual branches and headquarters with detailed risk assessment documents and emergency plans, covering several health and safety topics and scenarios. H&S training is organized regularly for branch and headquarters staff.

The flex workers' digital training platform also includes content on health & safety, and in 2023 the training activation and monitoring process was improved thanks to a new IT system.

As an operating company, Randstad Italy has a digital HSE management system, including all processes necessary for the digital management of health, safety and environmental aspects. Since 2023, we have an increased focus on stress-related risk assessment, mental health and psychological support. Our ISO 45001 and ISO 14001 HSE Management System Certifications are continually improved and renewed.

japan

Randstad Japan's Masahiro Agawa from the Inhouse Division was awarded the Minister of Health, Labor and Welfare Award for Safety Excellence for his role as the Operations Manager onsite at one of our Inhouse client factories. The award is given to managers who contribute to excellence in managing health and safety.

new zealand

We offer a number of wellness activities to support our employees, including fully paid flu vaccinations and access to a 24/7 Employer Assistance program for both corporate and temporary workers. Our Randstad with Heart committee also supports our #bekindtoyourmind initiatives, which in 2023 included sports activities, mindfulness sessions, online fitness sessions, and more. The committee also ensures we highlight and raise awareness with our employees and clients throughout the year for events such as mental health week and pink shirt day.

norway

Randstad Norway offers health insurance for all corporate employees, so they can quickly get help and support on issues relating to health and sickness. Employees have access to health and fitness centers at a company rate. In the event of a health and safety crisis, Randstad is supported by a professional crisis team.

portugal

At Randstad Portugal, a crisis management team provides measures to ensure the health and safety of all employees. Internal safety teams have been appointed for the head offices in Lisbon and Porto, as well as for the branches and contact centers. In 2023, Randstad Portugal worked together with local authorities (e.g., ACT, the local labor authority) in H&S initiatives, which were regarded as best practices.

For corporate employees, Randstad Portugal arranges doctor's appointments when required. These appointments are free of charge for employees and take place at our premises. Employees also have access to health and fitness centers at a company rate. At our headquarters, we have our own gym, and we offer therapeutic massages at a lower price.

The Inside Out program is designed to improve employees' physical and mental health. Among other things, it offers yoga classes, pilates, cross fit, posture and nutrition consultations and workshops, meditation sessions, mindfulness, and psychological support. In 2023, we organized multiple online workshops on nutrition for women, and healthy diets. We also provide a nutrition [app](#), which employees can use to choose a nutritionist, schedule an appointment linked to their availability and follow an individual program attending to their specific needs.

Randstad Portugal offers a health insurance package for all corporate employees. As part of this package, our ASAS project provides a support line offering social, psychological, legal and management advice. Since 2020, this includes a COVID-19 toolkit, with extra support from entities such as the government, the Order of Psychologists, INEM (National Institute of Medical Emergency of Portugal), APAV (victim support), SOS Criança (child support), SOS pessoa idosa (support for the elderly), and SOS Voz Amiga (friendly voice). Over the past few years, we continued to see strong demand for this service, with some complex cases requiring a long period of support. This reinforces the importance of ASAS for its users. The ASAS project serves both internal colleagues and flex workers.

Randstad Portugal also organizes 'Taboo Talks', which tackle sensitive topics such as maternal mental health, toxic leadership and menopause. For these talks we invite experts who share their experience with Randstad teams, and Randstad employees who share their stories, to encourage everyone to talk more about such taboo subjects.

singapore

In Singapore, we provide complimentary corporate health screening to our employees at an onsite clinic. We also provide our employees with extra time off to get their Covid vaccinations and boosters.

Randstad Singapore has partnered with AIA, our corporate insurer, to offer complimentary quarterly resilience programs for all employees. The program includes webinars and resilience practice sessions. We also launched AIA Vitality for our employees. This is a comprehensive health and wellness program that allows employees to keep fit and manage their health by completing weekly challenges and allowing themselves to earn points as they go along.

Other wellness initiatives include the employee assistance program, which offers confidential 24/7 support via our provider Optum Health.

spain

For the proper management of the health of temporary workers we have a Health & Safety Committee, ensuring regular and periodic monitoring of risk prevention.

At the beginning of 2023, we renewed our ISO 45001 certification. Randstad's commitment to occupational health and safety drives us to go beyond the requirements set out in the regulations.

In addition, Randstad Spain offers private health insurance as well as life and accident insurance for employees. Randstad Spain also has the Vida+sana program, through which we periodically send tips or organize informative talks to help employees maintain a healthy lifestyle.

During 2023 we helped 485 employees with a new emotional health program. This is a completely confidential program and has a set of services and tools designed to care for and improve the well-being of everyone, including people who feel well but want to improve certain aspects. The program includes skills coaching (developing skills in a personalized way and adapted to participants' own personal or professional challenges), psychological assistance (consultations by video call with expert psychologists), and wellness programs (individual programs of 4 or 5 sessions, accompanied by an expert).

sweden

Randstad Sweden has a number of Work Safety representatives across the country who are responsible for ensuring safety internally. In addition, Randstad Sweden offers health insurance for its employees. We also offer an annual fitness allowance for employees. In the event of a health and safety crisis, Randstad is supported by a professional crisis team.

the netherlands

Randstad Group Netherlands has a dedicated Well-being and ED&I team, which oversees sustainable employability and a healthy work environment, based on three pillars: strengthen, prevent and guide. Whether you work at, with or for us, we strive for everyone to feel welcome and safe.

After several years of working with the vitality program #atyourbest, we have launched a new program with Recharge360 (#rechargeyourself). This program supports employees in maintaining their physical and mental health. The program comes with an online platform and app, which helps our Dutch colleagues to work on their personal well-being in a way that suits them best.

The program includes the recharge360 app, RechargeTalks, coaching support, healthy recipes and workouts. Every third Tuesday of the month, employees can register for an inspiring RechargeTalk. Trainers provide inspiration on sleep, nutrition, leadership, and much more. The themes of our RechargeTalks are linked to the Challenge for the upcoming month. Employees can ask questions about nutrition, energy management, meditation or sports.



Vitality, Netherlands

During the #rechargeyourself challenge, colleagues can recharge in teams, score points, and compete with other teams. On average, 300 colleagues participate.

As part of the vitality program, employees also set up Randstad sports teams. In the Netherlands, we now have a Randstad Running Team (with more than 220 members!), a soccer team, a hockey team and a cycling team. We also arrange healthy lunch walks, offer vitality tips (both online and offline), and provide the option of working out in a specially designated indoor workout area.

The biggest result of the above programs is that vitality and healthy living and working are becoming embedded in the company culture. For instance, a good work-life balance is now a topic for a Great Conversation in the Netherlands. Some 68% of all Dutch employees participate in the online platform.

united kingdom

On the basis of a tailored survey to gain insight into H&S improvement areas, we have set up a wellbeing program that also helps define our longer-term wellbeing strategy.

The InMind @ Randstad employee network group (ENG) has been launched to support mental health and wellbeing and is sponsored by a member of our Leadership Team. We marked Wellbeing Week with a week-long campaign of activity to raise awareness and break the stigma around mental health, promoting a positive work-life balance through promoting our Flex at Work policy and encouraging all staff to complete a Wellbeing Action Plan with their managers.

For mental health and wellbeing, we host webinar sessions, and our leadership team is committed to our 'resilient ways of working' principles. For financial wellbeing, we organize a regular expert financial session. For physical wellbeing, we highlight good posture guides, and healthy living and sleep advice. For benefits and support, we run an expert session to help employees understand how they can access support and where to find useful resources. For remote working tools, we run sessions on remote working, managing remotely, time management, and shared tools. We also organize virtual team activities.

Some other wellbeing activities we run for our people are:

- A wellbeing knowledge hub taking a holistic approach to mental, financial, physical and social wellbeing;
- Leadership commitment to resilient business principles and embedding these across our culture and ways of working;
- Expert speaker sessions on topics such as resilience, stress, bereavement, financial wellbeing, and more;
- Wellbeing champions and a growing team of mental health first aiders;
- Employee assistance program;
- Virtual yoga sessions;
- Regular health and wellbeing pulse survey that we take action on.

united states

Randstad works with both temporary workers and clients to build a mutually beneficial relationship that can help identify and mitigate workplace hazards and exposures and clearly delineate the safety responsibilities of each party.

Randstad US operates with a dedicated field-based risk management and safety team, which is embedded in our operations. Our safety program is based on a multi-stakeholder approach. This means that all relevant parties are involved (i.e. Randstad, client companies, temporary workers, employees and H&S professionals), who all contribute to a proactive process of accident prevention. The safety management system consists of preventive measures and campaigns that are aligned with Randstad's behavior-based safety approach to drive a strong safety culture in each client workplace. Randstad works directly with clients to participate in building a safety culture through strong management leadership and talent engagement in safety to prevent workplace accidents and injuries.

As a leader in manufacturing and logistics staffing and on-site talent management solutions, Randstad US also launched an online resource hub and quiz to help organizations assess their safety needs and understand the costs of leaving them unchecked. The platform provides safety resources and thought leadership to employers to become more accountable and to attain a stronger alignment around safety.

We prioritize employee well-being with our comprehensive wellness program, integrating healthy practices into daily job functions to foster a culture of well-being. Our goal is to offer accessible health

resources, empowering employees and families to maintain healthy habits at work and beyond.

The program sets the standard for corporate well-being, utilizing technology, targeted programs, and resources to educate and support individuals in their journey to a healthier lifestyle. Operating on evidence-based strategies, it seamlessly integrates health education into our benefits strategy, addressing all dimensions of wellness and offering incentives like rewards and workshops led by experts.

Key components of our success include an annual wellness budget, a dedicated employee managing the program, and a network of wellness champions throughout the organization. These champions advocate for health, inspire peers, and foster a healthier workplace.

local sustainability reports

In addition to Randstad's Annual Report, several larger operating companies publish their own detailed sustainability reports to facilitate their local stakeholder dialog:

- [Randstad Argentina](#)
- [Randstad Belgium](#)
- [Tempo-Team Belgium](#)
- [Randstad Canada](#)
- [Randstad France](#)
- [Randstad Germany](#)
- [Randstad Italy](#)




“By helping find people work and ensuring they are adequately skilled to do it, our business makes an important contribution to well-functioning labor markets and society more broadly. I am proud to steer our impact on society as chair of Randstad’s Global Sustainability Steering Committee.”

– Myriam Beatove Moreale, Chief Human Resources Officer and Executive Board member Randstad N.V.





fostering equity at work.

120 min. read  2024

fostering equity at work.



631,100

number of talent placed < 25 years
(2022: 697,600)

255,200

number of talent placed > 50 years
(2022: 269,700)

12,200

number of talent placed with a disability
(2022: 13,000)



surveyed markets

1. argentina
2. australia
3. belgium
4. brazil
5. canada
6. chile
7. china
8. czech republic
9. france
10. germany
11. greece
12. hong kong SAR
13. hungary
14. india
15. italy
16. japan
17. luxembourg
18. new zealand
19. netherlands
20. norway
21. poland
22. portugal
23. spain
24. sweden
25. switzerland
26. united kingdom
27. united states

39,896

number of refugees supported
through job placements or training
(2022: 18,818)

364,500

number of talent trained
(2022: 374,900)

4,623,300

number of talent
training hours
(2022: 5,122,700)

fostering equity at work.

Equity is at the heart of everything we do. This means that as well as promoting equal treatment in the workplace, we also strive to give everyone the same access to employment opportunities, regardless of their background. This benefits all parties, especially talent that is traditionally underrepresented or discriminated against. It also results in a more comprehensive talent pool that helps employers secure resources more quickly and effectively. Our approach integrates a wealth of reskilling and upskilling to help people gain better access to decent jobs and wages.

diverse and inclusive employment with equal opportunities

The simultaneous promotion of all interests is one of our core values at Randstad. This means that the principles of equity, diversity, inclusion and belonging (EDI&B) are at the heart of who we are. Randstad believes 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. In addition, we aim to create more equitable and diverse workplaces, both at Randstad and with our clients and partners. This includes taking action to make sure everyone has the same access to opportunities, while also supporting our clients in building inclusive workplaces and closing the gender pay gap. To achieve these goals, we proactively seek to level the playing field. Randstad runs many local initiatives to promote equal opportunities in the labor market, which are designed to serve the needs of a specific minority group.

global

In all our markets, Randstad is strongly committed to equity, diversity, inclusion and belonging (EDI&B). Doing so helps us build a more agile, productive and innovative workforce that reflects our talent and client base, as well as the markets in which we work. By forging links with local community stakeholders, including public, private, NGO and institutional partnerships, we stimulate diversity in the workplace. In line with our aim to promote diversity in our workforce, we also have a [diversity & inclusion policy](#).

In 2023, we launched our new global ED&I Committee, which acts as an internal executive advisory board responsible for championing, engaging and monitoring company-wide efforts to achieve our EDI&B goals.



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES

The committee regularly supports and participates in enrichment opportunities to raise awareness while building and sustaining an inclusive workplace for internal employees and external talent. With Supervisory and Executive Board approval, Randstad is advancing gender parity by incorporating EDI&B KPIs in executive long-term performance goals by 2030.

In addition, we successfully launched global business resource groups (BRGs) sponsored by members of our executive team and led by employee volunteers. The aim is to promote education, awareness, development, allyship and mentorship opportunities. These groups are integral to our company's global EDI&B strategy and help support employee engagement. Our colleagues bring their genuine experiences and passion to our culture and provide an equitable, diverse and inclusive workplace for all. Regional employee affinity groups are aligned and participate in one of the following groups: Alliance for Disabilities & Allies (ADA), Generations, Global PRIDE, Multi-ethnic voices (MEV), and Women's Inclusion Network.

argentina

Randstad Argentina's diversity and inclusion policy has two aims: (1) labor inclusion of people with disadvantages and spreading the message to inspire commitment among our employees, talent, clients and other stakeholders, and (2) ensuring we are an inclusive company that welcomes different cultures, sexual orientations, nationalities, and people with disabilities. To bring awareness to our colleagues, we organize training sessions to discuss the importance of diversity and inclusion in the labor market, addressing topics of gender equity, inclusion of people with disabilities and age diversity.

Together with the government of Ciudad of Buenos Aires, we have also developed a practical guide for neutral hiring processes, which is shared with all our consultants.

australia

Randstad Australia has just successfully completed our first Reconciliation Action Plan (RAP), which outlines our commitments to Indigenous Australians. We have embedded Indigenous Cultural Learning, developed a tool kit and assets to mark important Indigenous events, and built important partnerships with Indigenous organizations.

Randstad Australia has built a formal alliance with the Indigenous Defence and Infrastructure Consortium (IDIC), a consortium of over 100 Indigenous owned organizations, to drive value and spend into Indigenous businesses. This helps us achieve skill deliverables, Indigenous supply chain expansion, and importantly, labor diversity deliverables simultaneously. Together, we have created the Career Centre Alliance to deliver Indigenous talent to our customers and drive value into the Indigenous supply chain. In 2023, Randstad Australia placed 137 known Indigenous candidates into employment (2022: 133 candidates).

Other initiatives in place include participation in the 'Millennium Women Leadership Accelerator' program, which aims to empower and develop young future female leaders of Australia. The program is attended by a select group of female students representing several universities. Valuable business insights are shared as well as our work on the gender pay gap, ED&I initiatives and a customer experience workshop.

belgium

Randstad Belgium and Tempo-Team Belgium have developed an engagement campaign to promote equity, diversity, inclusion and belonging (EDI&B). We are strongly against discrimination in the labor market. Our equal opportunities training is mandatory for every new colleague and available in our online learning tool. Every so often, this training is re-evaluated and colleagues are required to pass it again. In order to help our colleagues bring these values to our clients, an Equal Treatment Coach is at their disposal to discuss specific cases or to request advice.



EDIB week opening, Belgium

In 2023, the reflection group on EDI&B launched the second Equity, Diversity, Inclusion & Belonging week in Belgium. The reflection group was launched in 2021 and counted 48 members in 2023. The reflection group can give feedback on initiatives before they are launched and also proposes ideas for EDI&B policy. It also helps organize events around ED&I and works on sensibilization campaigns for internal and external communications. The first EDI&B weeks were a success, with several inspirational speakers and EDIB TV broadcasts with personal testimonials of colleagues and the Board. We also held a photo contest and workshops, and there were online, physical, regional and centralized events.

Other non-discrimination initiatives are also in place, such as management training on diversity and equality, and the use of ‘mystery clients’, which involves a third party testing consultants’ responses to discriminatory requests. In 2022, the mystery call investigation focused on discrimination on the grounds of age; 71% of our colleagues were not misled by the investigator. This was not our best result, so efforts were made to do better in 2023, and it paid off. In 2023, we scored a success rate of 84% on the same discrimination ground.

In line with their diversity charter, all brands of Randstad Group Belgium have an equal chances coach to help consultants deal with discriminatory job descriptions or politically inappropriate client requests. All consultants receive sensitivity training. The brands also organize awareness campaigns directed at customers, encouraging them to assess talent based only on skills and not on background. They also seek to increase awareness of diversity and equal treatment through other channels, such as by publishing articles or videos on their intranets. There is a helpline as well as an intranet section dedicated to issues of discrimination and equal treatment. These measures help both Randstad and its clients to learn to look beyond personal characteristics (e.g., age, sex, skin color, physical appearance, and so on), none of which have any bearing on the competencies required for the job.

For the Brussels area (head office and agencies), the brands Tempo-Team and Randstad Belgium both received the Diversity Label from Actiris, the Regional Office for Employment in Brussels. We continue our actions for diversity and inclusion by following a consolidation plan for both companies to keep up our promotional activities and to renew the label. In 2024, we will submit a new action plan to renew our Diversity Label.

brazil

In 2023, Randstad Brazil continued to work on raising ED&I awareness through actions such as webinars, podcasts and internal communications among other things. We organized the Diversity Week in August, with many initiatives.

Randstad Brazil’s internal diversity and inclusion program aims to promote awareness and commitment among employees and leadership teams with regard to themes such as women, people with disabilities, age issues, LGBTQIA+, and race. We want to ensure that we are an inclusive company that respects and welcomes diversity among our employees, talent and clients.

canada

In 2023, Randstad Canada dedicated significant efforts to bolstering diversity and inclusion (D&I) across its operations. We advanced our EDI&A (Equity, Diversity, Inclusion and Accessibility) division to work with our clients and partners to embed more equitable practices and diverse hiring policies into their business. With a focus on fostering a culture of belonging and acceptance, our EDI&A Division provided clients with expert guidance and actionable strategies to advance their organizational D&I initiatives. In the interest of transparency, and to support greater awareness across our markets, we shared our own journey with our stakeholders through our EDI&A journey [white paper](#).

Throughout the year, our D&I strategy was translated into tangible actions aimed at driving meaningful change. We prioritized the refinement of our data collection processes to ensure accuracy and relevance, while also expanding our learning and development programs to equip both clients and employees with the necessary tools for fostering inclusivity. Additionally, we published a series of insightful papers offering practical guidance on various D&I topics, ranging from an [Inclusive Language guide](#) to strategies for engaging youth and women in the workforce.

Within our internal structures, our Randstad Equity Diversity and Inclusion (REDI) employee business resource groups flourished. Executive sponsors provided invaluable support, enabling the groups to thrive and effectively remove barriers to success. Notably, our REDI Chats provided a platform for employees from all levels to share their own experiences, fostering a culture of empathy and understanding.



Mohawk, Canada

Externally, our EDI&A Division implemented a range of value-added services to amplify our clients' D&I efforts. From diagnostics to market scans, these services enhanced client relationships and provided unique insights tailored to their specific needs. Moreover, we offered learning opportunities on inclusive leadership, bias and allyship, further supporting our clients' journey towards a more inclusive workplace.

A highlight of 2023 was the launch of our community partnership program in skilled trades. By collaborating with organizations such as NPAAMB and Mohawk College, we aimed to bridge the gap between job seekers and employers in the trades industry. Through specialized job fairs and conferences, we connected with diverse talent, providing resources and opportunities for career growth. Additionally, our initiative to provide welding equipment to deserving individuals highlighted our commitment to both diversity in the workplace and community engagement.

Looking ahead to 2024, we remain committed to our D&I mission. Plans include continued collaboration with key partners, such as the NPAAMB Indigenous Youth Employment conference and Mohawk College, as well as active participation in community events to expand our network and promote inclusivity on all fronts.

chile

During 2023 we reinforced our commitment to diversity and inclusion, and we established the internal diversity

and inclusion policy. As part of this policy, we train our consultants in sign language, inclusive language and Chilean labor inclusion law.

france

Randstad France has been committed for many years to the fight against all forms of discrimination and ensures that everyone is treated fairly and that inclusion is encouraged.

In 2023, in order to promote and embed these values in everyone's daily professional practices, we worked on our 'combating discrimination and promoting diversity and inclusion' corporate action plan, together with trade unions. This included numerous awareness raising and training activities.

In addition to training all new employees in non-discrimination practices, in 2023, we implemented a specific training program that targets managers from all levels to promote diversity and inclusion among their teams. It includes measures to enhance diversity at the recruitment stage, such as job description formats, distribution and communication of vacancies, as well as collaboration with professional integration partners.

We monitor non-discrimination practices of our employees through our mystery call campaign, which assesses our branch staff on their ability to refuse discriminatory requests, maintaining their vigilance on this issue.

Finally, to deal with potential discrimination cases, employees, placed talent or clients can contact the HR Ethics committee if they feel they are victims of either discrimination or harassment. The committee conducts investigations and recommends corrective action where appropriate.

germany

Randstad Germany's Diversity Council consists of cross-departmental employees from Public Affairs, Communication, Social Affairs, Sales, Human Resources, Marketing and the Randstad Foundation, as well as committed employees from affected groups. Since its foundation in 2014, the Diversity Council, together with the management, has developed and published an EDI&B mission [statement](#). EDI&B is firmly anchored in the business strategy, corporate culture, and business processes. The mission statement aims to ensure that all employees are diversity-aware and diversity-competent.

In 2023, the council developed principles for diversity and inclusion, published religious guidelines, trained integration mentors, produced a diversity film with Randstad colleagues, and trained peer advisors on the topic of inclusion. In addition, the council founded three business resource groups.

Randstad Germany is also a member of the Charter of Diversity, which was signed in 2007. This network of companies is committed to creating an open and unprejudiced working environment.

hungary

Randstad Hungary attaches great importance to promoting equal opportunities. To support our commitment, we organized several training sessions on diversity and inclusion, with a focus on topics such as EDI&B, exclusion, differentiation, assimilation, similarity bias, the halo effect, perception bias, confirmation bias, and the group effect.

In addition, all employees complete the Randstad In Touch Survey every month, which includes a topic on equal opportunities within the company. The survey is anonymous and all management members have access to the answers given by the employees.

india

Randstad India's equity, diversity, and inclusion mission of 'true self forward' was launched in 2020, soon after same-sex relationships were decriminalized in India. Through 'true self forward', we encourage people (colleagues, clients, talent and society) to embrace each other's uniqueness and to help every individual be their whole, authentic selves.

India's EDI&B strategy is driven by three imperatives:

1. Inclusive leadership: Leaders and managers demonstrate conscious inclusivity, promoting all interests and recognizing potential in people.
2. Equity over equality: We implement reasonable accommodations and mindful practices to welcome and develop individuals with diverse experiences and needs.
3. Belonging: Employees find a sense of belonging by connecting with groups, experiences, and perspectives similar to their own, reflected in high engagement survey scores.

In 2023, Randstad India prioritized awareness and education through campaigns, workshops, and policy updates, fostering inclusion through refreshed employee resource groups (ERGs). Over 123 'champions of change' across India underwent inclusion programs focusing on gender equity, LGBTQ+ inclusion, and disability inclusion.

Additionally, we provided advisory services to clients on inclusion and diversity initiatives. Emphasizing mental well-being, we partnered with a local mental health platform to support colleagues and their loved ones.

Through the Randstad For All program, we welcomed the first cohort of talents from historically excluded communities in India, ensuring representation within our workplace and reflecting the society we serve. This effort contributed to our recognition as the 94th Best Workplace in India for 2023 by the Great Place to Work Institute® India.

japan

Randstad Japan has been awarded the highest rating of 'Best Workplace' in the D&I Awards 2023 for a second time in a row. This award was provided by the company Job Rainbow, based on the evaluation for the company's initiatives on five dimensions, including gender, LGBT, disability, multiculturalism and childcare/caregiving, using a broad scale covering a total of 100 items.

new zealand

Randstad New Zealand is strongly committed to gender equality, inclusion and diversity. With a firmly established ED&I committee for the past two years, in 2023 we created subcommittees for our 4 key pillars: Gender, Disability, Rainbow Community and Maaori and Pasificifica. These subcommittees have allowed for a wider group of employees to become involved in the awareness, education and actions for our strategy. Throughout the year, we ran workshops and held webinars around a number of topics, including disability in the workplace, how to be a supportive ally, and mental health in the workplace. We also run unconscious bias training for all consultants on an annual basis. Randstad New Zealand is a proud member of Diversity Works NZ and has a clear commitment to increasing our employees' awareness and education in this area.

We also partner with local industry experts to promote equal opportunities in the labor market, including 3 Bags Full (3BF). Randstad and 3BF collaborate to increase Māori and Pasifika representation in the digital and tech sectors, based on a shared kaupapa (understanding).

portugal

In 2023, Randstad Portugal transformed the Social Impact area, expanded the team and designed a more intensive action plan for a real transformation of the internal culture through more inclusive processes and practices.

We defined six clusters of action linked to the global 3+1 approach: gender equality (women), LGBTQIA+, people with (dis)abilities, (im)migrants and refugees, and seniors and youth employment.

We also strengthened our partnerships with various organizations in the social sector to present our inclusive recruitment process. This new process involves dedicating a team to candidates referred by organizations working with the minority groups we are committed to support. Those candidates are interviewed by a specialized consultant from the ED&I team, who then forwards the applications to the most suitable business areas, according to their profile and motivations.

These candidates also have access to support in preparing their CVs, interview preparation and follow-up until they are actually placed on the job market.

The new process was launched in November 2023, and since then we have already partnered with more than 20 social organizations.

spain

Since 2004, the Randstad Foundation in Spain has launched a variety of social employment projects designed to secure equal opportunities in employment. The foundation develops individual training itineraries for people with disabilities. In addition, the foundation initiates recruitment processes with partner companies, counseling them in hiring people at risk of exclusion. In 2023, the Randstad Foundation helped more than 5,200 people with disabilities to reintegrate into the labor market through these projects, and more than 2,100 people were hired (more than 3,300 contracts were signed). To achieve this, the Foundation's nine offices worked with more than 2,000 companies and more than 180 social entities throughout Spain. Furthermore, they helped more than 3,700 people in improving their



Social innovation hub, Spain

employability, through training, workshops, individual sessions and assessment. We also held sessions to promote a positive culture and share knowledge and awareness of disability-related issues to reduce bias and create more inclusive companies.

All Randstad Spain employees have been trained in Diversity and Inclusion through the course that was launched globally in 2022. We translated and adapted this course for access in Spain. In addition, managers have also been trained in basic sustainability fundamentals.

In addition, in collaboration with UNIR (International University of La Rioja), we informed companies about Law 11/2018, which concerns the management of non-financial information and diversity. For this purpose, a self-assessment platform for companies is available [here](#). After taking the assessment, companies can access a series of complementary resources (articles, videos, etc.) on diversity, inclusion and non-financial information.

One new project in 2023 was Boot Talent. This is an intensive and adapted boot camp, in which 12 people with disabilities were trained as full-stack developers, one of the most in-demand profiles in the labor market. Thanks to this project, people with disabilities are offered a great opportunity to get a qualified and stable job.

sweden

The University of Uppsala, Sweden's first university, educates students in law, medicine, social science, and more. In 2023, they invited Randstad Sweden to speak about diversity and inclusion in their career podcast on Spotify, reaching out to primarily students. Randstad Sweden also finished training the city of Stockholm's recruitment consultants on diversity, inclusion and



“We’re passionately dedicated to fostering an environment of growth and sustainability, where every individual can flourish by uniting our diverse perspectives and experiences to drive progress each day. Together, we’re forging a future where everyone has a voice and an opportunity to thrive.”

– Audra Jenkins, Global Chief Equity Officer Randstad N.V

equality. The training program consisted of three parts, of which the first one started in 2022. Randstad also trained various clients on diversity and inclusion, with the focus on making clients, partners and society recognize the value of different perspectives and seeing the 'abilities' of people with disabilities. In 2023, Randstad Sweden held a breakfast seminar in Eskilstuna, inviting local clients to learn more about creating a more inclusive labor market.

the netherlands

Randstad Group Netherlands has signed the Diversity Charter. By doing so, Randstad Netherlands commits to promoting a diverse workforce and an inclusive organizational culture. All our brands have goals on promoting diversity.

Randstad Group Netherlands actively participates in Diversity Day, celebrating the strength of diversity. With an inclusive policy, we foster an environment where everyone feels valued, respected, and able to thrive while embracing their unique identity. Our commitment to diversity is evident through various live and online events, including Diversity Radio and a live talk show featuring our CEO on Diversity Day itself. We also hosted inspirational talks and live events across the country. Join us in creating an inclusive work environment. Watch the highlights of Diversity Week 2023 in our [aftermovie](#).

Randstad Group Netherlands has signed the Talent to the Top charter, a public commitment that is monitored annually by an independent organization, with the aim of increasing the number of appointments of women and Dutch citizens with a migration background to senior management positions. Another part of this collaboration is a cross-company mentoring program that aims to strengthen ED&I. This one-year program involves more than 150 duos of mentees and mentors (women and Dutch citizens with a migration background) from more than 35 companies. Each year, we nominate three mentees and three mentors.

Our Equity, Diversity & Inclusion (ED&I) Taskforce, set up in 2017, represents the diverse group of people working within our own organization and for our clients. Our global HR Director also participates in it. The taskforce reports directly to all HR Directors, who themselves have an active role in the projects taken up by the taskforce. The ED&I Taskforce plays an active role in promoting awareness of various diversity and inclusion themes, aiming to connect people and help our colleagues and placed workers gain a good understanding of the

various themes. For example, the Gender team played an active part in the global 'Empower a woman' initiative on International Women's Day, and the Culture and Religion team organized an IFTAR challenge to connect with colleagues taking part in Ramadan. Each task force member takes on various roles, such as advisor, organizer, expert, networker and inspirator.

Randstad RiseSmart and Tempo-Team Payroll Solutions has been given the label of 'social entrepreneur' by TNO Organisation for Applied Scientific Research. This means that more than 30% of the people employed by Randstad RiseSmart and Tempo-Team Payroll Solutions are from a vulnerable background. This makes us the first large staffing organization to have achieved the highest achievable quality mark of TNO.

united kingdom

Diversity, inclusion and well-being are embedded in Randstad UK's heritage, forming an integral part of how we work. We are committed to creating a forward thinking culture where everybody feels valued and belongs as a person. We focus on well-being, embedding inclusion and facilitating opportunities to get involved. We are committed to encouraging collaboration, diversity of thought, creativity, and collective and individual experiences to help shape and inform our workplaces.

During 2023 we organized several initiatives to promote diversity and inclusion. We introduced cultural swap days, allowing employees to exchange bank holidays for personal significant dates like Eid, Diwali, or a child's graduation. We marked the International Day of Elimination of Racism with an all-staff webinar highlighting the importance of anti-racism, and launched an anti-racism mandatory training course to all staff. We introduced a Respect at Work framework with a zero-tolerance statement against harassment, bullying and racism, accompanied by mandatory e-training for all staff. In addition, we commemorated Black History Month with a webinar led by our Embrace employee network group (ENG).

We also launched a monthly EDI newsletter to keep employees informed of related activities. And we formed a People Forum (EDI committee), including employee representatives from each area of the business, responsible for driving and raising awareness of EDI, sponsored by our Chief Financial Officer. As part of these initiatives, we launched a Be Counted campaign, encouraging all UK staff to complete their diversity data.

We established four new ENG's in the UK, sponsored by our Leadership Team. A total of six groups now are focusing on racial inclusion, gender equity, disability and neurodiversity inclusion, parents, mental health and well-being, and LGBTQ+ inclusion. For examples of their initiatives, please see the designated chapters.

All staff undertake mandatory ED&I and 'Respect at Work' training to ensure all employees have a good basic knowledge of ED&I. Specific inclusion behaviors and responsibilities have been added to all people leader job descriptions and are now part of the process of all people leader promotions. As part of establishing the fundamentals of our ED&I strategy, we have had a strong focus on being data- and insight-led, ensuring we are collecting data where possible and being transparent about our data. For example, we were the first UK recruiter to publish our gender and ethnicity pay gaps and develop action plans to tackle underrepresentation.

Finally, we continued to build on progress in the social mobility and inclusive recruitment areas. For the past few years, RSR UK has run the [Randstad Academy For Talent](#), which sources candidates from charities and organizations representing people facing barriers to work. We provide a high-touch service to support these people into meaningful employment either within RSR itself or in secondments with clients. Through our apprenticeship programs with clients from across sectors and in our Public Services division, we have worked to source early-career talent for UK business in partnership with the Prince's Trust to support social mobility and underrepresented talent.

united states

Randstad is proud to be a United States Department of Defense SkillBridge Provider. Randstad is committed to developing mentoring and placing transitioning service members as they exit the military. In addition, as a partner

with the Military Spouse Employer Partnership (MSEP) program, Randstad USA is committed to supporting employment of military spouses. In combination with the DoD Skillbridge and MSEP programs, Randstad is steadfast in its support to provide economic stability for the military community.

Randstad US created several Business Resource Groups (BRGs), which are internal communities that serve as an extension of the company's broader Equity, Diversity & Inclusion strategy, with the goal of encouraging networking within groups of colleagues. BRGs inspire employees to perform at their best and derive value from diversity of thought, ensure the success of every employee by playing an active role in their development, provide mentoring and sponsoring to ensure a stimulating and challenging work environment, and drive business results and strategic advantage.

The BRGs at Randstad US are PRIDE (aimed at LGBTQIA+), WIRED (Women in Randstad Empowering Development), Forces for Business (aimed at veterans), Leaders of the Future (aimed at millennials and generational groups), Randstad African Heritage, Randstad Empowering All Latinos (REAL), and Pan-Asian Community Engagement (PACE), all aimed at multicultural individuals and allies. In 2023, we launched the Fair Chance BRG, to empower individuals with prior convictions and support families impacted by incarceration.

Our Randstad Inclusive Sponsorship Excellence Program (RISE) successfully enables Randstad US employees to gain development and learning opportunities from senior leaders to enhance their growth potential. The program is a visible commitment to ensuring all employees are provided with unique opportunities for success across our enterprise.

women

global

Our efforts to advance gender equality and women's empowerment are deeply embedded into our strategy. Our approach ensures we benefit both our internal and external stakeholders. We take pride in the inclusion of women, who make up 67% of our global workforce. Randstad has 38% women in senior leadership and 50% women in management positions. Additionally, Randstad has signed the CEO Statement of Support for the UN Women's Empowerment

Principles (WEPs), which provides guidance to businesses on gender equality and women's empowerment in the workplace, marketplace and community. By joining the WEPs community, Randstad's CEO signals commitment to this agenda at the highest levels of the company and to working collaboratively in multi-stakeholder networks to foster business practices that empower women. These include equal pay for work of equal value, gender-responsive supply chain practices, and zero tolerance against sexual harassment in the workplace.

Randstad is also a member of WEConnect International, a global network that connects women-owned businesses to qualified buyers around the world. In addition, Randstad is included in the Forbes list of the World's Top Companies for Women 2023. This recognition by Forbes is the result of extensive research on employer gender equality, encompassing insights from more than 70,000 women across 37 countries.

Our Women's Inclusion Network (WIN) business resource group promotes equity for women. The WIN BRG aims to promote equity towards women in order to contribute to Randstad's ambition to become the most equitable and specialized talent company. We also aim to empower women and allies to embody leadership positions, and embrace their full potential. In 2023, we hosted engaging coffee chats with our global colleagues, highlighting important topics such as menstrual health and menopause to build awareness. Today, we have over 300 global members in our BRG, and we are still growing. For 2024, we have set an ambitious mentoring goal for selected BRG members so that entry and mid-level women professionals receive the right support for growth.

Externally, our colleagues around the world manage and support multiple initiatives aimed at addressing gender inequality, mostly through work with clients or third parties to skill and/or include more women in the workforce.

argentina

Randstad Argentina runs a program on gender equality and women's empowerment. It aims to improve labor opportunities for women and empower them through the generation of equal opportunities for all. It also promotes the employability of women by generating equal conditions with regard to access to jobs. Every year, we measure key indicators to evaluate our performance in terms of gender, such as gender composition, potential salary gaps, number of training hours, number of parents taking maternity/paternity leave, and the number of new parents who come back after their leave. We also take into account KPIs such as promotions and hierarchy levels. In this way, we aim to improve and make sure we are providing equal opportunities for men and women in our company and for our clients. We have also been monitoring the number of women employed in each of our business lines. In 2023, we saw an increase of 3% at the end of the year.

brazil

Randstad Brazil promotes gender awareness internally. We have set up an affinity group that has defined an action plan to discuss the topic and encourage awareness of gender equality. We work with several clients to increase the recruitment of women, especially in leadership positions.

canada

Women's equality and gender parity in the workplace has long been a priority for Randstad Canada. Our senior leaders engaged widely on topics around equal pay, fair working conditions and reducing inequalities for women to name a few. In 2023, Our Chief Legal Counsel was named one of Canada's most powerful women, which is awarded to women across Canada who make a transformational difference in their fields and actively shape a more inclusive future, especially in underrepresented areas.

In 2023, we continued with our Women Transforming the Workplace program for the 11th year. Created and implemented by Randstad Canada, the program aims to promote and empower women in the workplace.



Women transforming the workplace, Canada

Through community-building and co-creation initiatives, we dive into the challenges of an ever-changing world of work and reflect on opportunities that women can seize to reinvent and transform the workplace. Our goal is to emphasize the importance of achieving gender equality in the workplace. Through activities and events that culminate around International Women’s Day, the program selects an area of focus (e.g., women and automation, the impact of the COVID pandemic on women, and so on), shares findings from a nationwide survey, engages employees, hosts podcasts, distributes a monthly newsletter, and hosts a dedicated LinkedIn community.

Born out of a partnership cultivated through our Women Transforming the Workplace Program, Randstad Canada co-developed and is the title sponsor for The Propeller Experience. This is an eight-week course set to help people of underrepresented genders enter or reenter the workforce. Because it emphasizes essential skills for reentering the workforce, the program gives participants the assurance and tools they need to forge their own distinctive career paths. In 2023, Randstad Canada supported the growth of the program by supporting Propeller in translating all resources to French, giving them their first French language cohorts for the program.

Randstad Canada continues to hold itself accountable for the issues that are reflective of parity. In 2023, we received the Women in Governance Parity Certification program. To be recognized, organizations must set clear goals to achieve gender equality and demonstrate policies that build a pool of strong female talent, have clear pipelines for intersectionality women within the organization to rise to leadership positions, and highlight a commitment to advancing awareness within and beyond the organization.

In 2023, Canada’s women’s Business Resource Group continued to support women within the organization. By creating spaces for women to connect with one another, such as the WIN (Women’s Inclusion Network) Mentorship Program, the group advanced a sense of connection and community during the year. The group also created spaces for male allies to participate in programming and dialog to cultivate understanding and foster change for all. Through the Male Allyship REDI talk, employees came together to talk about the importance of being an ally, and why being active in lifting up women helps us all.

WIN also implemented a 6-month mentorship program in order to promote gender equity in the workplace and helps mentees build confidence, career clarity, goal achievement, personal development, diverse perspectives, skill transfer, and personal empowerment.

chile

At Randstad Chile, we are committed to gender equity and work actively to promote equality and empowerment of women in the workplace, the marketplace and the community. We provide guidance to companies on practices and policies that promote gender equality, helping to create inclusive work environments. We are proud to note that 63% of the people in our company are women, reflecting our commitment to gender diversity.

france

Since 2019, each French company with more than 1,000 employees has been obliged to publish on its website information about gaps in gender pay, annual increases, promotions, data about return from maternity leave, and the female/male breakdown among the ten highest paid employees in the company. In 2023, Randstad France achieved 99 points out of 100 on this equality thermometer. This result reflects Randstad France’s proactive policy for more than a decade, with strong leadership from management and constant management of HR policies in terms of equality.

In order to ensure full gender equality among our employees, in 2023, a new corporate agreement was drawn up together with trade unions, which is currently being finalized.

Different actions aim to guarantee gender equality throughout all career steps at Randstad: recruitment, salary, professional integration and development. It also includes actions to improve work-life balance, such as measures for parents, part-time workers and caregivers.



“The workforce is becoming more global and diverse. Equity will become not only an expectation from talent, but also an opportunity to strengthen the workforce. We are developing our business models and systems with equitable talent principles to ensure equity is embedded in our ways of working. This is what we call ‘equity by design’.”

– Jesus Echevarria, Chief Talent & Client Delivery Officer
and Executive Leadership Team member Randstad N.V.

Finally, like every year, France celebrated the international day for women's rights by organizing a webinar. This year's theme was 'Glass ceilings and glass walls: ambitions and skills'.

germany

Randstad Germany has been a Genderdax company since 2006. Genderdax provides career-oriented women with a comprehensive overview of working conditions and opportunities.

Randstad Germany is regularly audited by the FKI, the Women Career Index, which analyzes and monitors the development of successful women's careers in German companies. The FKI is awarded to companies that promote women's careers and support a culture of change and innovation. By participating in this elaborate monitoring process alone, Randstad Germany documents that it is working intensively and in a structured manner on the strategic goal of bringing more women into management positions, thereby decisively improving corporate culture and innovative capability. Randstad was recognized as a women-friendly company, and was found to be significantly better positioned than other companies.

In 2023, we founded the Women Empowerment BRG (WE BRG), which aims to develop career plans for women and to represent the interests of women in the company. Randstad Germany was the first HR service provider in Germany to sign the UN Women Empowerment Principles (WEPs) in 2023. With this clear commitment from our management, we are emphasizing the importance of this topic.

greece

In 2023, at Randstad Greece we started preparing our cooperation with [Diotimo](#), a women's non-profit organization specializing in gender and equality issues with a vision to highlight and remove gender discrimination and prevent gender-based violence. This cooperation will be effective as of 2024, seeking ways to support women with networking, job matching and career opportunities.



Great Place to Work for women, India

india

Almost 50% of Randstad India's employees are women, with nearly 28% women in senior managerial and leadership roles. Pay equity is sustained through the entry and mid-level roles, with a significantly diminished pay gap for senior manager and leadership roles. The leadership and talent management teams also consider a diverse succession slate, especially for traditionally male-dominated roles, such as those in sales, finance and technology. Randstad India also has an internal committee for the prevention of sexual harassment against women.

In 2023, as part of our commitment towards gender equity, we ran campaigns to highlight important events such as World Menopause Day, and launched an internally developed menopause guidebook to help support women and allies.

Randstad India was among India's top 50 best workplaces for women in the Great Place to Work® Institute India in the 2023 survey. We were also featured in the Economic Times Best Workplaces for Women 2023.

India's women-focused employee resource group (ERG) was featured as a best practice in the [G20 Empower Best Practices Playbook 2023](#).

Randstad Global Capability Center, India

In 2023, Randstad Global Capability Center was recognized as one of the best workplaces for women in India by Great Place to Work® Institute India. This is a testament to all our collective and conscious efforts to ensure that every colleague is supported throughout – irrespective of how they identify themselves. Our key empowerment programs include POWER and Restart.

Launched in 2016, the POWER (Programs on Women

Empowerment at Randstad) encourages women employees to achieve a balance between personal and professional goals. Through sessions, training, talks, mentorship and life goal projects, we provide the tools for a fulfilling life, introducing new programs annually.

Launched in 2022, the Restart program supports individuals returning to the workforce after career gaps (e.g., due to pregnancy, childcare, health issues or caregiving). The tailored hiring and post-hiring processes ensure a successful re-entry, with mental health check-ins for a smooth transition. Originally focused on women taking sabbaticals, it is now open to everyone.

italy

Randstad Italy aims to reduce inequalities and create equal opportunities. Our ED&I Council works on improving awareness of equal opportunities for all. We invite our colleagues to share testimonials and positive experiences they have had in creating new possibilities for people.

We monitor our Talent HR processes to grow the number of women in senior management positions, and we also monitor the number of mothers who come back to work after maternity leave; Randstad also encourages dads to take parental leave for a better division of family care loads. In 2023, Randstad provided parents with a training course called 'Parenting: discover your best self', which replaced the previous training path ('Welcome back mum').

We also carry out an annual internal survey to find out if there have been any cases of violence or harassment towards women in the company. In addition, in 2023, we introduced the training course 'Safe at work' for our employees to help them recognize various forms of harassment, including verbal, physical and digital. On International Day for the Elimination of Violence against Women (November 25), we promote communication initiatives to make employees, clients, talent and the general public aware of this cause and our support. In November 2023, we organized a webinar with the [Libellula](#) foundation to talk about inclusive language, to reflect on how we talk to women and to counter stereotypes.

Finally, four companies of the Randstad Italy group have achieved the certification PDR 125:2022, an Italian certification to assess whether the organization respects the conditions of gender equality. It takes into consideration six clusters (HR processes, culture and strategy, parental protection and work-life reconciliation, wage equity, governance, and growth opportunities).

In 2023, in collaboration with a client company and an association that focuses on violence against women, we also carried out the 'Women's space' project, for which we interviewed and placed women who had suffered violence in the labor market.

japan

Randstad Japan's Women Empowerment Initiative, launched in 2021, provides a platform for the leadership team and HR to regularly discuss the development and promotion of female employees. We have set a goal to increase the percentage of women in management positions to 40% by 2025. Our people review meetings include the agenda to discuss especially female talent to monitor the female manager pipeline and status. In 2023, the female ratio among managers gradually increased to 27%.

In addition, the Employee Resource Group (ERG) for promoting gender diversity holds monthly meetings to discuss bottom-up activities. In 2023, the ERG held a quarterly event including online seminars by an expert, a panel with internal female role models, and quiz games. These events contribute to raising awareness about unconscious gender bias. On International Women's Day (IWD), we held a mini town hall with senior leaders in Randstad Japan about how to eliminate gender bias in business. A total of more than 600 people attended some kind of event during the year.

norway

Randstad Norway reports to the SHE Index every year to assess and improve gender equality in our workplace. In 2023, Randstad Norway improved both its score and ranking. Of 430 companies, Randstad Norway was ranked at number 7.

portugal

Randstad Portugal joined another edition of the PROMOVA program, coordinated by CIP (Confederação Empresarial de Portugal) and developed in partnership with Nova SBE. The project was jointly sponsored by several companies, including Randstad. It aims to identify female talent with leadership potential and to support their development, thus contributing to an increase in female leadership in companies' top management. In 2023, five female Randstad leaders completed the PROMOVA program.

spain

Randstad Spain has an equality plan that regulates objectives in matters such as access to employment, professional classification, promotion and training, remuneration, work-life balance, as well as the prevention of sexual harassment and gender discrimination.

Our Recruitment Process Outsourcing team focuses on good practices to help clients achieve their diversity goals, such as the percentage of women required in shortlists, pushing the number of women (at least one) on shortlists of profiles with fewer female professionals (such as engineering and maintenance), and setting up recruitment days for women only.

Promoting the professional development of women at Randstad is a clear objective. We are happy to highlight that 72% of scholarships for postgraduate studies were awarded to women.

We have also provided employment support to Ukrainian women who have arrived in our country through the women's refugee mentoring programme by TENT. In 2023, 17 volunteers from Randstad Spain participated in this program.

switzerland

Randstad Switzerland is a member of Advance Women, an association that drives gender equality in Swiss Business.

Randstad Switzerland is fair pay certified. It has had its compliance with equal pay for women and men reviewed by the consulting firm Comp-On AG according to the Fair-ON-Pay+ certificate standard of SGS. The analysis was based on data from December 2021. Based on a Logib analysis, which complies with all federal requirements, the gender pay gap for Randstad was found to be within

the tolerance threshold of 5%. On this basis, SGS has issued the Fair-ON-Pay+ certificate, which recognizes Randstad Switzerland as a fair employer and underlines its ongoing commitment to equal pay.

the netherlands

In 2023, Randstad Group Netherlands started a partnership with Universiteit Utrecht. We participate in [research](#) that aims to improve the economic resilience of women.

The municipality of Almere and Randstad started a special development program for women with a non-Western migration background in 2022. The target group for the pilot was women who have been receiving benefits for a longer period of time. They follow a twenty-week guidance program. In a small class they follow a flexible program, tailored to their needs. This consists of training and (group) conversations. For the personal trajectory, they can take a course or training and receive help in finding work. A language teacher provides support. Almost all of the participants took one or more steps on the participation ladder. Three people have become self-employed, eleven people have moved on to paid work, six people are still following a mediation process, eight people are doing volunteer work, five people are undergoing training, eleven people are doing an internship or on a work experience placement, and fifteen people dropped out due to illness or multiple problems.

The pilot ends in March 2024. The fourth group of participants will then be ready and around sixty women will have been supervised. The municipality is looking at how they can integrate this program into their regular services. Randstad also implements its experiences for projects in other municipalities.

united kingdom

The Gender Equity @Randstad employee network group (ENG) is sponsored by a member of our Leadership Team. Among other things, they marked International Women's Day with a UK event headed up by our UK CEO and 200+ attendees. Besides, Randstad UK has launched our Gender Pay Gap and Ethnicity Pay Gap reports, and accompanying action plans.

united states

The Randstad US Hire Hope initiative offers an extensive nine-month career-readiness training program designed for women who are survivors of homelessness and human trafficking. This impactful program provides paid apprenticeships and job placement services, structured across three phases: Restore, Grow and Thrive. The success of Hire Hope is made possible through collaboration with community-based partners and the dedicated involvement of Randstad's employee volunteers.

Since its establishment in 2014, over 370 women have successfully graduated from the Hire Hope program. Notably, more than 90 percent of participants not only complete the program but also secure apprenticeships and job placement opportunities. The program has earned recognition through various prestigious awards, including the Global Business Alliance Award (GBA), American Staffing Association (ASA) Elevate Award Honorable Mention Distinction, and the Freedom Council Impact Award in Excellence and Commitment by the Alliance for Freedom, Restoration and Justice (AFRJ).

Our Chief Diversity & Inclusion Officer serves as the executive sponsor of the program, ensuring its continuous evolution. Engaging with various client corporate partners, we strive to provide ongoing support to Hire Hope graduates, facilitating their success upon completion of the program. The transformative impact of the Hire Hope program is evident as many women have been able to transition from transitional housing to more stable environments, directly attributing their positive outcomes to the program's comprehensive approach and successful job placements.

Randstad US is also a corporate member of WEConnect International and Women Business Enterprise National Council (WBENC), which are committed to certifying and supporting women-owned businesses.

people with (dis)abilities

global

According to the World Health Organization, around the world, 1.3 billion people experience a form of significant disability. United Nations (UN) data shows that in developing countries up to 90% of working-age people with disabilities are unemployed, and 50% to 70% in developed countries. Overall, people with disabilities are more likely to be inactive and face barriers to education, the ILO has found. As one of the largest global talent companies, Randstad plays an increasingly important role in affecting change with regard to these trends.

The Alliance for Disabilities & Allies (ADA) was launched to foster an environment of inclusion and belonging for individuals and allies of the disabled community. In 2023, Randstad started a global partnership with Disability:IN, a leading nonprofit resource for business disability inclusion worldwide, with partnerships empowering businesses to achieve disability inclusion and equality.

Randstad takes tangible steps to improve the employability, skills and opportunities for people with disabilities. We supported 12,200 people with disabilities in accessing employment in 2023.

argentina

In 2023, Randstad Argentina designed a diverse talent plan to boost inclusion. As part of our strategy, we organized four training sessions for all our internal staff. More than 70% of the company was present to raise awareness and also share tips and recommendations on the recruitment process for people with disabilities. We also assessed eight clients in their transformation to a more inclusive culture and helped them with their recruitment process. In three cases, we set up the entire process to help them recruit a total of eight people with disabilities.

australia

4.5 million people in Australia have a disability (1 in 5), and the unemployment rate for people with a disability is significantly higher than for the rest of the population. This talent pool has a higher level of attendance at work, stays with an organization longer than employees without a disability, and has higher productivity rates. Randstad Australia has partnered with Get Skilled Access, a specialist disability training



Disabilities, Australia

and consulting company to develop ‘Recruitable’, and gain funding from the Australian Government to support the initiative. Recruitable aims to remove the barriers within mainstream recruitment to make the employment of people with a disability easier for all. A total of 200 Randstad Australia employees have completed the Recruitable disability recruitment training, creating a positive impact on how we engage and support talent and employees with a disability. We aim to create a sustainable blueprint to share with the recruitment industry, embedding inclusive practices into business and improving employment outcomes. In 2023, through the Recruitable pilot, Randstad placed several high-level professionals with a disability with our partnering organizations. Across the Australian business, Randstad placed 221 candidates with disabilities in 2023 (2022: 211 candidates).

belgium

In 2023, Randstad Group Belgium participated in DuoDay, which was part of our EDI&B week. For DuoDay, we published several vacancies geared to people with disabilities. We welcomed several people with a disability, who were able to observe and actively participate in our company’s working activities on this day. For Randstad Group Belgium, DuoDay is about learning and understanding. We try to make it a learning opportunity for our company in order to become more inclusive towards talent with disabilities, one of our two focus areas when it comes to welcoming minorities (along with ethnicity).

Randstad Group Belgium is continuously looking for partnerships with other organizations to reach and attract more talent with a disability. For example, we have a partnership with Emino, a company specialized in training

and supporting people with disabilities. We have matched the job coaches at Emino to our own job recruiters to exchange candidates, best practices and advice. Of course, we also work closely with our own colleagues at Randstad RiseSmart Employability to reach and recruit this target group.

In 2023, through our employee satisfaction survey, we found there was a need for adapted headphones for some colleagues. The HR and Safety department immediately took action and these colleagues have since been provided with their own adapted headphones.

brazil

Randstad Brazil has set up a BRG for people with disabilities. They yearly define an action plan to create awareness around the inclusion of people with disabilities and the importance of offering an inclusive workspace. We support clients who offer specific positions dedicated to people with disabilities.

canada

Randstad Canada’s Mental Health Accessibility and Disabilities Business Resource Group hosted a guest speaker event in order to raise awareness about neurodiversity in the workplace. The guest speaker, Anne, shared her lived experience as a woman who was diagnosed with autism as an adult. 86 employees attended this event and 100% of post-event survey respondents rated it 100% for having a positive impact.

chile

Randstad Chile contributes to generating equal opportunities in the labor market by integrating people with disabilities and by supporting companies in finding the best talent to implement or support inclusive social responsibility programs. Randstad Chile’s initiatives aim to make workers feel capable of making a real contribution, while enabling companies to have a well-functioning inclusion program that has a positive effect on productivity, absenteeism and the work environment.

Through offering temporary services, outsourcing and recruitment and selection, Randstad Chile helps companies to comply with the country’s Labor Inclusion Law (No. 21.015), which requires companies with more than 100 workers to ensure that at least 1% of their workforce consists of people with a disability. In addition, we comply with the Labor Inclusion Manager Law (No. 21.275), which requires that there must be a specialist in

labor inclusion certified by a national entity. Randstad Chile has set up a comprehensive program in which companies, talent and other partners work closely together. Activities include awareness talks, support with job interviews, advice on the process of incorporation, and guidance of workers, combined with reports and progress meetings. Since the creation of the department in 2018, more than 35 clients have trusted us, and we have enabled 100% equal jobs to more than 300 people nationwide.

In addition, through our inclusive job board, we have developed the most competitive talent base in the market, with almost 2,000 well-qualified candidates with a disability credential or recipients of a disability pension. We place talent with professional, administrative, commercial and operational profiles.

france

Launched under a French law (Pour la liberté de choisir son avenir professionnel), the Kliff par Randstad agency network is a social joint venture between Randstad group and SOUN by Fastroad. Kliff teams, composed of recruitment experts trained in supporting people with disabilities, assist in defining company needs, identifying candidates, and facilitating employee integration.

Since 2020, Kliff has supported nearly 1,300 people, placing over 400 into jobs with a sustainable employment rate of nearly 30%. With 150 job offers currently available, mainly in industry, logistics, transport, services and retail, Kliff plays a vital role in the professional integration of people with disabilities.

The Adapted Temporary Employment Agency (EATT) provides disabled workers with paid temporary employment contracts, recognized by the Plein emploi law for its contribution to professional integration. Temporary work offers talent insight into their working environment and enables client companies to assess their skills before permanent hiring, benefiting a population with an unemployment rate twice that of the general population.

Randstad's commitment continues with the opening of three new Kliff branches in 2024, following previous openings in Saint-Denis (2019), Lyon (2021), Anteuil (2022), and Valenciennes and Toulouse (2023).

In 2023, Randstad France participated in DuoDay for the fifth time. This annual event offers Randstad consultants an opportunity to share a day with disabled trainees in



Duoday 2023, France

order to discover new types of jobs for them and move towards more inclusion. Several duos were formed at the head office and in the branches. It again resulted in rewarding moments of sharing, both for consultants and trainees.

Hello Handicap is France's largest online recruitment fair dedicated to talent with disabilities. It exemplifies Randstad France's commitment to this cause. HR managers conduct four days of interviews with preselected candidates nationwide, all remotely. In 2023, Randstad France partnered with Hello Handicap, offering 32 vacancies that attracted 96 applicants. Sixteen profiles were shortlisted, resulting in nine interviews.

Additionally, in 2023, Randstad France participated in the European Week for the Employment of People with Disabilities (EWPD), focusing on digital transition as its main theme, to raise awareness about disabilities in the workplace.

Randstad Group France's purchasing department and Mission Handicap procured transparent masks, facilitating the integration of temporary workers and colleagues with hearing impairments. A placed worker now advises a client on business growth. Randstad France's disability agreement (2021-2023) aims to fully integrate persons with disabilities through recruitment boosts, widespread job offer dissemination, network creation, and providing a practical toolkit on disability. The agreement also focuses on developing knowledge, combating prejudices, and supporting employees in having their disabilities recognized.

Randstad has developed handi'passports, which are digital, fun and interactive modules available to all Group employees. They include activities, practical information sheets and knowledge quizzes. There are modules available for topics such as mental health problems, intellectual disability, invisible disability and chronic illnesses.

In addition, the Group's disability mission was presented at the Disability and Sport Forum in Paris, an event organized by the French Handisport Federation and the city of Paris. This event was an opportunity to meet talent, attend conferences, watch demonstrations by Paralympic athletes and take part in workshops to raise awareness of adapted sport.

germany

Randstad Germany is the only HR service provider in Germany with a nationwide representative body for severely disabled employees. In cooperation with our clients, Randstad Germany aims to create an open, unprejudiced and inclusive working environment to enable more employment opportunities for people with disabilities. As part of the Randstad Inclusion Action Plan, concrete measures are taken to achieve this. The goal is to have people with disabilities represent 5% of the workforce by 2025. As part of this effort, the branches are encouraged to recruit applicants with disabilities, and our Sales Department also encourages customer companies to employ people with disabilities. The recruitment process and employment are supported by the Works Council's Representative Council for severely disabled employees and the Social Affairs department. Targets are set out in our new Inclusion Action [plan](#).

Furthermore, as a partner of the initiative [Personalforum](#), Randstad supports people with disabilities in their search for internships, training or permanent employment.

Randstad Germany also posts jobs on the job board [myAbility.jobs](#), which is geared to people with disabilities or chronic illnesses. In doing so, Randstad Germany shows its open, opportunity-oriented approach to the topic.

hong kong SAR

In 2023, Randstad Hong Kong SAR's ED&I committee organized the Crossroads Global X-perience. Hosted by the Crossroads Foundation, this event gave our employees first-hand experience on what it is like for those who are visually impaired in the community. The aim of this activity was to build understanding, empathy and knowledge on how we can be more socially inclusive in the world of work. The activity was led by a visually impaired guide from the Crossroads Foundation and the activity was well-received by our participants.

italy

Randstad Italy's HOportunities (HO) team focuses on several initiatives and events to support people with a disability. In 2023, we renewed Randstad's important partnership with the Italian Cystic Fibrosis League (L.I.F.C.) to increase these patients' chances of finding a job, achieve economic independence and have a fulfilling social life. The most important initiatives included a webinar for the entire HO team to learn more about Cystic Fibrosis, enabling them to better support our talent and workers with this invisible disability. We interviewed 37 candidates with Cystic Fibrosis and three of them were placed at clients. Additionally, we created awareness with the journey to work of Cystic Fibrosis patient Noemi.

During 2023, the HO team and the Active Labor Policies team renewed their partnership with ANMIL (the Italian national association for disabled workers) and organized interviews with 148 candidates with disabilities.

In May and November, the HO team participated in Diversity Day in Milan and in Rome. During these events the HO team met a total of 150 candidates with disabilities, and provided a 'CV check service' to help them write their CVs.

india

In 2023, Randstad India hired seven people with disabilities through the customized talent journey of our Randstad For All program.

Randstad India also supported a client in hiring people living with disabilities and implemented a comprehensive manager orientation for the client to ensure a superior experience for the newcomers.

As part of our international day for persons with disabilities, Randstad India hosted an internal and an external event with one of India's leading disability and accessibility activists. This led to increased focus on the importance of accessibility and the systemic barriers that people with disabilities experience every day.



Randstad For All, India

japan

Randstad Japan is known for its best practice in offering jobs for people with disabilities, where the focus lies on people's capabilities rather than their disabilities. We launched the Neurodiversity ERG in 2023, with over 40 allies, and organized regular meetings for better understanding. Based on the discussion in the ERG, we launched a video series about neurodiversity, collaborating with an external organization. Randstad Japan uses these best practices to support clients in attracting and retaining a diverse array of people.

The National Job Center of Randstad Japan (including the Talent Center) is an organization where all of its employees work entirely from home, registering and introducing temporary workers to jobs. About 60% are employees with disabilities. They are engaged in matching jobs to job seekers, which is the core business of the organization. Their team leaders understand their individual disabilities and set fair targets. Our colleagues

with disabilities find great job satisfaction in working for others, matching people with companies, and being thanked for their efforts. In this way, we have created a sustainable work environment where everyone can contribute to the company.

new zealand

Randstad New Zealand partners with Evaro, a disability organization to improve employment success for talent with disabilities.

portugal

In 2023, Randstad Portugal continued to be part of the Inclusive Community Forum (ICF), an initiative that seeks to promote a more inclusive community. In cycles of three semesters, ICF is dedicated to a theme that always has the inclusion of people with disabilities in the community as a common denominator. Randstad started its partnership with ICF in 2019. Our vast network of contacts and partners allows us to leverage and scale not only ICF's initiatives, but also their potential impact.

We also continued to work together on the projects that started in 2017. This was related to a new approach to sustainability initiatives and the implementation of Law no. 4/2019, which established the employment quota system for people with disabilities (with a degree of disability equal to or greater than 60%), thus creating a new employability paradigm in Portugal. Companies in Portugal must now ensure that at least 1% of their annual hiring includes people with disabilities.

Randstad was distinguished for the second time with the award of the Inclusive Employer Brand 2023, an initiative of the Institute of Employment and Professional Training (IEFP), a governmental institute. The award is intended to promote public recognition and distinction of open and inclusive management practices in relation to people with disabilities. Randstad was one of 54 public and private entities recognized.

Clients in Portugal are increasingly requesting our support with regard to EDI&B projects and inclusive employability. Randstad Portugal wants to take responsibility in employability, promoting practices that respect human rights, creating conditions for access to employment for the most vulnerable, developing talent, promoting equal pay regardless of gender, the inclusion of minorities, fostering social justice (internally and externally), and thus ensuring more sustainable economic development.

spain

In 2023, the [Randstad Foundation](#) in Spain helped more than 5,200 people at risk of exclusion (mainly people with disabilities) to reintegrate into the labor market. More than 2,100 got a job, with the collaboration of more than 2,000 companies, 25 public administration bodies and more than 180 social entities. The Randstad Foundation in Spain also organized various initiatives to promote inclusive workforces for people with special needs, through collaborative projects with companies, social organizations and public administration bodies. Examples include advising and training the unemployed; training people with special needs; specific training for university students with a disability in collaboration with UOC University and UNIR University; and offering digital training, English classes and specific training on full-stack development to people with a disability.

With the online Ability Campus, we offer a complete and specialized training route in specific subjects in high demand by the labor market, supporting people with disabilities and guiding them to employment. It is aimed at promoting and developing talent through evaluation, training, improvement of employability, and job search support. In 2023, we trained almost 3,800 people, of which 2,125 have been placed in jobs. We collaborated with 198 companies that financially supported our social project (donors), and 2,094 companies hired our candidates with disabilities.



Social innovation hub, Spain

In 2023, we developed the second edition of our Digital Gap project, which centers around the circular economy and the transformation of digital knowledge. The objective is to reduce the digital gap experienced by more than 220 people with disabilities, of which 16% found a job. In total, 304 laptops were donated by companies, of which 227 were refurbished and delivered to the beneficiaries, which meant a reduction of 100,37 tons of CO₂.

In addition, in 2023, Randstad Foundation in Spain launched the third edition of our ED&I group, in which almost 40 companies collaborate to promote equity, diversity and inclusion. The aim is to lead social and business action and to promote knowledge and awareness of ED&I issues, such as disability and social inclusion, particularly in relation to employment. Besides, with the collaboration of UNIR (International University of La Rioja), we created an application to provide guidance to companies with regard to Law 11/2018, which concerns the management of diversity and inclusion relating to people with disabilities.

On the occasion of World Disability Day, Randstad Foundation Spain launched a special campaign entitled 'The revolution of the human'. In this new edition, we focus on the irreplaceable qualities that people have that make us unique in the face of technology. Our protagonist is Laura Espejo, an educator and early childhood education teacher who was born deaf. Her personal project focuses on providing tools for parents and teachers of deaf children. You can watch a video [here](#). (English version available [here](#))

In May 2023, the month of diversity and inclusion, our awareness campaign [Diversity wins](#) was launched. (English version available [here](#))

In addition, we inaugurated our new social innovation HUB, a collaborative and accessible space where technology is made available to people with disabilities to enhance their capabilities, promoting digital, economic and social transformation adapted to physical needs. The HUB is an experiential and collaborative environment to achieve real equality of opportunities in the world of work.

Finally, Randstad Spain launched the Tú Sumas+ Plan, through which, in collaboration with the Randstad Foundation, we aim to provide support, advice and specific resources to improve the health, skills and competencies of employees with disabilities and family members with disabilities.

the netherlands

The Dutch government aims to encourage employers to hire people with disabilities. The Dutch Participation Act (effective as of 2015) sets the goal of creating at least 125,000 jobs for people with a disability by 2026. The government requires that every company employing 25 or more employees should also provide work for employees with a disability. To assist companies that wish to invest in people with disabilities, Randstad Participation has been set up as a special division of Randstad Netherlands. It has so far been very successful. Hundreds of people have found a job, and 89% of those who started a new job under the scheme are still in work. This is way above the market average of 70%. At Tempo-Team Netherlands, there is also a special division to assist companies in investing in people with disabilities, called Tempo-Team Participation.

united kingdom

The Abilities @ Randstad employee network group (ENG) aims to support disability and neurodiversity inclusion, and is sponsored by a member of our Leadership Team. In 2023, they hosted a number of webinars to raise awareness of neurodiversity topics, such as dyslexia and ADHD awareness.

united states

Randstad US yearly participates in the US Disability Survey. In 2023, Randstad US continued its partnership with the National Organization on Disability (NOD) Corporate Leader Council to help support and advocate for individuals with disabilities.

Randstad US raises awareness and promotes safe workplaces that are inclusive of those who are differently abled. In 2023, Randstad US won several awards for supporting disabled-inclusive workplaces, including the Disability:IN Best Places to Work Award and the National Organization on Disability Leading Disability Employer Award.

(im)migrants and refugees

general

Work has the potential to provide security, dignity and independence – necessities that are most important to those who are displaced. Randstad has actively developed local and social innovation programs and supported multistakeholder initiatives that have been improving employability and promoting equal opportunities for (im)migrants and refugees for more than a decade.

During the European Tent business summit in 2023, Randstad renewed its pledge to improve the work lives of 50,000 people over the next three years (2023-2025), a commitment that aims to train 10,000 and place 40,000 people in jobs. Thanks to the dedication of our people supporting various programs, Randstad has already met its 2022-2024 target of helping 20,000 refugees through job placements or training. In 2023, we placed 36,711 refugees and 153,891 migrants in jobs. Additionally, we supported 3,185 refugees through training.

One of the cornerstones of the success to date has been the public-private initiatives Randstad has organized and participated in to connect clients, governments, NGOs and global organizations. Examples include participation with the Tent Partnership for Refugees, the UNHCR and the World Economic Forum (WEF).

In 2023, we enhanced the Ukraine Talent Platform launched in 2022, helping build further connections between participating talent and some of Randstad's largest global clients. This led to a number of joint initiatives to help displaced Ukrainians acquire employment.

Randstad and a global pharmaceutical company have joined forces in a new initiative aimed at providing opportunities for talented individuals who have been displaced by conflict. The ultimate goal of this partnership is to offer access to permanent and contingent jobs at the client. Randstad will play an active role in sourcing and attracting Ukrainian refugees from multiple channels.

Randstad RiseSmart Employability manages several projects assisting refugees seeking employment. By integrating various services, refugees find work much more efficiently. One program focuses on younger refugees and provides language training, on-the-job learning and labor market orientation.

As part of our contributions to Tent Partnership for Refugees, we provide support for its mentorship program for women refugees. Other initiatives include its Sunflower Project, through which Randstad accelerates the economic integration of Ukrainian refugees across Europe with hiring, training and mentoring. In 2023, Randstad joined Tent's European Business Summit in Paris.

australia

In line with Randstad's global commitment to the Tent partnership, Randstad Australia has created an award-winning 'job readiness' mentoring program for migrants and refugees. Randstad Australia partners with clients and organizations that specialize in assisting new migrants and refugees in transitioning to their new home country. Previous participants have come from Iraq, Syria, Uganda, Kenya, Pakistan and India. They are typically aged between 18 and 30. The mentees are paired with clients or Randstad consultants who have a background similar to that of the participants. The refugees are mentored for six weeks. This includes training on résumé writing, interview techniques and personal brand, and applying for jobs. At the end of the program, there is a training session on networking that includes our client organizations. We have been running this successful program since 2019, and have seen clients such as Deloitte, State Government and banking sector clients join us to mentor participants.

belgium

Randstad RiseSmart Employability, part of Randstad Group in Belgium, focuses on vulnerable groups (youth, people over 55, job seekers with a disability, refugees, etc.). In total, Randstad RiseSmart Employability took 6,824 new candidates into counseling in 2023. From the previous year, another 3,708 counseling sessions were running. Eventually, 64% of the candidates counseled were employed.

One of the RiseSmart Employability initiatives in Belgium is the refugee project of the European Social Fund (ESF) in Antwerp. Several bodies and organizations, including the City of Antwerp and the Public Center for

Social Welfare, have joined forces to maximize refugees' chances in the labor market. By integrating various services, refugees who have settled in Antwerp can be helped to find work much more efficiently. For younger refugees, there is a special program that provides language training, on-the-job learning, and labor market orientation.

Within the ESF Future to Work project, Randstad RiseSmart Employability provides refugees with a work buddy, who guides them towards work. Together with our partner Stebo, this is performed in two asylum centers: Fedasil Sint-Truiden and Rode Kruis Heusden-Zolder. Over the last three years, Randstad RiseSmart Employability has assisted 479 refugees, of whom 321 successfully found work. A total of 522 job placements were achieved by that group of 321 refugees. Some asylum seekers have already had several consecutive jobs and keep developing themselves.

canada

Professional immigrants provide a wealth of knowledge, training and education to Canada. Many immigrants, however, are unable to find fulfilling jobs that utilize their full capabilities. While there are many employment programs in Canada that are designed to help immigrants find new jobs, there are not many that help employers with their talent mobility strategies for their current immigrant employees.

As a result of the turmoil and the rapid influx of migrants from Ukraine, our immigrant and refugee community received a lot of attention in 2023, and our Ukrainian Project continued to grow. Recruiting processes and partnerships continued to be refined to support Ukrainian migrants to find a job within weeks of their arrival. An employee-led taskforce was established and began working with four different community partners right away. Our dedicated Facebook page continues to prove a fast and effective mode of communication. In 2023, the team placed 215 refugees, found accommodations for 91 refugees, and placed 63 individuals in roles without knowledge of French or English. They trained over 150 people through webinars and supported approximately 500 refugees through interview and webinar support.

In 2023, we continued to grow our partnership with the Toronto Region Immigrant Employment Council (TRIEC). Through the partnership, we continued to offer the Career Advancement for Immigrant Professionals program to our employees. The program brings managers and employees together to remove barriers to career success

for immigrant professionals. Randstad was proud to be able to support TRIEC in translating their materials into French so that the course could be offered in French as well as English, making it a truly national opportunity. The program also added a 'train the trainer' part to the course, which will allow us to then facilitate the course inhouse via our trained staff as part of their roles going forward. Beyond the course, TRIEC was pivotal in providing Randstad with guidance in the development of our thought leadership paper for employers around the importance of immigrant talent: [hiring immigrant talent: the path to a thriving workforce](#).

The MEVRI BRG (Multi-Ethnic Voices, Immigrant and Refugee) hosted a mentoring event in partnership with a TRIEC to provide flash mentoring to a group of over 20 newcomers to Canada on finding employment in Canada. Mentors ranged from recruiters to Vice Presidents and resulted in multiple of the mentees applying for roles within Randstad. All of the mentors were also given the opportunity to better understand the lived experience of immigrant job seekers.

chile

In 2023, Randstad Chile promoted intercultural diversity, participating as assessors in the awards for the best intercultural business practices organized by the Intercultural Business Network. This is a collaborative work space where companies can learn about and improve their workplaces for migrants.



Tent European Business Summit, France

france

As Randstad embarks on a journey to improve migrants' and refugees' employability within the next few years, the Randstad France Group has put actions and partnerships in place to add to this mission.

In 2023, an awareness-raising webinar was organized with Tent and Kodiko for Randstad employees to encourage them to recruit refugees and strengthen mentoring (training, events). As of 2023, the Randstad France Group is part of the French Tent Consortium for refugee employment. In 2023, Randstad employed 22,691 migrants and 826 refugees on all brands. A guide was produced to facilitate the recruitment of refugees.

germany

Randstad Germany has installed a network of mentors for integration on site. The number of employees from the relevant asylum countries working at Randstad has increased tenfold in the last three years. In 2023, Randstad Germany employed 6,325 refugees. Randstad developed and extended the modular qualification according to the requirements. The modules are structured as follows: (1) qualification test, (2) German courses via e-Learning, (3) eVideos on logistics or production activities, (4) eLearning logistics/production, (5) learning on the job, and (6) BAP qualification model.

Due to the war in Ukraine and the high number of refugees from this country, Randstad Germany has created a landing page in Ukrainian to help Ukrainian refugees quickly connect to the German labor market. Randstad Germany is committed to integrating Ukrainian refugees into the German labor market. We were already able to hire 361 persons in 2023 (2022: 387 persons). For the years 2024 and 2025, our goal is to integrate 500 to 800 Ukrainian citizens into the German labor market.

In addition, Randstad Germany is involved in the 'Companies Integrate Refugees' network. The network supports companies of all sizes, sectors and regions that employ refugees or want to get involved. The aim is to create an information platform, events and online formats that help companies to successfully integrate refugees. It is funded by the Federal Office for Economic Affairs and Climate Protection, among others.

Randstad Germany helps people to get their foreign qualifications recognized. Randstad Germany specifically supports people with a refugee background in acquiring a German vocational qualification as part of inter-



“We are proud of our commitment to providing training and jobs to refugees worldwide. Work has the potential to provide security, dignity and independence – things that those who are displaced need the most.”

– Chris Heutink, Chief Operating Officer
and Executive Board member Randstad N.V.



Career Day for refugees, Greece

company training. We support our employees with information regarding the recognition process as well as covering the costs.

greece

In 2023, Randstad Greece participated in Skywalker's job day for refugees, presenting our open job vacancies to a talented group of individuals. This experience served as a reminder of our commitment to creating an inclusive and supportive environment for all individuals, regardless of their background or circumstances. It is a testament to our ongoing efforts to put people first and provide opportunities for personal and professional growth.

hungary

Since the Russian-Ukrainian war, Randstad Hungary has engaged with arriving refugees from Ukraine. Randstad Hungary has joined a program in which several market participants act as umbrella organizations to support refugees' resettlement and job search in Hungary. Randstad Hungary provides intellectual and physical job opportunities, and we have set up a page on our website in Ukrainian.

We have also created a global talent pool for (im)migrant talent. We aim to support them in finding suitable opportunities. Unfortunately, we face challenges within this initiative since not many Hungarian companies offer help with work permits. However, we had a successful initiative with 11 Indian workers. They are now working in

Hungary as welders. They were recruited by Randstad India and employed by Randstad Hungary with the cooperation of another company.

italy

Since 2017, Randstad Italy has been implementing Randstad Without Borders, a special program for (im) migrants and refugees in Italy. It is part of the Welfare to Work office at Randstad HR Solutions. In 2023, we touched the lives of 1,502 immigrants and refugees, of whom 1,175 were involved in training activities. In total, 156 courses were organized both online and in classrooms, along with 414 individual career guidance sessions.

Randstad Without Borders provides a thorough cultural diversity project, placing candidates at companies after training. We support clients in their ED&I strategy, with a focus on cultural diversity. Randstad experts prepare immigrant and refugee talent for the job market. Randstad Without Borders offers free courses in language proficiency, digital skills, job search techniques, and safety and security. Technical training is organized for direct job access in collaboration with clients or within specific sectors.

Throughout 2023, our support to Ukrainian refugees continued with Italian language courses, job orientation and skills assessment. These activities were financed by the Italian association for employment agencies (Assolavoro) through a special fund for the professional integration of refugees. In 2023, Randstad in Italy touched the lives of 1,047 Ukrainian refugees.

Our Welfare to Work department also committed to new projects in collaboration with several partners. The main activities included personalized career guidance interviews, training, individual scouting of job opportunities, and a follow-up with talent to ensure full autonomy in their job search.

'Ready For It' is an Accenture Foundation-funded project aiming to train IT talent with a migratory background, ensuring equal access to training and employment for vulnerable individuals. As part of this project, our Welfare to Work division provides upskilling courses in basic language skills. In 2023, 50 candidates enrolled in Italian language training, with Randstad Italy set to promote their employability to clients in 2024 for job placement.

In 2023, Randstad Italy and Randstad Services were proud to receive the 'Welcome. Working for refugee

integration' logo, which is an official recognition from the United Nations High Commissioner for Refugees (UNHCR), awarded to companies that have employed refugees. Randstad HR Solutions was granted the We.Welcome logo as an entity that works in accompanying refugees in their social and professional integration and in supporting companies in hiring refugees.

luxembourg

In 2023, we began a partnership with Ryse, an association dedicated to the professional integration of refugees in Luxembourg. They connect us with motivated talent, assessed by their team. Our aim is to place these candidates in jobs with our clients.

norway

To broaden our workforce's reach, we have translated our handbook into English and Polish and have multilingual staff available for communication.

Randstad's dedication to enhancing employability includes integrating Spanish nurses into Scandinavia's healthcare sector. Through our comprehensive Randstad Care program, we address language barriers and promote cultural understanding and professional growth. Our recruitment actively seeks Spanish nurses, fostering diversity in healthcare. Specialized language training in Spain ensures seamless integration into Nordic healthcare.

This initiative aligns with Randstad's goal of inclusivity, providing opportunities for skilled professionals from diverse backgrounds. Thorough language training and cultural immersion enhance employability. Importantly, Randstad Care's program is not just about filling gaps. It is also about creating an inclusive environment where diverse perspectives thrive. This reflects our commitment to improving employability across minority groups.

poland

Since 2014, the conflict stemming from Russia's annexation of Crimea spurred increased Ukrainian migration to Poland, initially driven by economic motives. However, the rapid escalation of the conflict in February 2022 led to a surge in refugees seeking safety in Poland. Within weeks, millions arrived, prompting widespread humanitarian aid. Ensuring economic stability quickly became vital, necessitating employment support for refugees.

In March 2022, Randstad initiated a program to aid Ukrainian professionals. Partnering with employers, we pledged to employ 1,500 refugees and offered financial aid, accommodation assistance, childcare subsidies, and Polish language courses. The program, which ended in March 2023, engaged 34 employers and employed 1,788 refugees, with 567 receiving financial accommodation support and 490 utilizing Randstad-organized accommodation. Additionally, 1,431 received one-off allowances, 101 children received childcare, and 20 participated in Polish language courses.

The program yielded insights into the needs and aspirations of Ukrainian employees, facilitating better integration into the Polish labor market. A survey accompanying the project highlighted refugees' need for security and stability, with many expressing satisfaction with current conditions and a desire to stay longer in Poland.

Integrated in our daily business and in collaboration with clients, Randstad Poland continues to place Ukrainian refugees at work, collaborating with UNHCR, the Tent Foundation, and local NGOs.

portugal

Over the years, Randstad Portugal has employed people of multiple nationalities and many migrants, including refugees. In 2023, Randstad Portugal employed over 100 different nationalities, distributed across different sectors, such as IT, hospitality, agriculture, logistics and call centers. We continued to work with people from Brazil (majority), Venezuela, India, Nepal, Bangladesh, Pakistan and Africa. We also supported many poverty-stricken migrants from poor or conflict countries.

In 2022, we created a special project for Ukrainian refugees. We created a landing [page](#) for refugees and a taskforce was set up to help refugees find employment and provide Portuguese language classes. We also set up a buddy program, in which allies accompany refugees. We conducted a client survey in order to analyze the impact of the refugee situation on our clients' businesses and their openness to integrating refugees. A toolkit was created to support our consultants in helping Ukrainian people with regard to matters such as governmental and social entities, special programs, social emergency, housing, government or central websites for Ukrainian refugees, and NGOs or initiatives that consultants can approach when helping Ukrainian refugees.

spain

Randstad Spain assists immigrants in their labor market integration. In 2023, we served more than 2,200 Ukrainian refugees and hired more than 204 Ukrainians (including refugees).

Refugees face barriers to accessing jobs in their new communities, such as low language proficiency, poor access to transportation, and limited social and professional networks. Through our partnership with TENT, we invest in targeted programs to hire refugees who can play a vital role in helping them restart their lives in their new communities.

sweden

In 2023, Randstad Sweden continued to support refugees through the international application portal in Sweden. We also had a speedlink on Randstad Sweden's homepage for companies looking to recruit internationally and for talent applying for jobs in Sweden.

In line with Randstad's global commitment to the Tent partnership, Randstad and Randstad RiseSmart have focused on ways to work with refugees and foreign born participants. The focus has been to work with refugees from Ukraine.

During the year, Randstad RiseSmart met a lot of foreign born participants in our transition program 'Welfare to work' and in our transition program for Trygghetsfonden TSL (blue-collar workers). They received individual coaching and participated in seminars, and were subsequently matched to jobs in our network.

The collaboration with Tent has resulted in three events at the Randstad offices in Gothenburg and Malmö. The events were a great success, with participants including the public sector, large companies and others in panel discussions on how to succeed in including refugees on the labor market. Our guests emphasized the importance of getting together and exchanging ideas and success stories (to which Randstad contributes by letting a consultant manager with refugee background share his story) on how to succeed. A similar event will be organized in Stockholm in 2024.

the netherlands

Since 2019, Randstad and Tempo-Team have helped thousands of former refugees with a Dutch residence/work permit to find a regular job on the Dutch labor market. Each participant is assisted by a Randstad/Tempo-Team advisor to find a job that best suits their work experience, education, training and motivation.

In 2022, Randstad set up a collaboration with the Dutch railways (NS), airline KLM and municipalities to allow refugees with a temporary asylum residence permit who have a technical background/affinity/education to start in a technical position after following a certification training program. The program includes guidance on language, integration into the labor market and other preconditions to successfully work in the Netherlands.

The program provides a new channel to obtain technically qualified personnel and to contribute to clients' CSR goals. It also creates a structural work and training place for starters on the labor market, offering demand-oriented coaching and guidance.

At Yacht, several projects have been developed to help former refugees. For example, Yacht has been talking to various other parties to fulfill their SROI (social return on investment) obligation by making efforts (training programs, etc.) for the target group of former refugees.

BMC, in collaboration with municipalities, offers an integration program for refugees, including training, guidance and internships. The program involves six-week intensive training followed by on-the-job training with a buddy for up to two months. Upon completion, participants become employable as consultants, serving as role models for others seeking integration. Many participants have transitioned from benefits to full-time paid jobs in the Netherlands, primarily as integration consultants, facilitating contact with other refugees.

The Dutch Ministry of Social Affairs and Employment introduced the 'Verdere Integratie op de Arbeidsmarkt' (VIA) program to enhance the labor participation and market position for citizens with a migration background. Randstad Group Netherlands (RGN) is involved in three 'nudges' to foster inclusive Recruitment & Selection practices. We have been experimenting with three different adaptations to our selection procedure, aimed at objectifying the selection procedure. These nudges aim to minimize bias by neutralizing job descriptions, implementing structured interviews, and utilizing anonymous upfront selection processes. The

effectiveness of these measures, assessed by research agency TNO, did not show a clear improvement in equality of opportunities but provided valuable insights for recruiters and employers. This study led to the establishment of a work [agenda](#) for 2022-2025 with shared goals and actions involving 21 national parties, including RGN. You can find TNO's full report [here](#).

In 2023, the pilot program 'Access to Work for Status Holders and Asylum Seekers' commenced in Almere, a collaboration between the Dutch Central Agency for the Reception of Asylum Seekers (COA), the municipality of Almere, and Randstad. This initiative aims to integrate refugees into the workforce early on, providing tailored support. Randstad conducts intake interviews, connects asylum seekers with employers, and offers intensive guidance until their first day of work. Job coaching continues thereafter. The program has surpassed its initial goals, with over 100 participants enrolled. The number of people who have secured employment contracts has nearly reached the initial target, mainly in IT, hospitality and the retail sector. If successful, officials plan to expand the program to other Dutch municipalities. You can read more about the program in this [article](#).

lgbtqi+

global

Randstad is committed to supporting the needs of LGBTQI+ people everywhere. In 2023, we celebrated Pride Month with global events featuring external speakers and role models as well as employees who shared their stories.

The 2030 agenda for sustainable development and the UN Sustainable Development Goals SDGs embark on a collective journey to solve tomorrow's global challenges and 'leave no one behind'. Unfortunately, the SDGs do not explicitly include equal rights for LGBTI people in their goals and targets. For that reason, Randstad Global and fourteen other organizations signed a manifesto for a more inclusive agenda and acknowledgement of equal rights for Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) people as part of their commitment to the UN SDGs. Companies underwriting this manifesto intend to develop policies to make equal rights and opportunities more visible and practical for their employees and clients. They will include equal rights for LGBTI people into their business and SDG approach, and will monitor the progress made.

We are active participants in both Out & Equal and Workplace Pride, two organizations dedicated to establishing workplace equality for the LGBTQI+ communities globally.

Our PRIDE business resource group clearly communicates Randstad's support of LGBTQI+ employees, regardless of local laws/culture challenges. It strives to create an equitable and inclusive workplace that celebrates and welcomes our LGBTQI+ employees.



ED&I, Brazil

brazil

Randstad Brazil has a BRG that creates awareness about the inclusion of the LGBTQIA+ community and the importance of offering an inclusive workspace. To support our clients, we have a partnership with some entities to search for candidates from the LGBTQIA+ community.



PRIDE, Canada

canada

In 2023, our 2SLGBTQIA+ Randstad Equity Diversity and Inclusion (REDI) business resource group, PROUD, was instrumental in bringing PRIDE month celebrations and activities to life, as well as ensuring that awareness and education efforts were taking place over the course of the year. A total of 18 branches across five provinces participated, with almost 800 total participants country wide. Randstad Canada is fortunate to be a community that values team engagement, and the opportunity to come together to celebrate and show support for one another during PRIDE month was one that was not to be missed, with PRIDE activities taking place in branches across the country. Each party had its own unique feel, but the spirit was the same – belonging comes when we embrace diversity and actively promote inclusion.

chile

Randstad Chile is committed to promoting work spaces that value diversity and respect. We promote ‘Five recommendations for a more inclusive workplace’ to our internal staff, which seek to contribute to more empathetic and inclusive workplaces for the LGBTQ+ community.

czech republic

Randstad Czech Republic is part of the Pride business forum to help establish workplace equality for LGBT employees. As part of the Pride Business Forum, we have joined forces to create an initiative to support both employers in implementing LGBT diversity principles and employees in efforts to ensure their employers are delivering a fair approach to all, regardless of sexual orientation and gender identity. Our fostering of a public debate on LGBT diversity is aimed at overcoming persistent stereotypes and strengthening an approach that benefits both companies and employees. More information is available on our [website](#).

hong kong SAR

We launched an internal ED&I committee in Randstad Hong Kong SAR to raise awareness of equality, diversity and inclusion among our Hong Kong SAR employees. In June 2023, we organized an APAC PRIDE panel session hosted by Kajetan with other APAC cities.

france

Randstad France’s internal think tank, the Committee of Social and Environmental Innovation, drafted an internal booklet on how to be an ally for the LGBTQI+ community. It also introduces the eight LGBTQI+ ambassadors, who act as referents for the subject.

Pride month was an opportunity to remind employees of our support as an ally for LGBTQI+ communities. We shared an informative video which explains the meaning of the acronym LGBTQI+, the different sexualities and genders, and to remind employees of the history. We promoted the opportunity to raise concerns or incidents via the HR Ethics Committee, who is responsible for dealing with cases of discrimination for all employees. We also launched a competition (‘Post your support for the LGBTQI+ community’) on our intranet.

germany

Randstad Germany is a member of [Prout At Work](#), a leading think tank, consultancy and design organization in Germany which focuses on LGBTQIA+ issues in the work environment. The common goal is equal opportunities for people of all sexual orientations and gender identities, expressions and characteristics. In cooperation with Prout At Work, a sensitization workshop for problems of the LGBTQIA+ community was organized. In addition, Randstad Germany was involved in the Pride

Day campaign and participated in the Pride contest. As part of a comprehensive EDI&B e-learning program for our employees, we are currently developing a module with a focus on LGBTQIA+, together with Prout At Work.

Colorful e.V. is a local partner of Randstad Germany. They awarded us the Initiative Vielfalt MTK emblem. The Initiative Vielfalt MTK is an initiative against discrimination such as queer hostility, sexism and racism in the Main-Taunus district. Randstad was one of the first local companies to be recognized.

Furthermore, the Pride Business Resource Group aims to champion the interests of the LGBTQIA+ community within Randstad Germany and to create a safe space for them.

Randstad Germany is involved in a number of different days on the topic. For example, the international day against homo-, bi-, inter- and transphobia, the Coming Out Day, Pride Days, and many more. On the occasion of the international day against homo-, bi-, inter- and transphobia, we organized an action week on our intranet Connect, drawing attention to the topic in various contributions and educating colleagues. In addition, Randstad Germany was involved in the local Christopher Street Day in 2023, together with our cooperation partner Colorful e.V., and we will also be the main sponsor of the event again in 2024.

hungary

Randstad Hungary promotes equal opportunities for all employees regardless of gender identity, or sexuality. Randstad Hungary employs numerous individuals who are part of the LGBTI community and are engaged in promoting ED&I actions.

india

Randstad India is committed to equitable workplaces for all. India recognized same-sex relationships in 2018, and we were able to introduce progressive changes from 2020. The movement started with powerful stories from LGBTQ+ colleagues, awareness and education campaigns, and an allyship program to build visible and active allyship in the organization.

This year, Randstad India hired five people from the LGBTQ+ community through our Randstad For All program, which welcomes talents from historically and currently excluded communities in India through a customized talent journey.



LGBTQ+, India

In 2023, Randstad India invited Padmashri Manjamma Jogathi, the first transgender female president of Karnataka Janapada Academy (the state's top institution for folk arts). She also won India's fourth-highest civilian award. Manjamma shared her life story with our colleagues and highlighted the importance of equitable access, education and healthcare, especially for transgender persons.

We are now able to offer sex reassignment procedure support to transitioning employees and employed workers through our insurance benefits and ensuring that same-sex partner benefits match those of heterosexual couples.

Our colleagues and practices related to LGBTQ+ inclusion were featured in leading national and local dailies like Times of India as part of the Out & Proud At Work campaign.

Thanks to these efforts, we were recognized as a top Silver Employer in 2023 in the India Workplace Equality Index study by the Pride Circle, the Keshav Suri Foundation and the Stonewall, United Kingdom.

italy

Randstad Italy marked Pride Month by organizing a contest suggested by the LGBTQ+ community to gather photos featuring pride symbols. The community remained active in subsequent months, focusing on advancing gender equality. During the first semester, we revised our basic book, which is a guide for inclusive hiring practices for the LGBTQ+ community. We also conducted a webinar, and hosted a training course on managing recruitment for individuals undergoing gender affirmation, especially when official documents do not align with their affirmed gender.



“Equity is at the heart of everything we do. This means that as well as promoting equal treatment in the workplace, we also strive to give everyone the same access to employment opportunities, regardless of their background.”

– Ankita Banerjee, lead ED&I CoE, Randstad Asia Pacific region

japan

Since Japan does not have legislation with regard to sexual minorities, Randstad Japan has employment regulations where the definition of marriage includes same-sex couples. Our LGBTQ Allies Employee Resource Group with over 90 members is active to create an inclusive workplace for all. We have joined the Rainbow Pride festival in Tokyo and Fukuoka. In the PRIDE Index 2023 (an evaluation index for LGBTQ and other sexual minorities in the workplace developed by non-profit organization Work with Pride), Randstad Japan was awarded the highest level of Gold for the third year in a row. In addition, we received a Rainbow Certificate, which is given to companies impacting society through collaboration beyond sectors.

norway

Randstad Norway promotes equal opportunities for all employees regardless of gender identity, or sexuality. Randstad Norway employs numerous individuals who are part of the LGBTI community and actively promotes ED&I actions. During Pride month we organized several internal activities for our employees and shared articles about LGBTI on social media.



Pride. Norway

portugal

Randstad Portugal's Inclusive Academy contains a specific chapter to raise awareness around LGBTQI+ matters. We are developing several actions that promote the celebration of the essence of each person, the freedom of each person to be who they really are, without being judged, under the motto of your True Self and sense of belonging. Through the ASAS program (a support program for all Randstad employees), Randstad Portugal strongly supports and encourages everyone who seeks help in this area, whether at a social, legal or psychological level.

We also organized a 'Taboo Talk' about LGBTQIA+ and diversity in the job market. For this talk we invited Casa Qui, a social partner specializing in issues of gender equality, sexual orientation and gender identity or expression, who shared their experience with Randstad teams.

the netherlands

Randstad Netherlands has a partnership with Workplace Pride, a non-profit foundation dedicated to improving the lives of LGBTI people in workplaces all over the world. Randstad Netherlands strives for a world of inclusive workplaces where LGBTI people can truly be themselves, are valued and, through their contribution, help to lead the way for others. Raising awareness, research, statistics, training, and building networks through targeted events are the pillars of the foundation's work. Complementing these are specific programs for young LGBTI people and LGBTI women, alongside custom-made training. In 2020, Randstad Netherlands launched an international Pride film, which is still relevant today.

united kingdom

Randstad UK has produced a number of educational videos based on the story of a transgender client within the construction industry, as well as the promotion of women into leadership roles. We have an active Pride employee network group, who we have partnered with on a number of initiatives, including pronouns in our email signatures and raising awareness of issues impacting the LGBTQ+ community in the workplace.

united states

The Randstad PRIDE Business Resource Group (BRG) in the United States continues to partner on educating our organization, raising awareness, and encouraging

allyship to support LGBTQIA+ employees. The training increases cultural competence and raises awareness of issues impacting the LGBTQIA+ community. For PRIDE month, the BRG held a PRIDE chat for colleagues to share their personal stories, barriers and successes they have attained since coming out. It helped to educate all on the importance of inclusion and belonging. In 2023, Randstad US received the Equality 100 score on the Human Rights Campaign Corporate Equality Index in recognition of being designated as a Best Place to Work for LGBTQ Equality.

youth

global

Globally, 267 million young people aged 15 to 24 are not currently in education, employment or training, according to the ILO. With the changing demographics of the labor market, it is now more important than ever to ensure young people are equipped with the right skills for decent work and entrepreneurship.

At Randstad, we actively support measures to ensure inclusive and equitable quality education and promote lifelong learning for all, especially youth. Randstad has placed 631,100 people younger than 25 in meaningful employment. Our employees younger than 25 represent 6% of our total workforce. We have partnered with the World Economic Forum to actively participate in the Reskilling Revolution initiative, to work on different solutions to provide training to as many people as possible. Around the globe, we are involved in programs that create a bridge between the business world, students and young starters.

We are members of the Living, Learning, Earning Longer initiative that seeks to engage employers in a learning collaborative to identify and share multigenerational, inclusive workforce practices.

Our Generations business resource group aims to strengthen and encourage an equitable and inclusive workplace that values and respects differences in age, experience and background. The group's outreach bridges generational gaps, fosters understanding and promotes collaboration across different age groups.

australia

Since 2015, the Randstad Shaping Young Futures Program has helped young unemployed Australians develop their job seeking skills and connect them with organizations willing to invest in the talent force of the future. There are currently over 250,000 young people who are not in education, employment or training (NEET) in Australia. In order to support these young job seekers, the Randstad Shaping Young Futures Program is based on four key pillars:

1. Coaching and mentoring programs;
2. Preparation and development of career awareness and job-seeking skills with the aid of the Make It Happen toolkit and networking skills training;
3. Employer partnership programs with real job outcomes;
4. Networking, coaching and matchmaking events with clients and consultants.



Young talents, Belgium

belgium

As a bridge between the business world, students and young starters, Randstad Young Talents has been active in study-related side jobs and starter jobs since 2012. With remarkable results! Started with and in the Faculty of Economics and Business Administration of KU Leuven, the initiative has been extended to no fewer than 34 faculties and educational institutions in Belgium. In 2023, we coached 1,000 students on an individual basis, helping them with their first steps into the labor market. We again organized workshops on various topics for some 2,000 people, and we managed to create 850 study-related jobs. We also helped more than 300 young people find their first job.

Randstad RiseSmart Employability in Belgium works on specific NEET projects in partnership with Belgian social institutions to provide training, coaching and support to young people not in education, employment or training (NEET). For example, those who leave school without a qualification and other underqualified young people are given guidance to help them find a suitable job.

Tempo-Team Belgium has a dedicated website for young people and has developed two blogs with advice and practical information for both talent and companies. The focus is on advice and support for young people entering the labor market.

brazil

In order to support the employability of young talent, Randstad Brazil has an Internship Program that offers a better experience in terms of career development with a dedicated training path, management and HR follow-up. In 2023, we launched a Trainee Program for our business areas. We also support clients with trainee and apprenticeship programs, hiring students aged 16 to 22.

canada

Randstad Canada is committed to supporting underrepresented youth in building a brighter future. In 2022, we launched our Partner For Youth initiative. The initiative brings together the business needs to support youth job placements (internal and with our clients), the Randstad Canada Charitable Foundation, and community partners to generate more equitable employment outcomes for youth and give underrepresented youth greater access to the job market.

In 2023, this initiative grew through client engagement activities, partnering with youth service providers across Canada, and engaging our employees in mentoring activities and programs that support our aim. We launched a client-focused campaign to discuss the [importance of youth employability for sustainable business growth](#).

In 2023, through the combined efforts of the companies and our partners, we helped more than 1,000 underrepresented youth across Canada gain the necessary life and career skills they need to thrive.



Youth, China

china

Randstad China is an honorary partner of the Shanghai Jing'an Human Resources and Social Security Bureau. In partnership with the Bureau, Randstad China has initiated a range of youth career counseling and mentoring initiatives to help people find the right job, including skills assessment, career development and individual coaching.

In 2023, 31 experts helped 40 people identify their current skills and define a pathway to find work, including fresh graduates and other unemployed youth groups. After the program, 50% of all participants obtained permanent or temporary jobs in the following 3 months.

france

To help young people and people undergoing professional retraining find their feet in the world of work, the Group takes on trainees and work-study students every year. This gives them an insight into the corporate world and helps them refine their career plans and begin to develop or build skills relevant to their target job. In 2023, 102 trainees graduated and 160 new trainees were recruited in apprenticeships.

greece

Randstad Talent Academy provides university students with an opportunity to work at Randstad Greece. Students initially work with HR in order to learn the basics in sourcing and Randstad systems and then get transferred to recruitment teams, where they work with our consultants on recruitment projects. This program

is geared to final-year students (Bachelor's and/or Master's), and it is deployed via university applications. The scope of the program is to support Greek youth by strengthening students' employability in a labor market that is demanding and not always adequately connected with universities. It also aims to promote equal opportunities, especially given that youth unemployment is still a challenge in Greek society.

hungary

In 2023, Randstad Hungary continued its cooperation with Hungarian top universities to promote youth employment. Within this cooperation, we have collaborated with 11 universities from all around the country. Randstad Hungary has held lectures for students, participated in job fairs, promoted open positions through university newsletters, and also encouraged students to apply for internships within Randstad Hungary. Besides this, we also have a Trainee Program, through which we had a total of 67 trainees working at Randstad Hungary in 2023. Of these trainees, six became Junior Consultants in the past year.

We also help university students to complete their mandatory internships and many Randstad-related thesis topics have been and are being written. Flexible working hours and home-office possibilities are also provided for trainees, which is not common in Hungary. Trainees are equally involved in company events, they can also recommend colleagues to join our team, for which they get compensation.

italy

Italy has almost 5 million NEETs, which means 19% of the age group 15-34, which is far above the EU average of 12.5%. The latest population trends reveal a growing underrepresentation of the younger generations compared to the elderly. With declining natality rates and decreasing school enrollment, the issue of youth employment has become increasingly severe, contributing to challenging dynamics for the country.

Since 2012, we have prioritized the school-to-work transition, culminating in the establishment of Randstad Education in 2019. Our latest initiative, the [Manifesto for Youth Inclusion](#), introduced in 2022, outlines 10 principles aimed at actively reshaping youth social inclusion and enhancing employability.

In 2023, Randstad Education successfully impacted nearly 20,000 individuals. Our Education Program engaged 9,000 youth, offering cutting-edge training activities on digital citizenship, job trends, employability tools, résumé building, interviews, public speaking, web reputation and personal branding. This program includes a digital assessment tool (1,500 youth impacted), tailor-made projects with partners (1,000 youth impacted) and collaboration with Randstad branches (4,300 youth impacted).

As founder of the Technologies Talent Factory ITS Academy (TTF), a higher-education post-diploma school, we give young people an opportunity to specialize in IT and digital fields and easily enter the labor market. We currently provide nine courses, with over 300 students trained and a placement rate of 90%.

We also support companies with the definition of their Employee Value Proposition combined with a series of attraction strategies, including both educational guidance and skilling projects. Through this activity, 349 youngsters were trained in our 27 corporate academies, with a placement rate of 70%.

randstad box

Randstad Box, an 1,800-square-meter hub in Milan, addresses the amplified skill mismatch and talent scarcity, which is exacerbated by the pandemic's impact on the work-youth relationship. Serving as a tangible point of reference, it offers free co-working, study spaces and networking opportunities. Beyond the physical space, the Box extends Randstad's offerings, fostering an all-encompassing experience for young talent, including networking activities, partnerships and diverse training opportunities. It aims to provide young people with an unmatched experience, attentive to the needs of Millennials and GenZ, also transcending Milan's boundaries. Randstad Box transforms challenges into opportunities, guiding today's talent toward tomorrow's success in an inclusive and inspiring environment.



Randstad Box, Italy

Some Randstad Box figures:

- External training: 45+ in-person training courses, 60+ online courses and apprenticeships, and 600+ people trained;
- Internal training: 300+ students, 15+ courses for Randstad colleagues, 200+ Randstad colleagues trained, and 5+ Randstad team building sessions;
- 100+ clients hosted during events, meetings and co-working;
- Co-working: 300+ Randstad colleagues, and 850+ non-Randstad co-workers.

norway

As a bridge between the business world, students and young starters, Randstad Norway collaborates with a university to help students work part-time during their studies, not only to help them learn about the work in practice but also to help them improve their CV and give them the first steps into the labor market. Some of them continue at Randstad. Randstad Norway also organizes workshops at the university to coach students on various topics, such as preparing for job interviews. For the digital area, we focus on attracting more women to the IT sector.

portugal

Randstad Portugal is one of the 101 Portuguese companies (from different sectors and regions) that has committed to the Pact for More and Better Jobs for Young People. These companies have a business volume of 76,000 million euros and provide employment for around 260,000 people, of which more than 46,000 are young people.

This initiative is promoted and coordinated by the José Neves Foundation, which aims, together with the Government and signatory companies, to bring about real change in the current context of vulnerability associated with youth employment. Companies signing this Act pledge to hire and retain young people, guarantee quality employment for young people, train and develop young people, and give a voice to young people.

spain

The ChangeMakers project initiated by the Sustainability Department of Randstad Spain was created to evaluate the opinion of employees under 30 years of age in order to improve their experience, and consequently, that of all employees in the company. Thirteen young employees from different businesses and offices were involved in this project.

seniors

global

At Randstad, we actively support measures to ensure an inclusive and equitable multigenerational labor market. In 2023, Randstad placed 255,200 people older than 50 in meaningful employment. Our employees older than 50 represent 14% of our total workforce.

We are members of the Living, Learning, Earning Longer initiative that seeks to engage employers in a learning collaborative to identify and share multigenerational, inclusive workforce practices.

Our Generations business resource group aims to strengthen and encourage an equitable and inclusive workplace that values and respects differences in age, experience and background. The group's outreach bridges generational gaps, fosters understanding and promotes collaboration across different age groups.

argentina

Randstad Argentina is working on projects for workers of 45 and older to help them find their way in the labor market. In 2023, we continued working with our partner SilverTech (Diagonal) to collaborate in the programs that this institution carried out in order to increase the employability of this group. In addition, we implemented four employability workshops for more than 80 people. We also trained our internal staff to include this vulnerable group in the talent pool offered to clients and improve the diversity of talent inside our company (60% attendance).

belgium

Randstad RiseSmart Employability is working on several projects for workers of 55 and older to help them find their way in the labor market. These people get advice, coaching and support from our RiseSmart colleagues, as well as in our Randstad branches, to help them find a new job after years of unemployment.

brazil

At Randstad Brazil, seniors are part of our ED&I program. We have an affinity group that improves awareness and openings for older talent and employees. We also care about the relationship between different generations in the workplace. We support clients in finding senior candidates as part of their recruitment process.

france

In 2023, the Committee of Social and Environmental Innovation drafted a booklet that aims to raise awareness on the ways to recruit seniors, the benefits of doing so, and the importance of providing an intergenerational working environment to all employees.

Our current corporate agreement on work-life balance enables senior employees to work 90% of their contract hours during the last year before their retirement date, while maintaining their salary at 100%.

germany

Randstad Germany focuses extensively on the topic of older employees and silver workers. In 2023, together with the IFO Institute, we conducted a study on the potential of older employees for companies, the results of which we published extensively in the media. In 2024, we will start working with an external partner to integrate more pensioners into the labor market.

spain

In 2023, all our internal employees received diversity and inclusion training. With regard to senior talent, we hired 16,159 people over 50 years old in 2023. Specifically, we boost compliance with the inclusion of senior profiles in the Shortlist, we facilitate the reskilling and upskilling of senior talent, and we promote the value, knowledge and capacity of these profiles.

In addition, Randstad Research created the report 'Senior Labor Market – Challenges and Opportunities', which is based on the responses obtained from more than 1,300 people between the ages of 50 and 64 on relevant issues such as training, career paths and labor reform.

flexible work solutions (for caregivers)

argentina

In order to contribute to increased equal opportunities and work-life balance, the company implemented a 'hybrid' back-to-work schedule. Employees can choose which days they go to the office, with the option of working two days a week from home and three days in the office. This new way of working helps our employees in organizing their work and private life, reducing commuting time and costs, and leaving extra time to spend with their families.

We have extended parental leave for fathers to 28 days after the birth of their baby, whereas the legal leave for fathers is only 2 days. We have also implemented other benefits, such as allowing parents to take time off for school or kindergarten adaptation periods with their children. In 2023, Randstad Argentina started providing financial support for childcare to parents with children under 4.

australia

Randstad Australia is an early adopter and the only HR services provider in Australia to be certified as a Family Inclusive Workplace (by Parents At Work and UNICEF Australia). The certificate recognizes organizations committed to supporting employees to meet their work, family and well-being needs. Randstad Australia is also a proud Founding Partner of 'Family Friendly Workplaces', a community of progressive organizations united in driving global change by creating family-friendly workplaces.

Randstad aims to improve the work life well-being of employees and their families by implementing leading policies and practices that foster a family inclusive culture. This includes comprehensive support for flexible work, parental leave, family care and family well-being. We do this because we believe the future of work is about creating a sustainable family-friendly workplace culture that enables our employees to thrive.

brazil

Randstad Brazil offers the possibility to work from home to every employee, not only for parents. Our working model is hybrid, and in some cases even 100% remote for employees who live far away from the headquarters.

Another benefit we offer to promote work-life balance is flexible hours and short Fridays. For parents, we offer the longest leave allowed in Brazil, which is 6 months for mothers and 20 days for fathers. This applies to both biological and adopted parents. For newborns we have a Birth Kit, a gift from Randstad to celebrate the baby's arrival and help with the first care.

canada

Randstad Canada values people and we recognize that our employees have personal lives. To prioritize health and well-being, our 'Disconnect from work' policy reinforces this commitment. With the rise of remote work during and after the Covid pandemic, we knew it was crucial to separate work and personal life. This policy allows employees to refrain from business-related emails, phone calls, video conferences, texts and conversations outside of work hours.

Our offices have been remodeled to match the casual aspect of working from home, including a relaxation room (e.g., for breastfeeding or exercising), interactive lunch rooms, and co-working/shared meeting spaces open and accessible to all.

Randstad Canada values self-improvement. Our Sabbatical Leave policy promotes innovation, learning and developing personal interests. This policy is particularly beneficial for long-term employees. It allows employees to defer a portion of their income for a self-funded sabbatical of at least one year.

Randstad Canada recognizes that health concerns can influence employees and their families, making it difficult to balance work and caregiving. Randstad Canada therefore provides twelve care days per year for unexpected illness or injury as well as two 'balance days' a year for additional emergencies and a mourning day (which can be extended as per our mental health policy).

As part of their insurance package, our Life Works program supports parents on next steps and maternity leave rights. It also supports immigrants and refugees, who can access one hour of free legal consultation and three free therapy sessions to help them in their mental health journey.

czech republic

Randstad Czech Republic regularly offers part-time or flexible jobs to its employees on maternity leave or those with small children. Each employee is allowed to work

from home or somewhere else two days per week. We also offer a child-friendly workplace. This allows them to manage their work-life balance and continue to work efficiently.

Our 'Flexible at Work' program focuses on parents on parental leave, older workers and caregivers. It supports creating opportunities and access to work for them. This program falls under the auspices of the Czech Ministry of Labor and Social Affairs.

france

Our teleworking corporate agreement allows most of our employees to work remotely for up to two days per week. All employees have a home office budget of 200 euros per person. Employees with disabilities can use enhanced teleworking, up to 100% of their working time.

Employees in France often find it difficult to access childcare facilities. Randstad provides a financial childcare contribution for both permanent and temporary employees. We work with a platform that enables employees to connect with childcare providers.

Randstad France offers various types of support for caregivers. We offer all employees a subscription to the Worklife Home Help platform, which enables them to find a range of home services at negotiated rates to make their day-to-day lives easier. These services include childcare, tutoring, cleaning, domestic assistance, pet-sitting, sports coaching and help with housework. The platform enables employees to be assisted by qualified and trustworthy people, and manages administrative aspects such as employment contracts, aid applications, declarations and taxes.

In 2023, Randstad France renewed its partnership with Prof Express, a one-off tutoring platform that gives employees' children unlimited free homework or revision help from French national education teachers.

germany

During parental leave, Randstad Germany maintains contact with its employees, strengthening the bond between them and the company. We attach great importance to making it easier for employees to return to work after parental leave. Randstad Germany particularly aims to ensure that employees return to work motivated and well-balanced after their parental leave. In order to support them, Randstad offers individual work time solutions. Currently, 26.5 percent of employees make

use of the opportunity to work part-time. Working hours may vary between 4 and 35 hours per week depending on individual employees' needs. If a job can be done remotely, Randstad allows employees to work from home or from a nearby branch.

As a family-friendly company, Randstad Germany provides structures that support internal and external employees in balancing work and family life. Randstad offers financial support, allows time flexibility and is open to individual solutions.

WDS.eldercare is available to both internal and external employees. This is a special care and nursing concept for companies to support employees and their relatives in need of care.

Internal employees can use the Betreut.de agency platform for household-related services; it offers help in finding individual childcare, pet care, senior citizen care or household help free of charge.

To ensure that employees' children are well cared for during working hours, Randstad contributes to the childcare costs for children who are not yet of school age. We also believe that career and family should not be mutually exclusive. That's why Randstad offers special part-time arrangements for managers that cover at least 30 hours per week.

Randstad Germany is a member of the Care and Work Charter. In this network, more than 200 companies, authorities, municipalities, institutions and universities exchange information on the topic of work and care, supporting employers in finding individual solutions for their employees.

hungary

Randstad Hungary is providing flexible solutions for parents. The Labor Code in Hungary allows part time-work for moms until the children are 3 years old. Randstad does not limit the age and enables parents to work part-time (from 8 hours per week) for as long as they wish.

Randstad Hungary supports employees on maternity leave through various initiatives. They receive the Mommy newsletter with news on key organizational updates and are invited to company events during their inactive period. Employees can also engage in flexible projects, such as recording training material or translating professional content. Upon return, they have access to

any professional training they missed and can choose 4, 6 or 8-hour work schedules based on their preference. Six weeks after returning, HR discusses integration progress and offers ongoing support. Additionally, mothers have the flexibility to work from home when caring for sick children, deviating from the general hybrid work policy.

india

In 2023, Randstad India was recognized among India's Top 50 best workplaces for women by the Great Place to Work® Institute. This is a testimony of the support Randstad India is extending to all its working parents and women, and especially nurturing mothers. There are various scenarios where the work schedule of women employees was adjusted according to their needs, enabling them to balance work and family, such as working from home for up to 4 months, flexible work weeks, changes in projects to manage erratic client schedules, training opportunities, etc.

To take ahead our promise of gender equality in the workplace, we introduced equitable parental leave, including non-traditional families, adoption and surrogacy (adoption and surrogacy leave of 12 weeks each). Our head office in Bangalore, India, is equipped with a medical room to attend to emergency situations.

In our ergonomic benefits scheme, employees can choose home office equipment to make their work from home experience comfortable.

randstad global capability center, india

We continue to use the hybrid working model, offering our colleagues extra flexibility. In addition to providing 26 weeks maternity leave and 2 weeks paternity leave, we now also offer 6 weeks for adoption leave and 6 weeks for miscarriage leave.

italy

Randstad Italy's Parents@work initiative is designed to make it easier for women to return to work after having a baby. It includes Baby Randstad (a contribution of € 250 per month for child care), 'Parenting: discover your best' (a plan for the reintegration of new mothers after parental leave) and flexible working hours. We create a positive business environment by accepting requests for part-time work, and by extending smart working to different roles inside the organization.

japan

Japan has a major challenge in that only a small number of men take childcare leave. Randstad Japan therefore arranged interviews with new/expectant parents to provide information about combining childcare and work. The number of male employees taking childcare leave has increased and the ratio is currently 43%. Randstad Japan also has super-flex working hours and remote work arrangements, which enables working parents to work more effectively, as they can manage their own time and place of work. The Working Parents ERG launched with around 50 members including allies. It holds quarterly meetings to discuss how to manage time for work and family affairs.

new zealand

We understand that returning to work can be a challenging time for new parents, so employees who have been with the company for at least 12 months and are the primary caregiver are eligible for a bonus payout of \$5,000 on return from parental leave. We also offer flexible working practices, including working remotely and flexible hours, with a focus on retaining our working parents.

norway

At Randstad Norway, employees are allowed to plan their working hours fairly flexibly. Most meetings are set up between the core hours so that parents of young children have time to drop off and collect their children from the nursery. In addition, all employees have the opportunity to have a home office. Randstad Norway offers a home office package so that those who want to work from home have screens, keyboards and other equipment they need for the working day. This gives our workforce more flexibility, and therefore a better balance between work and family life. Employees can choose which days they go to the office, with the option of working two days a week from home and three days in the office. This new way of working helps our employees in organizing their work and private life, reducing commuting time and costs, leaving extra time to spend with their families.

Randstad Norway offers full payment during maternity leave and all parents get paid leave for the birth of their child.

portugal

Randstad Portugal encourages remote working and operates in a flexible model. All employees are allowed to work from home or somewhere else. This allows them to manage their work-life balance and continue to work efficiently. In 2023, Randstad Portugal continued to reinforce and enable teleworking in order to provide family support and greater protection in terms of health and safety. In the analysis of new ways of working, a good balance between parental and professional life will always be taken into account.

Randstad Portugal supports employees who suffer from infertility. Per person, we give three support grants for infertility treatment (€ 2,000 per grant per year), and we also pay the subscription fees of the Associação Portuguesa de Fertilidade (Portuguese fertility association).

When a child is born, parents receive a birth gift worth € 250, and on their children's birthday, employees can take the afternoon off. Additionally, parents are allowed to accompany their children on the morning of the first day of school, and summer activities are organized for children of employees. Randstad Portugal also offers discounts on school textbooks. For pregnant colleagues who need to park their car, there is a special place in the garage at the headquarters in Lisbon. Randstad pays the salary in full at the beginning of parental leave, and the employee only pays the money back to Randstad when they have received their social insurance benefit.

spain

In order to support family life, within the scope of the company's structure, Randstad Spain helps workers of all companies of the Randstad Group in Spain. They obtain a Kindergarten payment for each child under 3 years of age, which is an annual amount of € 410. Parents have flexible maternity and paternity leave, and can also accumulate breastfeeding hours and take childcare leave beyond paternity leave. Besides, all employees have flexible working hours and Randstad offers 2 days of work from home. If they wish, they can work 4 days a week and take unpaid leave for a maximum of 1 month. They are also given a day off on their birthday.

switzerland

In Switzerland, the statutory maternity leave compensation is set at 80% of the contractually agreed salary. After 5 years in service, Randstad Switzerland grants 100% of continuation of salary during maternity leave.

the netherlands

At Randstad Group Netherlands, during the first nine months after giving birth, an employee has the right to interrupt work to pump or breastfeed. A lockable room is available in the office for this purpose.

The parental leave at Randstad Group Netherlands is in excess of the local legislation. Partners are entitled to more working days with 100% paid birth leave. Parents or caregivers are entitled to 26 weeks of parental leave intotal, to be taken flexibly within 8 years of the birth; 9 of the 26 weeks are paid (70% if taken within 1 year of birth).

Employees are entitled to twice the number of hours per week per year (paid) leave in connection with the illness of children (10 days). Counting a year begins on the first day the short-term care leave is taken. These ten days apply to full-time employment and are fully paid. In the case of part-time employment, this is on a pro rata basis. The leave may only be taken if and for as long as it is necessary.

united kingdom

The Parenting @ Randstad employee network group (ENG) has been launched to support all parents at Randstad UK, and is sponsored by a member of our Leadership Team. In 2023, the ENG hosted a number of webinars on the path to parenthood, fertility and menopause. Additionally, we launched new fertility, menopause and baby loss policies to support staff going through life events.

united states

Randstad US is committed to creating an inclusive and sustainable workplace that recognizes and supports the diverse needs of our workforce. Through a holistic flexibility approach, we offer caregiving support and relevant benefits to contribute to a future where work is both productive and fulfilling. Our comprehensive flexible work solutions aim to support caregivers and foster an inclusive work environment, promoting sustainability and enriching the lives of our employees.



“The simultaneous promotion of all interests is one of our core values at Randstad. This means that contributing to society is at the heart of who we are. We are passionate about sustaining core values that reflect the company’s founding more than 60 years ago.”

– Jelle Miedema, Company Secretary Randstad N.V.

upskilling and reskilling

Ongoing skills development is essential for employability and sustainability in any workforce, now more than ever. Unfortunately, not everyone has equal access to initiatives that contribute to their employability. Randstad manages many initiatives that aim to improve the employability of minority groups in the labor market through upskilling and reskilling. These initiatives normally support multiple minority groups through one program.



Mugica, Argentina

argentina

Since 2018, Randstad Argentina has been running a labor inclusion program in Barrio Mugica (a shantytown home to more than 45,000 people located in the center of Buenos Aires city) through public-private articulation.

At the time, Randstad interviewed potential candidates, getting to know them and providing tips and training to help them find a job. Because of the great partnership, Randstad signed a public commitment with the government of the City of Buenos Aires in 2019. Currently our partnership has intensified, with training activities being held on a monthly basis, involving 5 branches. Our offices include people from Barrio Mugica as part of their recruitment process to generate equity for untapped talent.

Since the start of the project in 2018, 600 interviews have been conducted, 24 workshops have been held with 60 training hours, and involving 70 volunteers. The project has supported 180 beneficiaries, and in total 115 people were hired.

belgium

Randstad Belgium and Tempo-Team Belgium have developed a policy for training programs offered to employees and flex workers. Besides the standard internal training program, high-quality programs given by external providers are selected to help people become quickly efficient in a particular job (e.g., sales, security and transport).

Since the end of 2017, Randstad Group Belgium has been training motivated candidates for specific vacancies that are difficult to fill. With this win-win proposition, talent can develop relevant skills and clients can fill the gaps in their teams. In addition, our Learn4Job program offers job seekers an opportunity to take part in a training program to acquire specific skills needed for one of our job offers (e.g., a heavy goods vehicle license). We also try to bridge gaps between supply and demand.

Since 2019, Randstad has been working on upskilling and reskilling programs under the name Training for Talent. Training has always remained a lever at Randstad to guide talent to their dream job. Before 2019, Randstad did this under the name Randstad Academy, and training was provided to talent by internal colleagues. With Training for Talent, we took our training offer to the next level and started cooperating with external training providers. In 2023, we employed 185,494 people in Belgium. We

trained 39,136 that same year (21.10%). Of these, 36,485 were trained on the job, and 535 were trained by our Goodhabitz program, an online training program for personal development needs. Another 2,116 people were trained by an external training provider.

The latest form of talent innovation in Belgium is called Spark, which started in 2022. Spark is a two-year college training program, focusing on bottleneck professions. Anyone can enroll in this program, regardless of age or degree. Each candidate goes through a motivation assessment, followed by a test of cognitive ability. Candidates who are admitted to the program then combine four days of work at a client (acquiring skills) and one day of study (acquiring knowledge). During the entire process, they are coached by Randstad and receive a full-time salary. Their registration fee for the knowledge part is paid for by Randstad. After the two-year course, they join the client's company. In 2023, we continued to convince both clients and talent to consider this program, and 20 matches were made. The objective now is to turn this into 20 success stories and to add as many more people as possible, so that we can further scale up this program in 2024.

To bridge the gap between untapped talent and employers looking for the right talent, several actors from the public, private (including Randstad Group Belgium) and social sectors have joined forces to develop Talent2Connect. This is an innovative collective platform and portal that organizes mentoring and matchmaking events to connect companies with job seekers at a labor market disadvantage.

To support the extensive market for domestic workers in Belgium, RiseSmart Employability has set up a program to guide these workers through the various aspects of their job, such as work attitude (self-confidence, communication and motivation) and dealing with stress and life-changing events (e.g., grief).

canada

Through a robust network of collaborators, Randstad Canada aims to meet the needs of talent across markets and career interests. To do this, we leverage our technology, partnerships and skilling platforms and programs.

In 2023, Randstad Canada launched the pilot phase of the Randstad Direct app, which has the potential to revolutionize the way our clients and talent connect. The app empowers our clients to seamlessly post shifts

and find the perfect workers to fill those shifts. In the first month alone, 481 vetted candidates were added to the platform within our pilot markets, creating a more transparent and accessible job seeking experience for all.

Randstad Canada also continued in 2023 to provide talent with opportunities to grow their skills and expand their interest through Udeemy Business. We continue to provide Udeemy Business to our external talent pools with free access to a library of more than 6,000 online courses geared at helping our members develop the knowledge and abilities they need to advance in their current position. This is regularly promoted through the use of the my Randstad app and communications with our resource managers as well as communications with internal sales managers to relay this benefit to our wider network. We also promote the cultivation of locally based partnerships with community non-profits to ensure that we are supporting employability for diverse talent and are removing barriers to their employment.

france

Improving employability is at the heart of the Randstad Institute's actions within our local community. In collaboration with Objectif Emploi, the Randstad Institute has developed a personalized employment initiative to promote and enhance the employability of the residents of the Plaine Commune area. Within this program, in 2023, multiple workshops were organized within the span of a month (during the Rugby World Cup), with a fixed target of supporting 84 long-time job seekers, a goal that was successfully achieved.



Objectif emploi, France

germany

Randstad Germany offers an array of initiatives to help people find the right job, including skills assessments, qualification programs, e-learning and individual coaching. If talent lacks basic qualifications or important knowledge for the job, they are given an opportunity to develop these prior to deployment to clients. Regular qualification programs include, for example, MS Office, Business English, call center training, or a basic warehouse course, which includes a forklift license and practical driving training.

To meet more specific requirements of client companies, the Randstad Academy works closely with the education providers in the fields of metal/electrical engineering and industrial mechanics (turning, milling, CNC). Specialist training is also offered for sectors such as renewable energy, aviation, automotive, finance and accounting, and logistics.

In cooperation with educational institutions and employers, Randstad Germany also helps talent acquire a vocational qualification. Participants complete several modules. Each module consists of a theoretical part at an educational institution and an internship at a company, and ends with an examination and a certificate. Once all modules have been completed, participants gain admission to the external Chamber of Commerce examination for the profession in question.

The Randstad learning platform www.randstad-elearning.de offers qualification tests and recognized learning content for various qualifications in the form of online courses. Randstad e-learning enables effective self-learning in around 300 courses in the areas of IT, languages, economic knowledge, technology and soft skills.

In addition, Randstad offers individual coaching for long-term unemployed people to activate them into a new employment relationship.

Since 2020, Randstad has conducted over 700 coaching sessions, helping talent to gain better professional prospects and find a suitable job. Since 2022, we have set the target of 40% of all employees taking part in a qualification/training measure each year. This target has been achieved since then.

greece

Randstad Greece has set up the Randstad [resource center](#), which is a centralized place for upskilling and reskilling opportunities for continuous development for flexworkers. The Randstad resource center gives access to material and resources with the aim of increasing knowledge and confidence. Flexworkers can develop themselves at their own pace and select their preferred learning style, ranging from podcasts to online courses.

india

The Randstad Skilling Academy (RSA) program in India was established to meet the immediate and future skills needs of industries across a wide range of sectors. Rather than following a conventional content-based learning approach, RSA is driven by hands-on learning with live project assignments and regular assessment of the learning achieved. RSA works with leading training providers and employers to help reskill and upskill both current and prospective employees, with a focus on both soft and hard skills. Specific training modules are adapted to the specific needs of employers, and participating individuals are provided with the most in-demand and transferable skills. So far, with this program, we have been able to train more than 200 people.

In 2023, we supported UNICEF's Passport to Earning program in India with an additional pilot project, aiming to skill 20,000 young adults and support 2,000 of them in finding employment throughout major cities in the country by March 2024. Passport to Earning is a long-term solution to bridge the skills gap and lack of employment opportunities. Developed with subject experts, the program provides youth with access to an innovative learning platform. It builds skills and connects participants with employment opportunities, all necessary to participate in the digital economy. Currently we have skilled more than 20,000 people and helped more than 1,000 with job opportunities.

luxembourg

Randstad Luxembourg cooperates with the local 'Agence pour le développement de l'emploi' in order to help the government reduce the number of job seekers. This program allows us to have direct contact with job seekers and get to know their profiles. We also play an active role in the training funds for our business federation through our presence on the Board of the FSI (Fonds de Formation du Secteur Intérimaire).

norway

At Randstad Norway we stimulate employment of people from other countries and provide job training and language training to facilitate this. One of the people we supported eventually became a permanent employee of our staff.

spain

Randstad Spain offers Randstad Impulsa, a set of tools and digital content that help people improve their employability and career. Randstad Impulsa is integrated into the Randstad app and website as part of myRandstad, and its use and access is completely free. In addition, we use gamification techniques to structure the tools and content in levels to provide a unique and fun digital experience. With Randstad Impulsa, people can build a well-designed CV optimized by Randstad selection experts, find out what the market salary range is for their professional profile, take an advanced and innovative professional skills test and receive a personalized report with strengths and areas for professional improvement, and receive training in areas such as job search, digitalization, personal development, and so on. In addition, the program offers access to short video clips and training itineraries, automatic job alerts, professional references and personalized reports, and more.

Randstad Spain has also launched Randstad Relevate, our talent management technology suite, to bring talent closer to the jobs they need and companies to the talent they need. The suite includes Relevate HR Portal Staffing, Relevate HR Portal Professionals, Relevate HR Portal RPO, Relevate Match, Relevate Insights (dashboards & reporting), Relevate Talent Assessment (DNA and Mindset Digital), and Relevate Talent Search (AI for sourcing).

In addition, we run the Priority Program for unemployed family members of Randstad employees. It is a 6-month career orientation and transition program, adapted to the level and work experience of each participant.

In 2023, we awarded the Randstad Scholarship Program to 25 people for their training and professional development. At various academic centers, they are trained in strategic areas for the company (Leadership, Digitalization, Data Mindset and Sales).

the netherlands

In the Netherlands, Randstad runs several initiatives to improve employability. For example, Randstad Netherlands helps talent obtain an Accreditation of Prior Learning certificate (Erkenning Verworven Competenties), which states their skills and qualifications. Randstad Netherlands' Career Accelerator program provides custom-made training programs for different sectors and professions. Online, talent can find a range of job application tips. Together with clients, Randstad and Tempo Team certify employees' work experience. This Vocational Testimony gives candidates recognition for the work processes that they have already mastered, so that they can more easily find better or other types of work.

'Baanbrekend' is a public-private partnership, co-created by Randstad Netherlands and Dutch municipalities (who are responsible for social security payments). The primary purpose of 'Baanbrekend' is to help people on benefits find a job. Integrated teams make a joint effort to match talent with employers. Each party contributes its core competencies: the municipality provides extra support to better equip people for work, while Randstad takes care of marketing and jobs.

Tempo-Team Netherlands' ActiveerKracht program is a comparable public-private partnership. This local partnership with several municipalities focuses on helping unemployed job seekers to find work.

A collaboration has also been set up between the municipality of Amsterdam, educational institutions, social initiatives, and more than thirty employers, including Randstad Group Netherlands (RGN). This initiative, called Zuidoost Werkt, will get more people to work in their own neighborhood, thus creating a more future-proof and inclusive labor market, where companies and residents together reap the benefits of economic growth and progress. A job coach facilitates the whole process and makes the right connections with all partners in the network. People are first placed in a job, followed by training.

Through Randstad Vocational Training, almost 6,700 people receive customized vocational training every year, preparing them for the jobs of today and the future. The mission of Randstad Vocational Training is to make a structural contribution to solving the situation in which skilled workers are becoming increasingly scarce, while the demand for these skilled workers continues to grow. For example, training is provided in transportation, IT, healthcare, engineering, education, financial

services, customer contact, construction, hospitality and logistics. It is important to give substance to the training opportunities of talent on both the demand side (companies) and the supply side (talent). There is enough talent on the labor market who could move into work or would want to develop further in a specific sector or move toward another sector or profession. With a team of 30 training advisers, we are shaping this process. Our own research shows that training has a positive effect on talent: people stay in a job twice as long, training contributes to higher job satisfaction (+0.15), and training has a positive impact on hourly wages.

The ‘Tempo-Team Werk en Leren’ program helps to fill scarce profiles in the labor market. Tempo-Team constantly links training to practice by combining work and training, practical assignments, and school trips to the workplace. Tempo-Team finances the training, while the client pays for the productive hours worked by trainees, as well as a surcharge for the guidance and facilitation of the training program. Tempo-Team has developed growth paths for engineering, logistics, transportation, healthcare, customer contact centers and hospitality. Through these growth paths, we offer newcomers or people without any relevant experience the chance to work in their favorite sector. The short training courses are very accessible, starting with the basics and gradually working towards a certificate with a job guarantee. Participants get a lot of practice under the guidance of a supervisor, combined with theory through e-learning and assignments.

In a special project, Randstad RiseSmart helps schools to guide redundant teachers to new jobs. Depending on the situation, Randstad RiseSmart may help teachers find a non-teaching role at the same school, a teaching job at another school, or an entirely new role in another sector. By actively mediating these teachers to other jobs, Randstad helps save money on benefit schemes and supports employers in offering good employment practices.

Given the current labor shortages in the education sector, Randstad Netherlands also works together with the teacher training programs of colleges of higher education in the Netherlands to provide anyone interested in a teaching job with a comprehensive orientation training program, combining guidance on the teacher training program with a workplace.

In partnership with Windesheim University, Randstad aims to motivate construction and engineering workers to combine their work with giving lessons at school as a so-

called hybrid teacher. The goal is to get more people into teaching. Our role is to guide these people and give them good career advice in order to prevent a loss of talent.

In collaboration with Albeda College, a school for intermediate vocational training, Randstad has set up a special course for HR consultants. Students learn to be customer-oriented, communicate effectively, and so on. In addition, Randstad provides guest lectures on job application training and current topics in the labor market. The students run their own temporary employment agency/unit under the flag of Randstad: Albeda@work. Here, other Albeda students can apply for great part-time jobs, holiday jobs or entry-level jobs.

Since 2016, Randstad has been a co-developing partner in a logistics project run by the Municipality of Amsterdam. The program prepares participants on benefits for a job in logistics in six weeks. They learn relevant skills and receive practical training certificates. A unique aspect of the setup is that it takes place in a realistic simulation environment, representing an actual warehouse.

A special project in The Hague provides guidance for people at a labor market disadvantage. They are intensively coached by Randstad with the aim of finding them a paid job in business services. To learn and/or improve specific skills in a variety of areas, an internship component is part of the program. The client provides an ‘internship chair’ with professional guidance. Candidates can use the chair for a maximum of 3 months. In practice, 4 to 5 candidates per year make use of this internship chair.

united kingdom

In our Job Centres, we deliver sessions on CV writing and interview preparation to help the unemployed find suitable work. In addition, similar workshop sessions are run for people from vulnerable backgrounds and those that may require additional support getting into the workplace.

In 2023, consultants went into prisons to run sessions on employment opportunities upon release from prison. Specifically, they looked at transferable skills and additional training to maximize the available opportunities. This also included working with a prison charity that helps ex offenders into sustainable employment through their mentoring and support program. We were able to place a number of offenders into employment on release. We are hoping to develop

this further and have been working with one of our clients from the construction industry on a process that will allow us to place prisoners that are allowed out on license into jobs. This will help them to experience work and give a smoother transition back into society on release.

united states

The Randstad US Transcend initiative combats systemic racism and discrimination by providing education and employment support to marginalized communities. Over 130 participants have already benefited, experiencing career growth and promotions.

The initiative focuses on three key areas:

1. Program Development: Creating a comprehensive curriculum covering essential skills for roles in account management, financial services, non-clinical healthcare and technology, emphasizing soft skills and mentorship.
2. Partnership Collaboration: Teaming up with TechBridge for tech-focused skilling, offering on-demand learning through Udemy and immersive training leading to national certifications such as Microsoft Azure and Salesforce.
3. National Sourcing Strategy: Partnering with Urban Strategies for recruitment, providing wrap-around services like healthcare, education, career mapping and transportation solutions.

Randstad US also engages in community impact initiatives, including partnerships with OneTen and the Second Chance Business Coalition, to promote diversity and inclusivity in the workforce by expanding job opportunities for marginalized individuals.







supporting the green transition.

 18 min. read  2024

supporting the green transition.



57.0

CO₂e metric ton
(× 1,000) scope 1
(2022: 59.7)

1.2

CO₂e metric ton
(× 1,000) scope 2
(2022: 1.8)

174.9

CO₂e metric ton
(× 1,000) scope 3
(2022: 164.6)



surveyed markets

1. [belgium](#)
2. [canada](#)
3. [france](#)
4. [germany](#)
5. [hong kong SAR](#)
6. [hungary](#)
7. [india](#)
8. [italy](#)
9. [luxembourg](#)
10. [malaysia](#)
11. [netherlands](#)
12. [norway](#)
13. [portugal](#)
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17. [united states](#)

22%

decrease in total CO₂e footprint
(compared to base year 2019)

280,000 m³

estimated water usage
(2022: 298,000 m³)

1,500

estimated waste in metric tons
(2022: 1,600 metric tons)

supporting the green transition.

We actively promote policies and practices that support the green transition, including actions to minimize our climate impact. We develop more skilled talent for the green economy and help meet the demands of new technologies, organizations and markets.



4 QUALITY
EDUCATION



13 CLIMATE
ACTION

france

Randstad France provides training opportunities related to the transition to the low-carbon economy for their talent. Examples of these training initiatives are vocational training for installation technicians, electricians and business managers in sectors such as the construction industry (e.g., energy renovation, photovoltaics and waste management).

germany

To meet specific requirements of client companies in the renewable energy sector, the Randstad Academy works closely with the education providers in the fields of metal/ electrical engineering and industrial mechanics (turning, milling, CNC).

the netherlands

In 2023, Tempo-Team Werk en Leren (Work and Learn) trained solar panel mechanics in order to meet client demands in the renewable energy sector. Another cohort with solar panel mechanic apprentices has now started.

united states

Randstad USA supports clients in their need for clean energy solutions delivering top-tier engineering talent at speed and scale. At the same time, we advise clients in creating more inclusive work practices to attract more engineering talent.

minimizing our climate impact

Our commitment to environmental protection is reflected in our global environmental policy and our integrated reporting framework, validated through a materiality analysis. We have also introduced programs and practices for conducting operations in an environmentally and economically responsible manner.

Randstad pledged support to the UN's net-zero initiative in 2021, which aims to reduce global emissions by 45% by 2030 and deliver a healthier, fairer environment for all. Our company has established comprehensive greenhouse gas (GHG) emissions reduction targets aligned with global climate goals, including commitments under the Paris Agreement. We designed an action plan to reduce emissions by more than 57% across scopes 1 & 2 and by over 30% in scope 3 by 2030, compared to 2019. We will continue to work toward net zero by 2050.

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.

In order to ensure internal awareness and engage our whole organization, we have built a worldwide net zero ambassador network. In 2023, the program had 156 active Ambassadors from 20 countries. Empowered to engage in their local areas, ambassadors brought to life 52 projects and started an initiative that has led to the planting of 6,800 trees.

belgium

Randstad Group Belgium aspires to become a Net Zero company by 2050. We already have 100% renewable energy, waste limits, a no plastic policy, responsible purchasing, mobility plans, and energy analyses in our branches. Some 75% to 90% of mail is now sent digitally (contracts, invoices, salary slips, etc.). In addition, the company's head office is certified in accordance with BREEAM (Building Research Establishment Environmental Assessment Method). Randstad Group Belgium has also changed the offer of company cars, encouraging the use of electric cars, hybrid cars or cars with minimal CO₂ emissions. From 2023, employees can only select sustainable cars in order to achieve our net zero ambition. In addition, we use 'smart' printers to save 20% paper and ink waste. To add extra vigor to our net zero commitment,

8,869 trees were planted by Randstad in Belgium in 2023 through a partnership with Go Forest.

We launched a Net Zero ambassador network in 2022, in which the Executive Committee is involved and shares final responsibility for achieving the objectives set by the group. The group also thinks along in terms of ESG reporting and continuous improvement. The ultimate goal is to set a new perception of value both inside and outside of the company, where value will not only be expressed in currency, but in a total value for the economy, for society, and for the planet.

canada

Randstad Canada implemented our zero-printing workplace policy across the organization. By reducing the number of printers by 83%, this change supports our commitment to working green. In the first month of activation alone, this move contributed to a 24% decrease in our CO₂ emissions and saving 8% more of the trees on our planet.

The Randstad Canada Eco Warriors (part of the global Net Zero Ambassador Initiative) group also organized a fundraiser to support tree planting across Canada, raising over \$2,000, representing the planting of approximately 200 trees.

france

As part of the Randstad Net Zero program, France is taking actions to reach our carbon emission's reduction goals. We signed a contract with Ekwater to have renewable energy for 100% of our buildings. For each new office, we implement LED and low consumption lighting, regulate the temperature, and we closed the headquarters twice during august and the christmas week. We are adding more electric vehicles options in our mobility catalog and 43 electric vehicles have been delivered during 2023 and will be dispatched in branches. We implemented Blablacar Daily which is a commuting platform open for our corporate and temp workers. In 2023, 80 more colleagues signed up and we saved 5,800 kg of CO₂.

In 2023, the Randstad Net Zero group collaborated with the environmental working group, which is part of our social and environmental innovation committee. Twelve employees from different brands and from all over France implemented several projects throughout the year. The group focused on sustainable key moments and planned events and communications to build awareness.



“Randstad supports the UN’s net-zero initiative, which aims to reduce global emissions by 45% by 2030 and deliver a healthier, fairer environment for our future.”

– Malcolm Smith, Director Group Transformation & Functions Control and Net Zero business lead Randstad N.V.



Environmental workshop, France

One project encouraged colleagues to share photos of their favorite trees/plants on our intranet. In return, Randstad planted a tree through our partnership with EcoTree, resulting in 250 trees planted in French forests. During the Environment Month in June, we set up sustainability-themed teams with weekly challenges. The winners, who completed tasks like biking to work or cleaning up office areas, received planted trees as rewards. Additionally, we organized an environmental workshop at our Paris headquarters, hosting external partners like EcoTree, TchaoMegot, Le Petit Plus and BlaBlaCar Daily. Employees engaged with these companies and learned about collaboration opportunities. The successful event has inspired plans for a larger workshop next year, including more external partners.

For the second year, we took part in the Digital Clean Up Day. This event allows us to sensitize our colleagues regarding our digital impact. The goal was to clean up all digital data together to lighten mailboxes and Drive. To guide employees, we created a deck with our top 5 tips and we reached out to managers to ask them for their support to sensitize their team.

During European Mobility Week, we crafted a communication plan for temporary workers to promote 'soft mobility'. Additionally, we interviewed four colleagues who bike to work, aiming to inspire others among our corporate employees. Twice a year, we organize clean-up days with colleagues around our headquarters. In June, we collected 300 liters of waste and 20,100 cigarette butts. Encouraging other offices in France to join, we decided in 2023 to install TchaoMegot ashtrays to upcycle cigarette butts. Since then, 150,000 butts have been collected and transformed into insulating material.



Environment clean up day, France

We celebrated the European Week for Waste Reduction by organizing a cooking class through Google Meet, where people could learn how to cook with leftovers. Finally, to end the year, we created a short playlist on Digital Academy around climate change and offered a planted tree to every colleague who completed the course.

In 2023, we also shared our Sobriety Plan with every employee to guide them on how to reduce their energy consumption. We are currently optimizing the content and the delivery to all branches.

In addition, we continued our collaboration with 'La Fresque du Climat' (Climate Fresk), which is a French association whose objective is to raise public awareness of global warming. More than 350 colleagues participated in the Climate Fresk workshop.

germany

Randstad Germany contributes to the Net Zero goals on the basis of five building blocks:

1. We are pursuing a sustainable mobility policy. To this end, we will have converted our vehicle fleet to electric vehicles by 2030. In 2023, Randstad Germany also started offering bikes which employees can lease or buy at a discount. We also have an e-bike plan for flex workers.
2. Since 2018, 100% of the electricity we use comes from renewable sources.
3. Our travel policy ensures that we avoid unnecessary travel. If a business trip is unavoidable, rail travel is preferred. Rail journeys are climate-neutral thanks to a framework agreement with the railroad company. Flights may only be booked under certain conditions.

4. We are making our buildings more energy efficient by lowering the temperature and using night and weekend settings. When renting new office space, we will only use buildings with good energy efficiency.
5. Finally, our business relationships with suppliers are based on a supplier code, which requires suppliers to have measures in place in the areas of environmental protection, human rights, anti-corruption, health protection and occupational safety.

The German ambassador network Planet Heroes, founded in 2022, promotes more ecological sustainability in the workplace. More than 32 colleagues are already working in small groups and implementing numerous projects (waste collection campaign, tree planting campaign, virtual flea market, environment tips, eco-friendly recipes, etc.) that help us on our road to net zero.

Randstad Germany joined the Cologne Climate Declaration in 2023. The initiative is an association of representatives from the city of Cologne, Scientist for Future, local companies and other organizations, which aims to help the city of Cologne to become climate-neutral by 2035. Within this framework, Randstad has presented its net zero strategy and formulated concrete goals for the coming years.

hong kong SAR

As part of the environmental initiatives, Randstad Hong Kong SAR has set up a recycling program in the office to encourage staff to reduce, reuse and recycle through designated recycling bins.



Waste collection, Hungary

hungary

Randstad Hungary's new Budapest office is a nearly-zero-energy building (NZEB), BREEAM Excellent certified. We have ceased purchasing diesel cars, introduced an electric car charging station, and implemented strict waste separation with containers throughout the office. We collect used batteries, light bulbs, and private waste.

Paper printing is limited to compulsory reasons, and we encourage cycling, offering dedicated storage and locker facilities.

In 2023, we engaged in several eco-friendly initiatives. For example, we planted trees in collaboration with a Children's Home, creating a playful and inclusive environment. In July, we promoted plastic-free habits, establishing recycling routines for coffee capsules and providing reusable food containers to reduce plastic waste. Since our office opening, we have saved over 35,493 plastic bottles by using cleaned tap water sources.



Solar panels, India

india

To commemorate International Women's Day 2023, Randstad India planted more than 3,000 saplings in the northern part of India. We have stopped using plastic water bottles and switched to refillable glass bottles in our corporate headquarters in Bangalore.

In 2023, we held a charity auction involving employees from various Randstad offices. Our leaders and colleagues generously contributed prized possessions and unique experiences to support environmental conservation. The auction proceeds were directed to a tree plantation initiative in collaboration with Grow Trees. Together, we planted 1,063 trees in Tamil Nadu, India.

India also installed solar panels with a capacity of 44 KW in one of its largest offices in Chennai, leading to more sustainable energy consumption in our office. The energy consumption reduction impact of these solar panels will be calculated from 2024 onwards.



“Our worldwide net-zero ambassador network empowers employees to engage other colleagues and contribute to net-zero and green initiatives locally.”

– Carlotta Köster-Brons, National CSR-Coordinator Randstad Germany



“With our global footprint and specialisms, Randstad is uniquely positioned to impact the need for talent within the green economy. We have access to the talent needed, as well as talent with the adjacent skills relevant for re-skilling, thus helping our clients achieve their strategic ambitions.”

– Niall Anderson, Global Head of Global Business Services and Lead “support the green transition” Randstad N.V.

As part of Project Atmavishvas x Genesis, our colleagues in Chennai also participated in a lake and surrounding area clean-up, promoting better environmental practices and inspiring colleagues to join in.

Randstad Global Capability Centre, India

Since 2021, our Centre has donated to the Clean Ganga campaign, aiming to cleanse and revitalize the Ganga River and foster sustainable development. In 2023, as part of our net-zero commitment, 40 colleagues from Randstad Global Capability Centre in India planted and distributed 1,700 saplings at a local government school in Telangana. They educated students on nature care, encouraging them to grow plants at home.

In addition, our employees celebrated the Month of Heart through a Charity Auction, directing proceeds to tree plantations in collaboration with grow-trees.com.



Planting trees, India

italy

Randstad Italy holds the ISO 14001 certification. Our goal is to become more environmentally aware through a policy of:

- reducing printed paper usage through electronic signatures;
- properly disposing of spent toners and controlling air-conditioning systems;
- implementing LED lighting and utilizing renewable energy sources;
- monitoring and reducing electricity, gas and water usage, along with lowering CO₂ emissions;
- promoting waste separation through information and suitable bins;
- engaging preferred suppliers aligned with the Supplier Code;
- providing electric/hybrid vehicles to colleagues with company cars;
- conducting environmental training for all colleagues; and
- distributing the Environmental Decalogue for adherence.

Randstad Italy promotes environmental responsibility through e-learning for all colleagues, branch training, and webinars. Headquarters water dispensers connect to the water supply to reduce plastic use, and employees are provided with reusable bottles. All electricity used is sourced from renewables. Digital tools, like the Digital Private area, enhance document sharing, and timetable checks are now digital.

In 2023, Milan headquarters underwent an environmentally innovative redesign for shared spaces, facilitating a flexible blend of in-person and remote work. Selected spaces and furnishings prioritize environmental sustainability. Additionally, print management software using proximity badges streamlines printing across devices, reducing queues and eliminating incorrect documents.

luxembourg

Since the beginning of 2023, the choice of company cars for senior managers and consultants has been limited to hybrid or electric models.

norway

Randstad Norway is ISO 9001 and 14001 certified and the goal is to become more environmentally aware through:

- reducing the use of printed paper;
- reducing the company's environmental impact from electricity (using LED lighting in the branches, using energy from renewable sources, etc.);
- monitoring and measuring employees' carbon footprint (web-based tool);
- waste management through suitable bins for separate collection and disposal of waste;
- awareness training for employees on Randstad Norway's sustainability goals; and
- reducing Randstad Norway's environmental impact from business travel.

Randstad Norway actively participates in the Global Randstad Net Zero ambassador program. As a result, the topic of sustainability has been implemented in joint meetings as well as during our yearly kick-off.

malaysia

Randstad Malaysia has set up a recycling program in the office to encourage staff to reduce, reuse and recycle through designated recycling bins.

portugal

Randstad Portugal partners with Lisbon - European Green Capital 2020, and has signed the Lisbon Green Capital 2020 Commitment - Action Lisbon 2030.

In 2023, we also continued with other actions, such as the reduction of single-use plastics, as well as recycling initiatives, and trained more than 50 people from our internal team on environmental sustainability practices in daily life. We also continued to celebrate the Randstad impact days: World Environment Day, World Water Day and International Recycling Day. In addition, we produced some articles about sustainability and our journey of environmental impact. We placed recycling containers and ecopoints in all Randstad workplaces, informing all colleagues about the correct way to recycle.

2023 was the first year with 100% green energy. In 2022, we still emitted 310 tons of CO₂ associated with Randstad energy contracts; in 2023, this was reduced to 0! We continued to retrofit Randstad spaces with 100% LED lighting.

In addition, we set up several initiatives to reuse material, such as loaning furniture to telecommuters, and we held an internal sale of unused furniture, donating the proceeds to an association with a mission in the environmental domain.

In 2023, the strategic events of the IT and Financial Management teams included a sustainable activity, with the aim of paving the way so that by the end of 2023 100% of our events would have sustainability on their agenda. For their event, our Financial team collected 25 kg of garbage from the shores of the óbidos lagoon, contributed to the National and European environmental data platform with a record of the site's fauna, flora and erosion, planted 50 stone pine trees, and supported the Plant a Tree Association. Through the exercise carried out at the event and recorded in our app RunStar, they raised money that was donated to the association. The IT team, together with 35 children from the YMCA NGO, removed 275 kg of garbage from the banks of the Sado Estuary over 6 km.

spain

Randstad Spain is ISO 14001 certified and the goal is to become more environmentally aware through:

- adopting the necessary measures to guarantee compliance with current environmental regulations applicable to our activities;
- ensuring the responsible use of energy throughout our business;
- providing a healthy workplace;
- properly managing the waste generated;
- training the members of the group companies on sustainability;
- collaborating with providers and clients;
- participating in initiatives to improve the protection of the environment;
- promoting continuous improvement in environmental issues;
- implementing a recycling plan in offices of more than 50 FTEs; and
- communicating good practices for saving energy and water.

In 2023, 36 Randstad employees, 44 family members and 54 people with disabilities participated in environmental volunteering to help preserve the planet. They planted 150 trees and made 28 insect houses.



Reforestation, Spain

We also developed the second edition of our Digital Gap project, which centers around the circular economy and the transformation of digital knowledge. The objective is to reduce the digital gap experienced by more than 220 people with disabilities, of which 16% found a job. In total, 304 laptops were donated by companies, of which 227 were refurbished and delivered to the beneficiaries, which meant a reduction of 100.37 tons of CO₂.

sweden

Randstad Sweden renews the ISO 14000 (Environmental care) certification on an annual basis, ensuring compliance with Swedish laws regulating environmental care, as well as Randstad Sweden's own aspirations in working towards a net zero emission vision. This accreditation checks and ensures all internal processes with the aim of minimizing emissions.

the netherlands

Randstad Group Netherlands is committed to ongoing efforts to minimize its environmental footprint, implementing comprehensive strategies across various aspects of operations to promote sustainability and responsible stewardship of resources.

The Facilities Department at Randstad Netherlands is at the forefront of implementing innovative measures to conserve resources and promote sustainability across the organization. The department has initiated various initiatives aimed at reducing environmental impact and fostering a more eco-conscious workplace at our headquarters, as well as at the premises of Randstad and Tempo-Team branches.

One significant effort involves the adoption of LED lighting and the implementation of efficient light circuits, which automatically switch off when areas are unoccupied. Additionally, components of heating and cooling systems have been upgraded to enhance



Clean up, Netherlands

energy efficiency. The head office has transitioned to renewable energy sources, with all electricity sourced sustainably and a focus on Dutch wind power for branch locations. Moreover, where feasible, branches utilize CO₂-compensated gas. Since 2023, we have no longer used gas in the head office, using only district heating.

To embrace circular design principles, the organization has introduced movable walls made from sustainable materials and installed moss walls in office spaces. These features not only contribute to energy efficiency but also improve insulation and acoustics while incorporating natural elements into the workplace environment.

Energy consumption is closely monitored through digital tracking systems, enabling better insight into usage patterns and facilitating more effective management strategies. Water consumption is similarly monitored digitally, with leak detection mechanisms in place to swiftly identify and address any abnormalities.

We promote a paperless office with centralized printing stations and individual printing passes for employees. Catering services prioritize sustainability, offering products with certifications such as Fairtrade, BIO and EKO, with an 80% portion of the menu being vegetarian. Waste separation initiatives are also in place to ensure proper disposal and recycling practices.

Recognizing mobility as a significant contributor to environmental impact, Randstad has implemented measures to reduce business travel by car and to stimulate environmentally friendly travel. These include providing laptops for remote work, encouraging video



Environmental volunteering, United Kingdom

conferencing for meetings, and promoting the use of public transport or bicycles through higher travel allowances. The organization has also transitioned its lease car fleet to predominantly electric vehicles, with incentives for employees to use bicycles or electric cars when visiting clients.

Following the European Energy Directive, we have had a mandatory external audit carried out, with the aim of identifying potential savings. Due to the high level of environmental measures already implemented, no additional CO₂-saving measures were found that would pay for themselves within five years.

Moreover, Randstad actively contributes to biodiversity by hosting apiaries on the roof of its head office, supporting local bee populations and ecosystem health. The sale of honey from these apiaries further aids community initiatives.

united kingdom

When they heard that there was a need for volunteers to help with pruning and tidying a local community park, a number of our staff from the Leeds branch were happy to get involved. The park is a community asset which relies on volunteers to help in maintaining and improving the park and its surroundings. The park is enjoyed by the local community and is a haven for wildlife.

united states

Net Zero Ambassadors in the United States were active in supporting climate action in their communities. Through organizing community clean-up events, a global call highlighting the importance of composting, and hosting a Plastic Free July Challenge, the group contributed to the overall success and activation of the Net Zero initiative.







other impacts for society
and communities:

corporate citizenship.

30 min. read  2024

corporate citizenship.



2.9

amount spent on corporate philanthropy, in million euros
(2022: € 3.1 million)

10,000

VSO volunteer hours
(2022: 14,900)

88

VSO volunteers
(2022: 95)



surveyed markets

1. argentina
2. australia
3. belgium
4. brazil
5. canada
6. chile
7. china
8. czech republic
9. denmark
10. france
11. germany
12. greece
13. hong kong SAR
14. hungary
15. india
16. italy
17. japan
18. luxembourg
19. malaysia
20. new zealand
21. norway
22. poland
23. portugal
24. singapore
25. spain
26. the netherlands
27. türkiye
28. united kingdom
29. united states

15,167

work lives impacted by Randstad
volunteers through VSO

28,400

Randstad corporate
volunteer hours
(2022: 27,300)

5,300

Randstad corporate
volunteers
(2022: 5,200)

corporate citizenship.

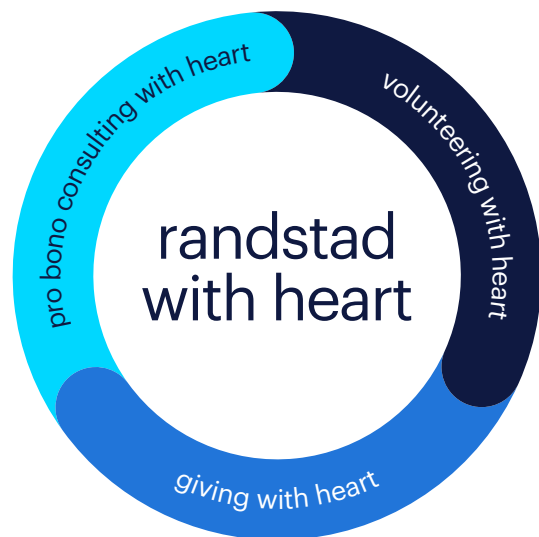


randstad with heart

At Randstad, we believe in the power of work. A decent job can provide security, dignity and become a platform for building a better life. Our corporate citizenship framework, Randstad with Heart, is designed to address inequality. We harness the passion and commitment of our employees to go above and beyond to bring work closer to those who might otherwise be overlooked.

Through volunteer projects, not-for-profit partnerships and corporate giving, we help people across the world to reach their full potential. We support them to take or retake steps toward the prosperity and security offered by decent work. Our efforts are reflected in a broad portfolio of programs and are defined in the global policy for corporate citizenship and philanthropy. Corporate citizenship and philanthropy initiatives are in line with our mission, core values, business principles and internal policies, and are aimed at meeting the needs of the communities and societies in which Randstad operates.

Randstad with Heart consists of three pillars: volunteering with heart, giving with heart, and pro-bono consulting with heart.



volunteering with heart

Many of our employees help people in the broader global community to gain access to skills and work, enabling them to fulfill their potential. Randstad supports volunteering activities through globally led partnerships, locally driven corporate volunteering programs,

management resources, and one working day per year for all employees to spend on a charity of choice.

voluntary service overseas (vso)

As part of our commitment to sharing expertise for a better society, we have a 20-year global partnership with Voluntary Service Overseas (VSO), the world's leading development NGO that strives for a fair world for everyone through the knowledge and skills of volunteers. Our joint mission is to empower marginalized people to attain decent and sustainable work. This is achieved by giving our employees an opportunity to volunteer in VSO's international projects that focus on employability. We also use our knowledge and infrastructure, pro bono secondments, and joint marketing efforts to help VSO become bigger and better at recruiting volunteers across the world.

Our partnership focuses on specific projects where Randstad's strategic focus on employability and our employee's core skills can shine. We mainly support various projects in Tanzania, Zambia, Kenya and Cambodia, working on youth empowerment, employability and entrepreneurship.

In 2023, thanks to interventions and support from VSO and our Randstad volunteers, our volunteers impacted over 15,167 work lives in 4 countries, where more than 2,530 young people were able to find employment or became self-employed.

clarity project - geita, tanzania

The Collective Action for Rights Realization in Extractives Industry (CLARITY) is a three-year project with funding contributions from the European Union and Randstad. It supports communities in the mining areas in the Geita and Mara regions, particularly women, youth and people with a disability.

eyee projects

The Enhancing Youth Entrepreneurship and Employability (EYEE) project in the Sengerema and Ilemela districts of Mwanza (Tanzania) focuses on enhancing vulnerable youth's ability to access self- and wage-employment through vocational training and apprenticeships, enhancing financial literacy and business skills, and increasing knowledge of and links to government support and social protection services. A total number of 6,631 youth were impacted and 573 were placed in decent jobs.

Another EYEE project in Samfya and Lusaka (Zambia) focuses on reaching 350 youth between 18 and 35, helping them to develop entrepreneurship, technical and professional employability skills. The main objective is to improve sustainable livelihoods of young people with disabilities and create a disability-inclusive employment landscape. Randstad volunteers have empowered 30 primary actors with additional business management and practical entrepreneurship skills.

from waste to work - nairobi, kenya

Together with Taka Taka Solutions (TTS) and Stichting International Child Development Initiatives (ICDI), with the support of the IKEA Foundation, VSO has started the From Waste to Work project in Kenya. Its objective is to strengthen green youth-led start-ups so that they can create decent jobs through waste recovery and value addition. In 2023, the first two volunteers supported this project by creating connections with private sector partners who are potential buyers of the collected waste.

green - east tonle sap lake, cambodia

Generating Resilient Environments and Promoting Socio-Economic Development of the East Tonle Sap Lake (GREEN) is a four-year project co-funded by the European Union (EU). The objective is to improve the socio-economic status of fishing communities and their resilience to climate change.

remote mentoring program

Randstad employees mentor youths from East Africa remotely during their career development. In 2023, a total of 74 colleagues participated in the program.

randstad with heart volunteering hours

Our employees worldwide are allowed to perform eight hours of voluntary activities annually during working hours. In 2023, the global Month of Heart was organized, aimed at igniting our volunteering spirit, encouraging every employee to utilize their volunteering hours. Randstad employees had the option to participate in a collective total of 128 in-person volunteer activities across 19 countries, such as skills-based volunteering opportunities and an underwater ocean clean-up. In addition, our operating companies continued to offer and develop their own volunteering programs and initiatives. More information about these local volunteering initiatives can be found on our [website](#).

giving with heart

Our corporate giving initiative, Giving with Heart, refers to social and philanthropic initiatives undertaken by Randstad. This includes supporting charities, foundations and NGOs aligned with our purpose and strategic objectives, and sponsoring philanthropic initiatives to raise funds. The total amount spent on corporate philanthropy (excluding VSO) in 2023 was € 2,894,000 (2022: € 3,096,000).

giving to world bicycle relief

Randstad has a partnership with World Bicycle Relief (WBR) to help people 'move forward' and improve their lives. A bike is important for people's mobility and can improve access to work. In 2023, we donated a gift worth 1,500 bicycles (€ 270,000) to help people in developing countries acquire bicycles, and to mobilize their community. A better means of transportation can help overcome barriers to attending school, receiving healthcare, and delivering goods to market, contributing directly to the economic development of communities. Over the time of three years, we have mobilized an estimated 33,000 people in Hwange, Zimbabwe. Early pilots have estimated that the mobilization of this community could lead to a 15% increase in household income, a 25% increase of households with improved access to health services, and a 10% increase of boys and girls who are retained in school annually.

In 2023, Randstad employees also participated in the annual fundraising event of WBR: the Pedal to Empower challenge. The aim was to raise awareness of the power of the bicycle and raise funds to support women and girls everywhere to fulfill their ambitions and transform their communities.

giving to vso: vso sports week for development

Every year, Randstad organizes a global sports event to engage our employees worldwide. The sports activity is linked to a donation made by Randstad. In 2023, 26 Randstad countries joined our 5th sports event in support of VSO, the #movetotalk challenge.

Almost 1,500 employees worldwide participated and were active for 241,085 minutes, resulting in a donation of € 30,000. Funds raised will go towards an ongoing VSO program which impacts employability of young persons with disabilities in Lusaka and Samfya, Zambia.

vso kilimanjaro challenge

For the second time, the Kilimanjaro Challenge took place in October 2023. A team of 19 Randstad employees from 8 countries together raised more than € 100,000 for the Access to Decent Green Jobs for Young People project. This will improve the livelihoods and well-being of 200 marginalized young women aged 18-35 by setting up two buy-back centers, providing access to childcare or training and start-up kits. Raising the funds was the first challenge and the second challenge was climbing Mt Kilimanjaro (5,895 m), which all 19 colleagues achieved successfully. You can find the aftermovie [here](#).



VSO Kilimanjaro challenge

giving to unicef

Randstad has chosen UNICEF as its emergency relief support partner to contribute through employee-led funds raised and matched by Randstad and Randstad emergency donations. To support families after the earthquakes that hit Türkiye and Syria, Randstad employees raised € 47,260. Additionally, Randstad Global (HQ) and Randstad Groep Nederland organized an auction that raised € 18,000. Together with the original contribution of € 100,000, the total donation to UNICEF added up to € 230,520. Another contribution of € 50,000 was made to the UNICEF Flex Fund in support of the many crises that are impacting children across the world. This makes a total contribution of € 280,520 during 2023.

pro bono consulting with heart

Randstad employees can use their skills and professional knowledge to support an organization or NGO on a non-profit basis during working hours. Support may include capacity building or strategic support.

challenge fund for youth employment

Randstad, Palladium and VSO have become fund managers of the Challenge Fund for Youth Employment (CFYE), which was set up by the Dutch Ministry of Foreign Affairs. The purpose of the Fund is to enhance future prospects for 200,000 young people by investing in decent work and income, paying special attention to equal opportunities for young women in the labor market. The focus regions of CFYE are West Africa/Sahel, Horn of Africa, North Africa and the Middle East. Randstad supports the fund by providing technical assistance in the form of pro bono consulting and volunteers.

In 2023, the Challenge Fund launched its 6th and last call for proposals and is now active in 11 countries. A total of 84 projects have currently been implemented or are in the inception phase. So far, 38,000 jobs for youth have been created, matched or improved.



The Randstad ride 2023, Canada

employee-led initiatives

Employee-led initiatives are all kinds of initiatives that are independently initiated by Randstad employees, including volunteering or fundraising activities. All employee-led activities are supported and stimulated, and we encourage employees to come up with initiatives.

The biggest employee-led initiative is the Randstad Ride for Myriam, an annual multi-day cycling event that honors a Randstad colleague who sadly lost her battle with cancer. In 2023, the event celebrated its 10th anniversary with both virtual and in-person activities spanning three countries. Raising more than \$200,000 for cancer research and care causes, with over 360 participants and more than 1,500 donors, the event highlighted how we come together to make a difference. Our in-person event, a four-day bike ride more than 500 km from Montreal to Quebec City, engaged 62 riders, 12 crew members and 20 volunteers, as well as Randstad friends and families from far and wide. In total, more than 50,000 kms were traveled by virtual and in-person participants.

argentina

Our corporate volunteering program in Argentina empowers Randstad employees to train vulnerable groups, providing essential guidance on résumé building, interview preparation, job search strategies, and insights into future work demands. In 2023, our 238 volunteers contributed 993 volunteering hours to positively impact the work lives of 7,527 individuals through 245 activities in collaboration with various organizations.

We have enhanced our partnerships with NGOs for greater impact on labor inclusion. Alongside Fundación Pescar and Fundación Forge, we collaborate with Fundación Empujar, focusing on educational programs for economically disadvantaged youth. We conduct



Volunteering program, Argentina



“Our Randstad with Heart program addresses societal and labor market inequality and guides employees on how they can get involved in corporate citizenship.”

– Julie Heijnen, Corporate Citizenship Manager Randstad N.V.

interview training, mentor sessions and interviews with candidates, promoting youth employment from low-income backgrounds.

In 2023, Randstad Argentina signed a new alliance with Potrero Digital, a program of Fundación Compromiso that trains people in digital jobs. We delivered five employability workshops for students of Potrero Digital throughout the country and boosted their skills to find their true potential.

In Argentina, child labor is prevalent, particularly in regions like the north, where citrus and tobacco production is prominent. To combat this, ever since 2008, Randstad Argentina has supported the Tobacco Chamber's initiative of establishing child assistance centers during the tobacco harvest seasons. The program operates from schools, offering health services, arts and crafts, and educational support. In 2023, ten centers served 824 children.

In 2023, Randstad Argentina joined a multisectorial alliance boosted by UNICEF to support the program Oportunidades Únicas para tu Futuro (Unique opportunities for your future). This program helps young people develop skills for the jobs of the future. Randstad addresses employability skills.

In Argentina, only 13% of students graduate from high school, contributing to high youth unemployment and educational inequity. To address this, we implemented an educational program in 2023 in collaboration with the Ministry of Education of Buenos Aires city. It aims to provide quality education and equal opportunities for students to enter the job market. The program, led by Randstad volunteers, benefited 408 individuals. The closing event, the Randstad Vocational Fair, was attended by 700 people, 10 clients and 4 universities. The Ministry of Education showcased opportunities. Supported by the Randstad Optie Fund, 74 volunteers dedicated 300 hours to the program. You can watch the aftermovie via this [link](#).

In 2023, we supported the 'Codo a codo' mentoring program run by the Ministry of Education to train women in digital skills. Our commitment was to train a group of 10 women in employability skills to help them to enter the labor market. In addition, Randstad Argentina signed an alliance with Samsung to design an employability network and collaborate in the labor inclusion of women trained in digital jobs such as the internet of things and programming.



Youth skills, Argentina

australia

Randstad Australia has a partnership with the University of Sydney with the aim of setting up an innovative undergraduate 'Experiential Learning' curriculum. The resulting two pilot programs have focused on preparing third- and fourth-year students for careers of the future and on helping students effectively transition into their careers as work-ready critical thinkers. The main topics include global perspectives, cross-disciplinary learning and real-world projects, as well as adaptation to the rapidly changing work environment, where automation and digitalization are transforming work practices.

Randstad helps students to effectively transition from university life into the world of work. These pilots have given Randstad an opportunity to tap into the bright minds of young students to receive genuinely creative, innovative and effective solutions for scenarios such as major challenges facing their future of work, particularly the impact of AI on the recruitment process. Randstad Australia aims to build long-lasting relationships with some of the university's strongest performing and most motivated students.

Randstad Australia also supports the Daniel Morcombe Foundation. Every year, Randstad's specialist education recruitment division supports the Day for Daniel, an annual fundraising initiative that helps raise awareness of child safety, protection and harm prevention.

belgium

For several years, Tempo-Team and Randstad Belgium have been participating in the Action Day of YOUCA, a regional youth association. Every year, our company offers a budget for welcoming 25 YOUCA students to 25

‘jobs for a day’ at Randstad for high school students. The salary they earned was donated to YOUCA. It was a great opportunity for young people to discover working at the Randstad Group.

brazil

In 2023, Randstad Brazil organized many corporate citizenship activities. For example, Randstad Brazil participated in ‘Move to talk’, a global action with the aim of encouraging employees to practice sport and help vulnerable people at the same time. Additionally, 105 employees participated in Pedal to Empower, putting in 454 hours. This global action was one of the great successes of the year. Brazil was also recognized for the number of employees volunteering. In addition, 134 employees participated for 315 hours in the Corporate Run. The proceeds raised were donated to the ‘Camisa meu primeiro emprego’ project, which helps young people in vulnerable conditions.

canada

In 2023, Randstad Canada worked with local NGOs to facilitate skills-based volunteering opportunities throughout the year, giving webinars and talks to job seekers on various topics, ranging from résumé writing to coaching and mentorship sessions. These opportunities allowed us to reach more than 500 prospective talents nationally.

Randstad Canada commits to making work meaningful and accessible to youth through the dedicated work of our Randstad Canada Charitable Foundation, as well as through partnerships and collaborations within the business.



Charity auction, Canada

Through grants to 13 organizations across the country, the Randstad Foundation directly impacted more than 1,000 youth in 2023. We also published our Randstad Foundation 2023 Impact Report, highlighting how our Foundation partnerships are promoting equitable outcomes for youth facing barriers to employment, and enhancing skills of young people to prepare them for the evolving job market.

Randstad employees are also part of our actions to support youth employability. Through ‘Lunch & Learn’ sessions and volunteer activities aligned with our Foundation partners, we engaged our employees and raised awareness of this important topic. Additional employee engagement opportunities included the national Randstad Charity Auction, raising more than \$210,000 to support youth employability causes across Canada, as well as client networking events that featured guest speakers from local youth employability partners.

Randstad Canada also continued to demonstrate a deep commitment to our communities through volunteering, actively participating in initiatives throughout the year, including our year-end volunteer challenge #GiveItForward, which called on teams to volunteer in the community and then challenge their colleagues to do the same.

chile

We actively participate in volunteer programs with non-profit organizations dedicated to addressing critical issues in our country, such as homelessness, addictions, poverty and social exclusion. In 2023, we participated in a family marathon organized by Hogar de Cristo, a non-profit organization that supports homeless people. Together with the López Pérez foundation, an institution that has been working on cancer treatment for six decades, we participated in a blood donation event in September. We also arranged internal staff donations to the Teletón foundation, dedicated to providing free medical care and rehabilitation to children and adolescents with disabilities.

china

Randstad China is encouraging more employees to join in volunteering activities. Around the Mid-Autumn Festival in 2023, 15 Randstad volunteers visited children from the Shanghai Hui Xin Welfare Home, a specialized private social welfare institution for children with disabilities. We raised money and daily necessities for the children.



Randstad with heart, China

czech republic

In 2023, we started a cooperation with the Eduzměna Fund, which focuses on education in the Czech republic. Within the pilot program in the Kutná Hora region, Randstad contributed to workshops for students to orient themselves on future studies and the labor market.

Randstad Czech Republic cooperates with the NGO Dobrodějky, which supports underprivileged children and families. In 2023, we organized a collection of creative tools, educational toys and canistherapy aids. We also cooperate with ADRA (Adventist Development and Relief Agency), and every year we participate in the ADRA run, a charity event to support people in need at home and abroad.

denmark

Randstad Denmark supports educational institutions and students in the transition phase from student to worker. For this purpose, we regularly host guest lectures at higher educational institutions, provide case studies, and offer placements to approximately 22 (50% of our FTEs) interns every six months, preparing talent for their work life.

In 2023, Randstad Denmark sponsored a Danish transfer initiative for Ukrainian refugees that was organized by the Danish Red Cross.

france

In 2023, Randstad France participated in the 'Month of Heart' by offering 8 volunteer opportunities nationwide, focusing on enhancing employability and environmental initiatives. A total of 160 employees volunteered, contributing 660 hours to charity efforts. Additionally, one employee embarked on a humanitarian mission in Kenya with our partner VSO.

Furthermore, we participated in conferences with institutional partners like Pôle Emploi, Saint Denis City Hall, and Seine Saint-Denis' Chamber of Commerce and Industry. Randstad France facilitated working groups, including reverse interviews and sensitization sessions on employment market dynamics and employees' rights and obligations.

The Randstad Institute advocates for equal opportunities, partnering with organizations to support women, youth and long-term job seekers. We partner with AFL Diversity with the aim of creating a national Diversity and Inclusion community by highlighting inclusive projects with positive impact.

During the year, to enhance women empowerment, the Randstad Institute collaborated with multiple NGOs (Halte Aide aux Femmes Battues, Châtillon Town Hall and Femme Ici et Ailleurs). Several programs were launched to financially empower women, enhance their self-esteem and develop professional goals, and raise awareness of women's access to Science, Technology, Engineering and Mathematics (STEM) roles.

The Randstad institute promotes youth employment by collaborating with the NGOs Emmaus Connect, Entourage Charity, My Creo and Proximité. In 2023, the programs we organized focused on the socio-professionnal inclusion of young people and reducing the digital gap, connecting long-term job seekers to employers, and mentoring young entrepreneurs and students.

In order to create awareness and increase LGBTI+ inclusion, we collaborated with L'Autre Cercle and Audacieux charity.

We promote inclusion of migrants and refugees through our collaborations with the Université Paris-Cité and



Flavic program, France

Kodiko. Programs include training on the French language and culture, providing support to help them find their way in the French labor market, a professional mentorship program, and connecting job seekers with employers.

Through our 'Discovering your Profession' workshop in partnership with the School of Second Chance, the Randstad Institute addresses the local NEET population.

germany

Randstad Germany is actively involved in the Tent Partnership for Refugees' mentoring program. We have successfully completed two program cycles and supported 10 refugee women to find their way on the German labor market. We also participate in the Joblinge initiative that supports young people at risk of exclusion in their search for training or work.



Ehrensache, Germany

The Randstad Foundation's 'You got a talent' initiative (launched in 2008) enables interested companies to roll out the program in their organization and partner with a school. Company employees support students in finding their way to the labor market. In 2023, Randstad Germany participated for the 15th year. Both our employees and the students benefit from this collaboration. We share our knowledge and experience, but also learn about the challenges students face.

The program 'Ehrensache' (A matter of honor) allows Randstad employees to receive funding for voluntary work in their free time (up to € 300 per project). In 2023, 40 projects were realized. In addition, the Social Fund financially supports employees facing a personal crisis, donating an average of € 50,000 per year.

greece

The local Randstad with Heart team in Greece coordinated many local activities in 2023. For example, we participated in an online mentorship program for youth in Tanzania. We offered a personal job coach or mentor, providing guidance for different employability skills in order to get these youngsters prepared for the job market. Additionally, we participated in Odyssey Diversity, Equity and Inclusion Day by facilitating a workshop on employability.

Randstad U Can Do It in Greece is an initiative to foster youth employment and promote equal opportunities for those in need of additional support, bearing in mind that youth unemployment in Greece is really high. We provide guidance to young people on issues relating to the world of work, future in-demand skills, employment trends, and employability training. In 2023, we provided more than 10 sessions, positively impacting more than 200 students and young graduates.

Additional initiatives included collecting and donating funds, goods, food, clothes and medicines. We supported the refugee education coordinators (RECs) and the Ministry of Education and Religious Affairs, as well as social enterprises and NGOs such as [Humanity Greece](#), [Look to the Stars](#), [Friends of the Child](#), and [1Child_1world](#).

hong kong SAR

In Hong Kong SAR, our CSR committee organizes various activities each year. In 2023, we walked shelter dogs, held a blood donation day, and participated in the Magic Mile Charity Run to raise funds for local charities. Additionally, we visited an elderly home and distributed gifts, prepared



“Randstad has a long history of charitable and philanthropic work aimed at bettering the work lives of vulnerable people around the world. The Randstad Canada Foundation furthers this work through our commitment to generating equitable employment outcomes for underrepresented youth, by partnering with organizations that specialize in skill development and providing access to the job market.”

– Brooke Cromar, Director Corporate Social Responsibility & Executive Director, Randstad Canada Charitable Foundation



Month of heart, Hungary

lunch boxes for the underprivileged, and raised funds through a bake sale and Halloween auction. In celebration of Hong Kong SAR hosting the 2023 Gay Games, we organized our own Randstad Gay Games event to support a local charity for inclusivity. We also sponsored Team Netherlands in the Dragon Boat race at the 2023 Gay Games.

Randstad Hong Kong SAR supported CTgoodjobs by joining their event and offered tips to students on their career planning and résumé writing.

hungary

In Randstad Hungary, our CSR community members independently coordinate various projects throughout the year, funded by employee contributions. Initiatives in 2023 included cleaning and organizing a local public park, collaborating with an organization supporting children with autism, and a cookie market to raise funds for disabled children. We also helped refugees settle in one of the aid homes provided by different NGOs.

india

In 2023, over 100 Randstad India employees participated in volunteering projects with Samarthanam Trust and TWEET Foundation. The aim is improving the employability of historically excluded groups, by training, interview preparations, and industry insight sessions. Some of our employees served as mentors for East African youths in the VSO mentorship program. Over 26 colleagues led Project Atmavishvas x Genesis, a multi-activity volunteering drive.



Corporate citizenship, India

randstad global capability centre, india

In 2023, as a part of the Global #movetotalk initiative, our employees collectively logged in 11,034 active minutes to raise funds. Our volunteers trained residents of a non-profit shelter on résumé building, auctioned their beards to raise funds during the No Shave November auction, and collected and donated quality pre-loved clothes. We sponsored multiple NGOs, dedicated to rescuing abandoned or abused women and transgender individuals, educating girls and upskilling socially and economically disadvantaged tribal women (training 52 tribal women so far).

italy

Randstad Education in Italy collaborates with multiple stakeholders to empower youth, among others Enactus, Ashoka and the Sodalitas Foundation. Additionally, since 2016, Randstad Italy has partnered with Accenture Italy and Accenture Foundation on the Palestre delle Professioni Digitali project, focusing on enhancing employability for young Arts graduates. So far, the initiative has supported 1,530 students, with 80% securing internships within six months.

In collaboration with Spirito di Stella, we promote the inclusion of disabled people in the job market. In 2023, Randstad and HO supported AISM (Italian association addressing multiple sclerosis) in the Milan Marathon.

The project 'Allenarsi per il Futuro' (Training for the Future) in partnership with the Robert Bosch Foundation aims to motivate students of all levels of education. Through this initiative, we have reached approximately 9,100 students.

'Make It Happen!', funded by Randstad Optie Fonds, in collaboration with Fondazione Soleterre and sponsored by UNHCR, enhances empowerment and development opportunities for 60 migrant women. Launched in 2023, the year-long project focuses on education and empowerment to improve the well-being of these women with a long-term stay plan.

In collaboration with the AIPD (Italian Association for down person), the HOpportunities team contributed to a training dedicated to job opportunities for people with down syndrome.

japan

Randstad Japan has carried out various career training programs and workshops for youth, including a work experience program for primary school students in partnership with the Yokohama F Marinos national league soccer team. Three colleagues from Randstad Japan joined the VSO Kilimanjaro Challenge 2023. In collaboration with this initiative, the fundraising sporting event 'Randthon' was organized, with 390 participants running and walking 4,713.34 km, to which Randstad Japan donated 100 yen per kilometer.

luxembourg

One of our colleagues participated in the VSO project Kilimanjaro Challenge 2023, raising € 5,000 to help marginalized young people in Kenya. To this end, she organized a major soccer tournament involving 13 teams in which clients, flex workers and in-house staff participated.

new zealand

In 2023, our New Zealand business continued partnerships with various local charity organizations. For the tenth year in a row, we supported Oranga Tamariki, a government-run organization that supports children whose well-being is at significant risk. In addition, we provided Christmas gifts for children in need, and contributed volunteer hours. For example, we helped clean up after severe floods in parts of Auckland and cooked meals for the Ronald McDonald House.

norway

For a number of years, Randstad Norway has worked closely with Médecins Sans Frontières (MSF) with the aim of attracting more medical fieldworkers and making it easier for field workers to travel and work for MSF.

malaysia

In 2023, Randstad Malaysia started its partnership with the Dignity for Children Foundation, providing holistic care and education for marginalized children in Kuala Lumpur.

poland

For four years, Randstad has worked with the One Day Foundation. Within their Usamodzielnieni ('Turn Independent') program, we support young people who are about to leave their childcare institutions or orphanages to gain experience in a profession of their choice.

In the fifth edition of 'Girls GO Technology', led by Mercedes-Benz Manufacturing Poland, participants attended monthly workshops exploring tech and soft skills, with support from Randstad Poland. After completing the program, two-thirds of graduates indicated that their tech knowledge and skills increased, and many decided to continue education post-high school.

portugal

Randstad Portugal supports many initiatives that aim to improve the employability of vulnerable groups, among other things through training in CV writing, interview preparations, qualification and integration sessions. Since 2019, we have supported victims of violence or crime with our partner APAV Portuguese Victim Support. We also support former prostitutes with our partner O Ninho and homeless individuals via the Platform +Emprego project in Porto, as well as various vulnerable groups via the Barrios First Job - Open Door | Employability Agency program.

In addition, we support the socio-professional empowerment of people with disabilities via our partnerships with APSA (associação portuguesa síndrome asperger) and Associação Novamente. We also participate in a program with the Portuguese Council for Refugees (CPR) and JRS- Portugal to enhance the employability of refugees.

In partnership with the Association Surf Social Wave, we aim to enhance the job prospects of unemployed youth and adults, including migrants, refugees and people with disabilities. Through the 'Improve Yourself' initiative with Coimbra University, we focus on bridging education and the job market through individual career counseling sessions, webinars and articles for students and alumni.

We support senior employability through our partnership with dNovo, and we also support the Capacitar+ project to promote employment and training for individuals aged over 45 with limited education.

Through the ASAS project, social emergency support (psychological, legal, medical and social) was provided to our Ukrainian employees and talent, and others that requested help through our landing page.

singapore

In 2023, Randstad Singapore partnered with Willing Hearts, a soup kitchen that prepares, cooks and distributes meals to underprivileged individuals every day.

Randstad Singapore also has a partnership with YMCA Singapore (since 2022) to support young people aged between 14 and 21 years old in the Project Bridge Vocational and Soft Skills Programme. In 2023, Randstad Singapore's 20 volunteers conducted training sessions for 90 youths and contributed 318 hours to upskilling and preparing at-risk youths so that they can contribute to the workforce, find independence and create stability for themselves.

spain

To support people with disabilities, 259 Randstad Spain employees participated in the 'misminutossuman' 2023 challenge, putting in 42,821 minutes of walking, running or cycling. Randstad donated € 10,705 to Confederación Autismo España (the Spanish confederation of care organizations for people with autism).

In 2023, the second edition of our Digital Gap project took place, which centers around the circular economy and the transformation of digital knowledge. The objective is to reduce the digital gap experienced by more than 200 people with disabilities. We provide them with a reconditioned laptop, a Microsoft license, an internet connection, and training by volunteers in Office (Excel, Word, etc.) and other skills. Laptops were donated by companies (we received 311 laptops, 185 reconditioned and delivered, reducing 81.08 tons of CO₂). You can watch a video about the project [here](#).

The Randstad Foundation Spain organized its annual Randstad Foundation Awards event for the eighteenth time in 2023, recognizing companies, media and other institutions for their commitment and positive contributions to CSR and the employability of people with disabilities. For every participant of the online event, the Randstad Foundation donated € 1 to the Talita Madrid Foundation. We also launched the 6th edition of our 'Inclusive art' project, aiming to promote art and culture, and the integration of people with disabilities.

the netherlands

Randstad Group Netherlands is one of the premium partners of Enactus, an international collaboration between students, higher education and business. We help various Enactus student teams to set up workshops and training courses. Together with the Ajax foundation and the Johan Crujff ArenA, Randstad Netherlands helps young people to prevent them from dropping out of education in Amsterdam by means of intensive sports training and personal development.

Since 2001, Randstad has organized an annual youth sailing trip on the Clipper Stad Amsterdam. This sailing trip brings young people with diverse backgrounds together, creating awareness and understanding of each other and the environment. In 2023, 28 young people participated.

Since 2022, Randstad Group Netherlands has donated all written-off laptops to the social enterprise 'ICT vanaf morgen'. Young people with a labor market disadvantage recondition the laptops, providing these youngsters with employment and work experience. With the donation of approximately 1,500 laptops a year, the charity can employ 7.5 FTE. We receive at least 10% of the refurbished laptops back to deploy on social return projects (e.g., apprenticeships for migrants) or to donate to people from the SROI target group, such as welfare recipients and people on a minimum wage.

Since 1999, Randstad has organized an annual volunteer day in the healthcare sector, now known as Randstad Zorgt! Colleagues, flex workers, friends and family volunteer on a variety of projects in the healthcare sector. In 2023, 119 colleagues participated in this day.

Through a collaboration between Randstad and libraries (Probiblio), we help low-literate people improve their language and/or digital skills to increase their chances of getting a job or completing training.

Since 2016, Randstad Netherlands has been a partner in a transition program run by the Municipality of Amsterdam. We prepare participants on welfare benefits for a job in logistics in 6 weeks, providing practical training, certification and job acquisition skills. It takes place in a simulation environment, which looks like a real warehouse.

türkiye

Randstad Türkiye is a sponsor of YenidenBiz, an NGO that supports women who have taken a break from working life for reasons like maternity leave, sick leave, marriage, etc., helping them to continue their career development. We support the project by providing mentorship and training on interview techniques and CV preparation.



Career development women, Türkiye

united kingdom

Randstad UK partners with Lighthouse Construction Industry Charity, focusing on helping unemployed construction workers to get back into the industry, supporting them from both a financial and a rehabilitation perspective. We organize fundraising initiatives with mutual clients.

Randstad UK is a leading provider of support to students with disabilities, health conditions or an additional learning need. Randstad provides a range of support to help ensure that they receive a richer educational experience at college or university. Our Education business has a strong history of supporting schools in the UK, focusing on Special Educational Needs (SEN). We aim to raise career aspirations among children by showcasing various career options by collaborating with local charities, organizing sports days, work experience days and Dragon's Den events, as well as career fairs.

Our employees contribute to Randstad With Heart by participating in voluntary charity activities, such as sporting events (Great North Run), collecting for the Luton Foodbank, and providing career and skills talks in schools and colleges.

united states

Randstad US is a Volunteer Alliance Partner of Girls on the Run International (GOTR), which works with elementary school-aged girls to provide coaching and encouragement through running clubs and events. Randstad WIRED BRG supported their spring events. The WIRED BRG also supported the Dress for Success organization through a donation campaign.



your thoughts,

let's start a conversation.

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