

randstad global policy

corporate citizenship and philanthropy.



randstad

index.

index.	2
1. introduction	3
2. purpose	3
3. Randstad with Heart framework	4
3.1 volunteering with heart	4
3.2 giving with heart	5
3.2 pro bono consulting with heart	6
4. initiatives	6
5. approved charitable organizations and initiatives	7
6. governance	8

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1. introduction

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. But for too many people, this platform is out of reach. Too often where a person's from, what they look like and who they are, determines their chances of reaching their potential.

That is where randstad with heart comes in. We harness the passion and commitment of our employees who go above and beyond to bring work closer to those who might otherwise be overlooked.

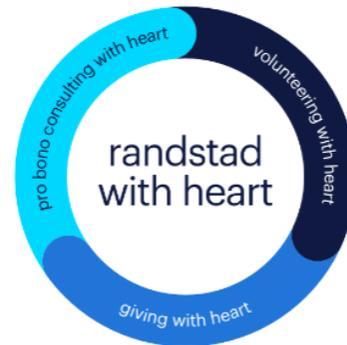
Through volunteer projects, not-for-profit partnerships and corporate giving, we help people across the world to reach their full potential. We support them to take or retake those first steps toward the prosperity and security offered by decent work.

2. purpose

The purpose of this policy is to promote corporate citizenship and philanthropy by explaining our corporate citizenship framework and defining common shared rules within Randstad for identifying charitable initiatives which, in line with our mission, core values, business principles and internal policies, are aimed at meeting the needs of communities in which Randstad operates. This policy is also meant to set forth acceptable and appropriate uses of Randstad's global volunteering programmes.

3. Randstad with Heart framework

Randstad with Heart (RwH) is made up of three key pillars, where each of our initiatives has been carefully placed in order to help people across the world reach their full potential.



3.1 volunteering with heart

Corporate volunteering refers to employees freely giving of their time, including sharing their expertise, talent and know-how. Randstad supports employee volunteerism in many ways including:

3.1.1 RwH volunteering for VSO

As part of our commitment to sharing expertise for a better society, we have a global partnership with VSO already since 2004. VSO is the world’s leading development NGO that fights poverty through the knowledge and skills of volunteers. Randstad is VSO’s global employability partner, supporting VSO’s work to empower marginalized youth to attain decent and sustainable work. This ambition is reflected in the slogan ‘changemakers for equitable communities’.

This is achieved by giving our employees an opportunity to volunteer for 3-12 months in VSO’s international projects that focus on employability or by participating in the remote mentoring program in which employees provide career guidance to youth from East Africa.

3.1.2 RwH volunteering hours

We have a global initiative called Randstad with Heart volunteering hours that encourages Randstad employees worldwide to engage with good causes they care about and which are inspired by our Randstad purpose. This way, Randstad sponsors opportunities for employees to volunteer in their local communities. Employees can participate in these volunteer opportunities either in the form of eight paid working hours per year as part of their Randstad Volunteer hours or outside of company time. All volunteer opportunities shared as part of the Randstad With Heart initiative must be related to approved charitable organizations or initiatives as outlined below.

By definition, volunteers should not expect to be paid by Randstad for participating in any volunteer initiatives sponsored by Randstad, except as part of the Randstad Volunteer hours as described above. Employees, without Randstad’s input, can freely choose whether to volunteer at all, how often they wish to volunteer, the types of volunteer activities which they will perform, and the charitable organization for which they choose to volunteer. Should they choose to volunteer or decline to volunteer, they will not be subject to any adverse employment action by Randstad. Volunteer activities are directed by, and performed on behalf of, charitable organizations, not Randstad. Employees also will not be reimbursed for any expenses incurred in participating in volunteer opportunities, such as transportation or meal expenses.



volunteering activity - cleaning the ocean



volunteering activity - foodbank



volunteering activity - VSO volunteer in Tanzania

3.2 giving with heart

Corporate giving refers to social and philanthropic initiatives launched by Randstad through giving money or goods to charitable organizations and initiatives without receiving anything of value in exchange. This includes trusted charities, foundations, and NGOs aligned with our purpose, and our ultimate goal of becoming the world's most equitable and specialized talent company. There are a number of global programs and local initiatives, like:

3.2.1 RWH giving to VSO

In collaboration with VSO, we organize two different sport challenges that our employees can participate in which have the goal to raise funding;

- the VSO sports week for development; The sport activity is linked to a donation made by Randstad based on the engagement of employees worldwide and is given to one of VSO's livelihood projects.
- VSO Kilimanjaro challenge; a fundraising challenge with the goal for all participants to raise €5,000 each for a VSO project. This is combined with a physical challenge, to climb Mt Kilimanjaro in Tanzania.

3.2.2 RWH giving to World Bicycle Relief

Randstad supports World Bicycle Relief (WBR) to help people improve their lives, literally moving forward. We do this by:

- "Pedal to empower" cycling event, to raise awareness and miles!
- \$\$ donations to mobilize a community in Zimbabwe.

3.2.3 RWH giving to UNICEF

Randstad has chosen UNICEF as its emergency relief support partner to contribute through:

- \$\$ employee-led funds raised and matched by randstad
- \$\$ randstad emergency donations

3.2.3 Randstad philanthropy

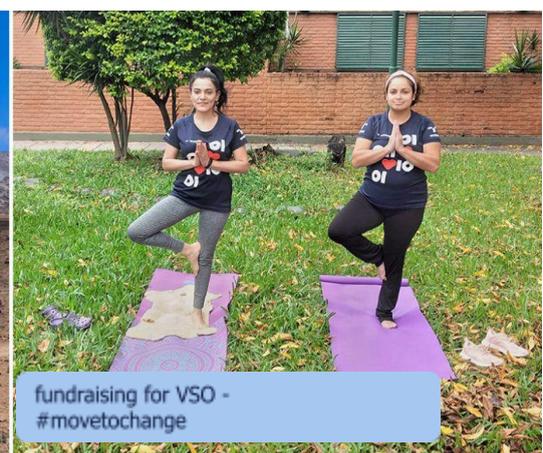
Randstad globally and/or locally provides financial support for charitable organizations and initiatives.

3.2.4 Randstad-sponsored employee giving

From time-to-time, Randstad offers opportunities for its employees to financially contribute to charitable organizations and initiatives (e.g., natural disasters).

3.2.5. Randstad employees sponsored giving

Employees have the opportunity to join or sponsor their Randstad colleagues who are participating in a challenge to support an approved charitable initiative and/or organization.



3.2.6 matching of employee donations

In certain countries where permitted by applicable laws, Randstad may provide funds to match employee monetary donations to approved charitable organizations and initiatives. Randstad will not match contributions made by employees' family members or other non-employees.

3.2.7 payroll deductions

In certain countries where permitted by applicable laws, Randstad may provide the opportunity to make payroll deductions to help facilitate employee monetary donations to approved charitable organizations and initiatives.

Where possible, donations should be made by direct transfer to the bank account of the charity. Every effort must be made to minimize the extent of cash donations. Under no circumstances should Randstad funds be used to make a donation in the name of an individual employee.

3.2 pro bono consulting with heart

Pro-bono consulting focuses on all non-profit skills, time and services offered by Randstad employees to charities or non-profit technical support to non-governmental organizations (NGOs) and other groups. This service can be performed during working hours and includes support around things such as mentoring, capacity building, and strategic direction. It also includes participation in the Randstad Challenge Fund for Youth Employment (CFYE) which was set up by the Dutch Ministry of Foreign Affairs and aims to create a prosperous future for 200,000 young women and men in certain parts of the world.

4. initiatives

The types of initiatives benefiting the community that are supported through Randstad's volunteering activities and covered by this policy include the following:

- Volunteering: initiatives or programs, facilitated by the Group or operating company, enabling employees to freely give their time on behalf of the public good, focusing on care for people, and preferably related to our core business.
- Philanthropy: monetary donations, facilitated by or made through the Group or operating company, on behalf of charitable organizations to promote the welfare of others and care for people, not necessarily related to our core business.



As part of our commitment for a better society, we consider initiatives for the benefit of the community as those relating to:

- Long-term initiatives that aim to mitigate economic, social or environmental issues, ideally in the communities in which Randstad operates, for example through memberships of and subscriptions to organizations and associations active in social, environmental or economic issues and/or community development; and
- Short-term initiatives or one-off donations to non-governmental organizations and (inter)national and local non-profit organizations.

These initiatives should fit our purpose to support people and organizations in realizing their true potential and be aligned with our strategic objectives:

- developing employability and employment markets in line with our mission to shape the world of work
- engaging and developing our employees
- attracting new talent
- building reputation among stakeholders
- sharing our expertise with society

5. approved charitable organizations and initiatives

Charitable organizations and initiatives should align with Randstad's overall mission, core values, business principles and internal policies. As used in this policy, charitable organizations and initiatives must be not-for-profit and related, but not limited, to:

- human rights
- employment/Employability
- education and science
- social welfare of the disadvantaged
- economic development
- health and prevention
- arts and culture
- sports
- environment
- emergency relief

Where applicable, we will consider the same factors relied upon by government bodies to recognize not-for-profit entities that are organized and established for charitable purposes and entitled to a tax-exempt status.

Consistent with our business principles, Randstad does not support organizations or initiatives:

- Connected with illegal or violent activities, terrorism or other criminal activities.
- That discriminate on the basis of race, ethnicity, nationality, religion, gender, sexual orientation, age, disability or other legally protected status;

- Connected to an ongoing war or conflict, other than to the extent that they provide support without discrimination for those affected by such war or conflict.
- In support of political parties, or the campaign of any candidate for elected office or any elected official.
- Benefiting religious organizations, unless specified for a non-ecumenical community outreach program, such as a soup kitchen, homeless shelter, etc.
- In addition, the Committee at their discretion, can determine if other charitable organizations are not aligned with the purpose of this initiative

6. governance

For Group-wide initiatives governed by this policy, the Executive Board is responsible for checking compliance with the contents of this policy and Randstad's overall mission, core values, business principles and internal policies.

For local initiatives governed by this policy, each country's Managing Director bears such responsibility according to their powers and expenditure limits. On an annual basis, operating companies are requested to report these initiatives to the Group's sustainability manager who will verify that these initiatives comply with the contents of this policy and Randstad's overall mission, core values and business principles. These initiatives will be included in the annual overview of local initiatives which is published on the Randstad corporate website and volunteer numbers and hours are part of the non-financial reporting and reported on in the annual report.

Managing Directors and/or local relevant steering committees are responsible for communicating to their teams whether there is an 'official' charity for their particular business line and to outline what support the business may provide in terms of any initiative supporting the specific charity.

In kind donations, such as by providing free or temporary promotion on a website, in a publication or by using other tools and channels, needs to be approved by the country's Managing Director. All in kind donations must be facilitated by the local Marketing & Communications team to ensure the official Randstad Group online identity is used.

The interpretation and administration of this policy shall be determined by Randstad nv in its sole discretion. Randstad reserves the right to modify or discontinue this policy at any time, with or without cause or prior notice.

document control

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author Marina Illerhues

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v.3.0	corporate citizenship manager	update policy set-up, exit Randstad with Heart platform	2023	lapsed
v.3.1	corporate citizenship manager	minor changes and new house style format	September 2024	active

