

2025

local sustainability
initiatives.




randstad

partner for talent.



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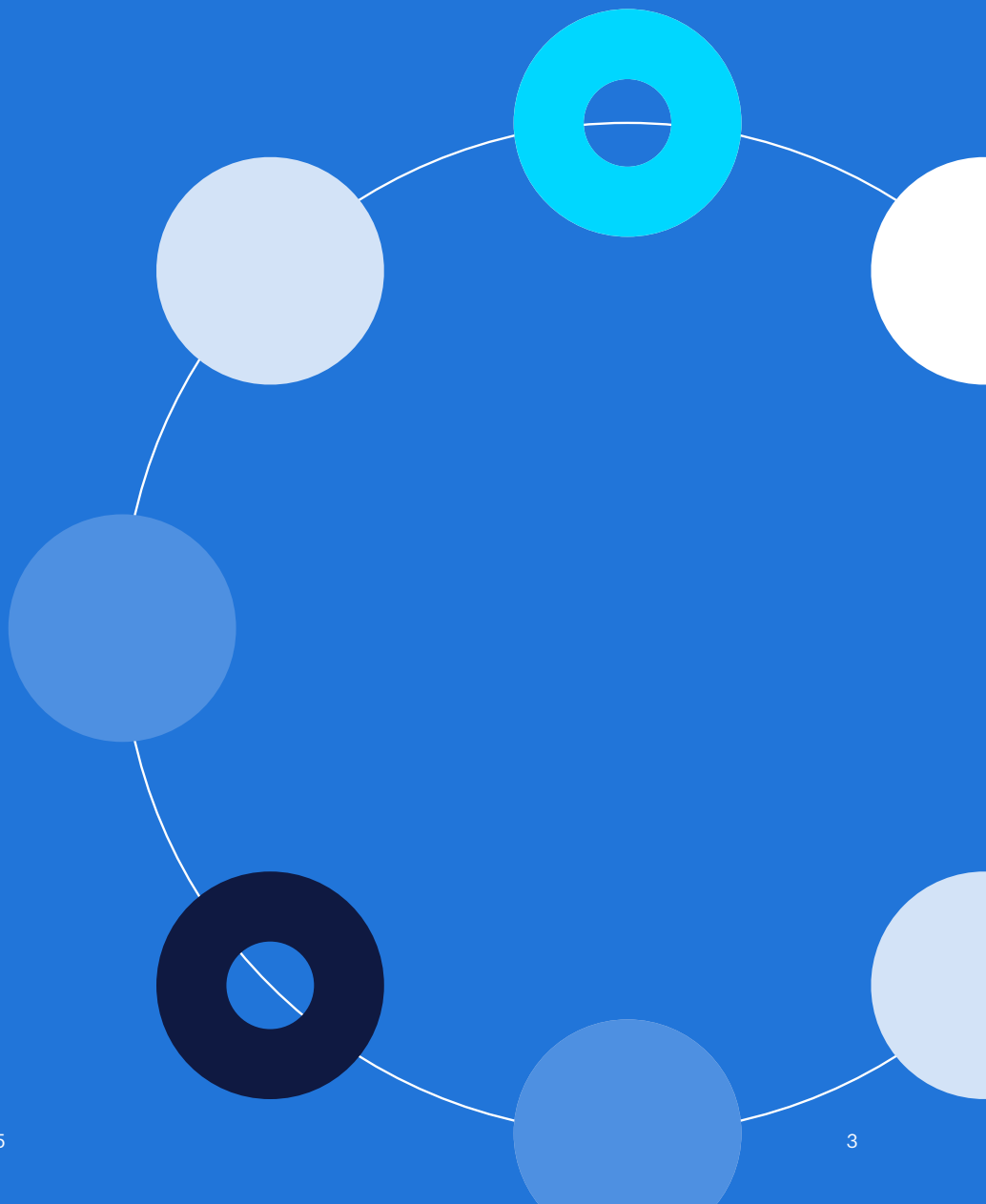
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our value for society.



our value for society.

At Randstad, our commitment to a better, more sustainable future is at the core of everything we do. Our ambition to be the world's most equitable and specialized talent company drives us to play a crucial role in shaping a fairer, more inclusive world.

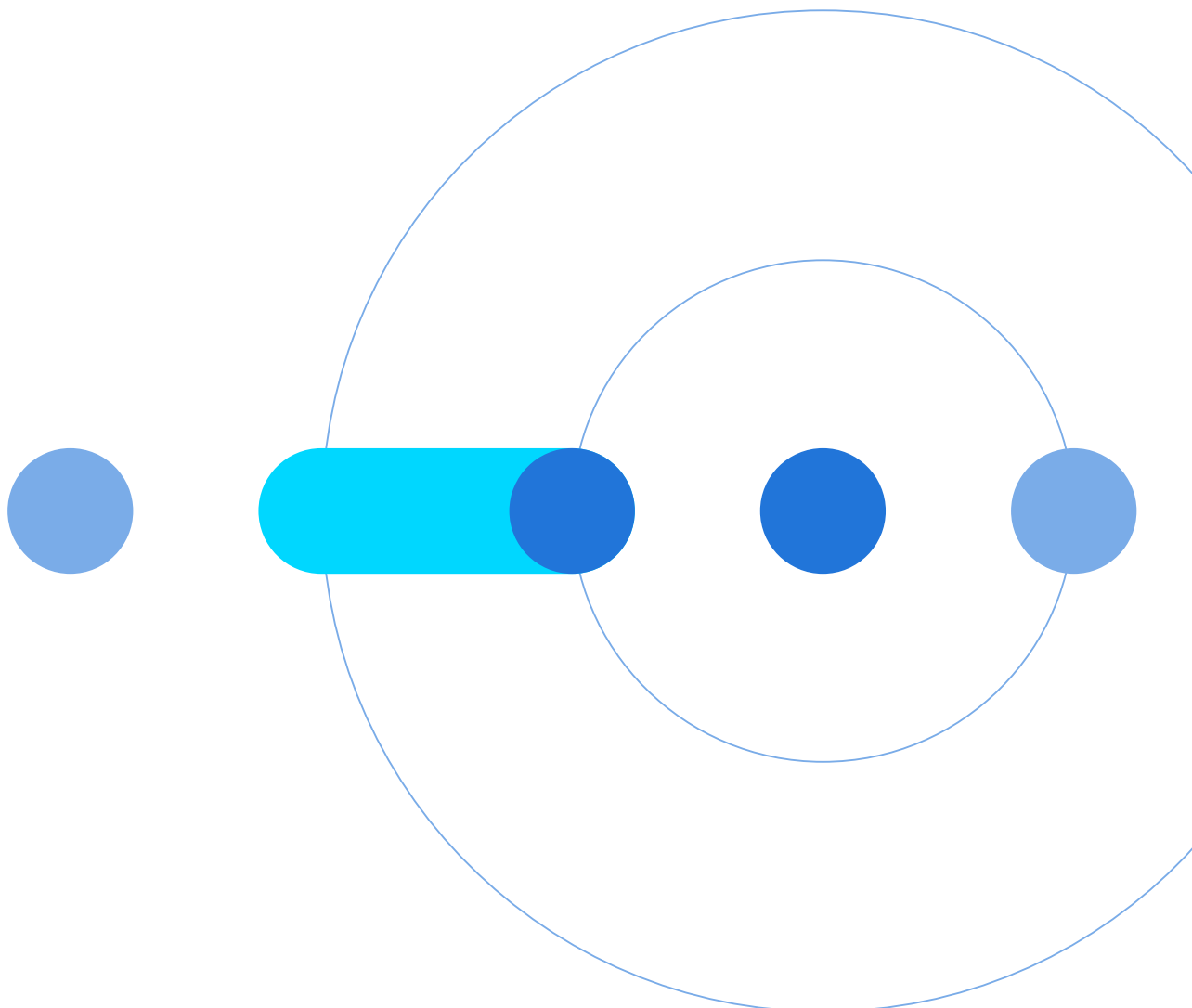
It is our aspiration to contribute to global societal needs positively by:

- promoting a fair labor market
- fostering equity at work
- supporting the green transition

As a trusted partner for talent, we empower our clients with the high-quality, diverse and agile workforces they need to thrive in a talent-scarce world. We're dedicated to helping people secure meaningful employment, develop

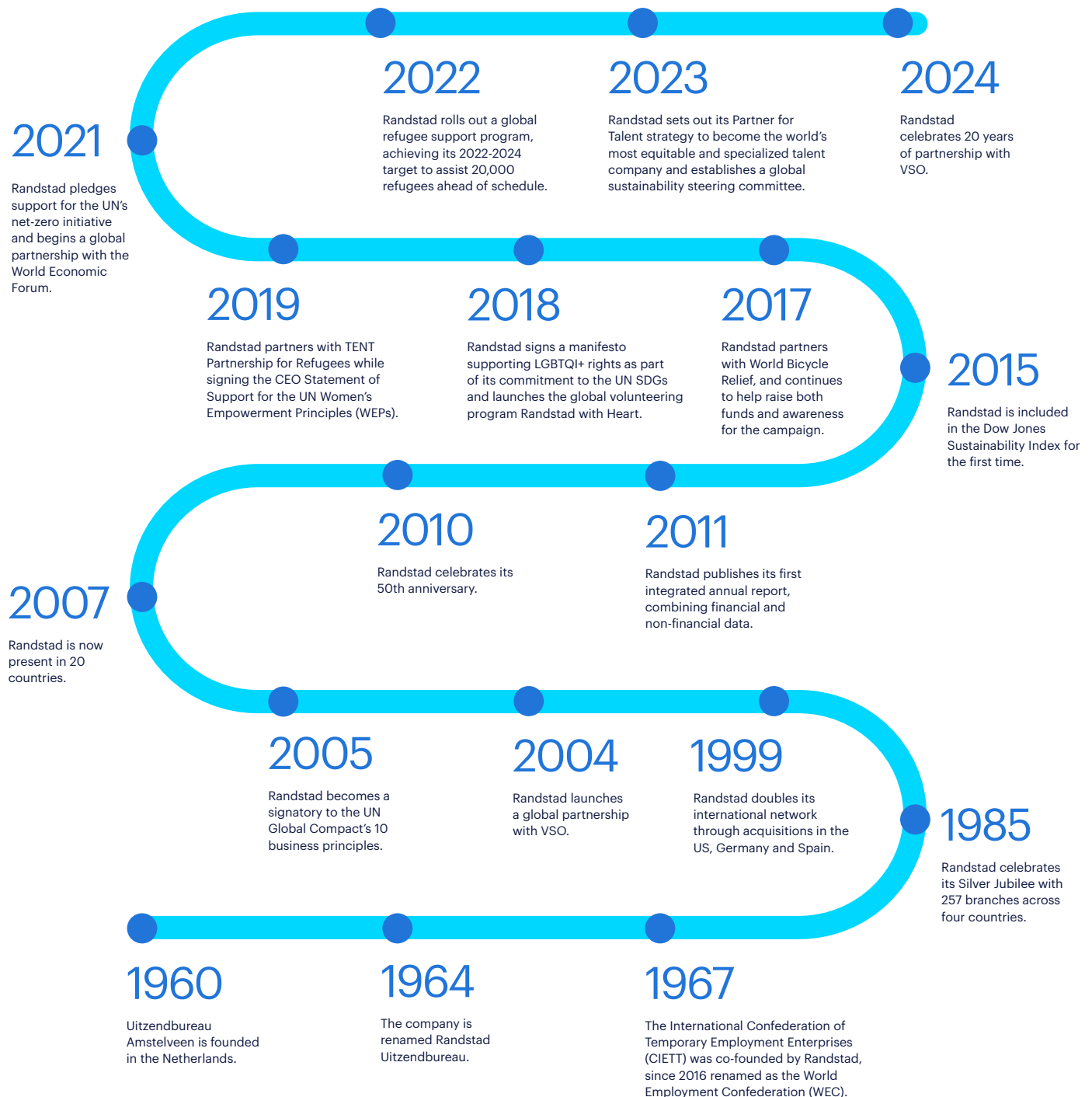
essential skills, and find purpose and belonging in their workplaces. We have forged strong partnerships with other organizations to enhance our value to society.

In this report, we spotlight 100+ social innovation programs promoting a fairer labor market, fostering equity at work and supporting the green transition — powered by our teams around the world. While we're focused on the future, we also take pride in our legacy of positive change.



then and now.

Our timeline shows how Randstad has evolved over the years and how our efforts have paved the way for a more just and equitable world.



our contribution to the SDGs.

Our efforts to solve societal and environmental issues cannot succeed if they happen in silos. Alongside many other organizations, we have aligned our sustainability framework with the United Nations' Sustainable Development Goals (SDGs) to maximize its impact.

Of the 17 goals, we target the five where our reach and expertise can make the biggest difference:

4 QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

5 GENDER EQUALITY

Achieve gender equality and empower all women and girls

8 DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

10 REDUCED INEQUALITIES

Reduce inequality within and among countries

13 CLIMATE ACTION

Take urgent action to combat climate change and its impacts

our sustainability framework.

As a leading talent company in the labor market, Randstad has in-depth knowledge of the world of work. With this insight comes a responsibility to drive change.

Through our daily interactions with clients and talent, and our continuous dialogue with governments, employers and labor organizations, we are proud to be part of the critical conversations that contribute positively to global societal needs.

Randstad's sustainability strategy is formalized in the overall company governance with a steering committee led by Myriam Beatove Moreale, CHRO. The Sustainability

Steering Committee is responsible for defining priorities and targets, ensuring business alignment and integrating sustainability within the global vision to be the world's most equitable and specialized talent company.

This report highlights local best practices aligned with our sustainability framework, built on three pillars: promoting a fair labor market, fostering equity at work, and supporting the green transition.



promote a fair labor market

- working conditions: living wage, social dialogue, working time, fair and secure employment, freedom of association and collective bargaining
- health & safety
- other work-related rights: no workplace violence, no child or forced labor



foster equity at work

- diverse and inclusive employment with equal opportunities
- training and education, including up- and re-skilling



support the green transition

- training and education, including up- and reskilling for the green transition
- net zero in 2050*

overarching sustainability topics

business ethics
policy and industry involvement
data security and privacy

* Based on the results of the double materiality assessment, this is not a material topic.



a global effort.

a global effort.

We have introduced more than 100 social innovation programs to ensure we are playing our part in driving sustainability.

north america

Across North America, we're committed to a wide range of initiatives — from winning multiple health and safety awards in Canada to breaking down career barriers for all communities through the Transcend initiative in the US.

europe

Throughout Europe, we offer programs aimed at creating a more equitable and sustainable work environment. In Germany, the Randstad Academy upskills and reskills talent for jobs in the renewable energy sector.

In the Netherlands, we're supporting the government's aims to increase employment opportunities for people with disabilities. In Italy, our Randstad Box hub is helping to address youth unemployment, while in Belgium, we're supporting older talent to getting back into the workforce through our welfare2work scheme.



latin america

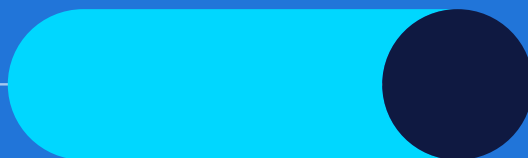
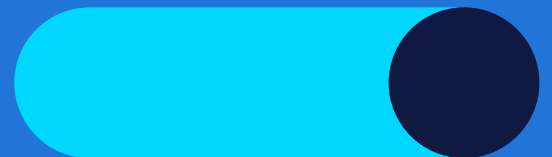
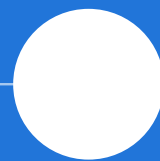
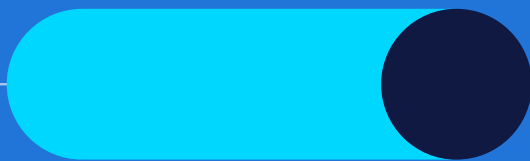
In Latin America, our efforts to foster labor inclusion and belonging are highlighted by our program in Argentina's Barrio Mugica. In Brazil, a dedicated team focuses on connecting job opportunities with individuals from under-represented groups, including people with disabilities, young professionals and seniors.

asia pacific

In the Asia Pacific region, our commitment to inclusive employment is exemplified by Randstad Australia's development of 'Recruitable', a program designed to remove barriers in mainstream recruitment and facilitate easier employment for people with disabilities. In India, we're helping clients overcome barriers to building equity-focused work environments, offering tailored client advisory services, including in-person leadership workshops on inclusion and belonging.



introduction.



a message from our CHRO.

Sustainability is integral to Randstad and deeply embedded in our culture. We are a people company, present in 39 countries around the world. Through our global view, we are deeply aware of the influence that social and environmental factors, such as aging workforces, AI and climate change have on the future of work — on the future of people.

We believe it's our responsibility to drive sustainable practices that benefit both our business and society. And that's why we have focused our sustainability efforts on the areas where we can make the greatest impact.

Our sustainability framework is aligned with the United Nations Sustainable Development Goals (SDGS) and reflects our commitment to addressing the most pressing societal needs. We are proud of our long-standing efforts to shape and promote a fair labor market, one where all talent have access to decent work and the opportunity to grow. We champion workplace equity by ensuring fair treatment and equal opportunity for everyone. And finally, we are committed to driving the acceleration of skills needed to support the urgent needs of the green transition.

I am proud of our focus and how we have empowered our organization to embed a sustainability mindset into our business operations and decision-making process. We have implemented a global Sustainability Steering Committee, composed of leaders representing the global scope of our operations, who are responsible for continuously measuring and adapting our practices. Together, we are responsible for achieving our sustainability commitments.

This year's report, once again shows the impact we make in the communities we serve through the implementation of our sustainability approach. We are proud to have been included in the Dow Jones Best-In-Class World Index for the tenth consecutive year, a recognition of our ongoing commitment to impactful, long-term sustainability and responsible business practices.

I would like to thank all of our dedicated Randstad colleagues, our talent, clients and partners across the world for their mutual commitment to sustainability. Together we will make a more sustainable future for all.

[Myriam Beatove Moreale](#)

Chief Human Resources Officer
and Chair of the Sustainability Steering Committee



a message from our global head of sustainability.

This past year has been a milestone in Randstad's sustainability journey, marked by tangible progress and strengthened commitments. One of the key steps forward was setting our priority key performance indicators, closely aligned with our Global Sustainability strategy. These new metrics will help us stay accountable and track our progress as we keep pushing toward a more sustainable and equitable future.

We've also exceeded our own expectations when it comes to societal impact. Our refugee support program, originally aimed at reaching 50,000 individuals by 2025, surpassed this milestone at the end of 2024. This highlights the power of collaboration and I would like to thank my colleagues worldwide for their hard work and dedication. Examples like this show the tangible difference we can make in people's lives.

Alongside our commitment to supporting the green transition through upskilling and reskilling talent, our net-zero journey is gaining momentum. We're making meaningful progress in reducing emissions, moving closer to our ambitious climate goals — now officially validated by the Science Based Targets initiative.

We celebrated our ambitions in action during Sustainability Week in September 2024. It was an inspiring time of connection and learning, as teams across our global markets came together to share insights and ideas. We also launched our Global Sustainability Empowerment Program, designed to make sure sustainability knowledge and best practices reach every part of our organization, empowering colleagues worldwide to play an active role in our shared aspirations. We are excited for the local programs to be rolled out in additional markets and their native languages in the coming year.

This achievement wouldn't be possible without the passion and dedication of our colleagues around the world. By engaging and supporting the initiatives highlighted in this report, we can continue to drive positive change and sustainable growth.

[Marlou Leenders](#)

Global Head of Sustainability



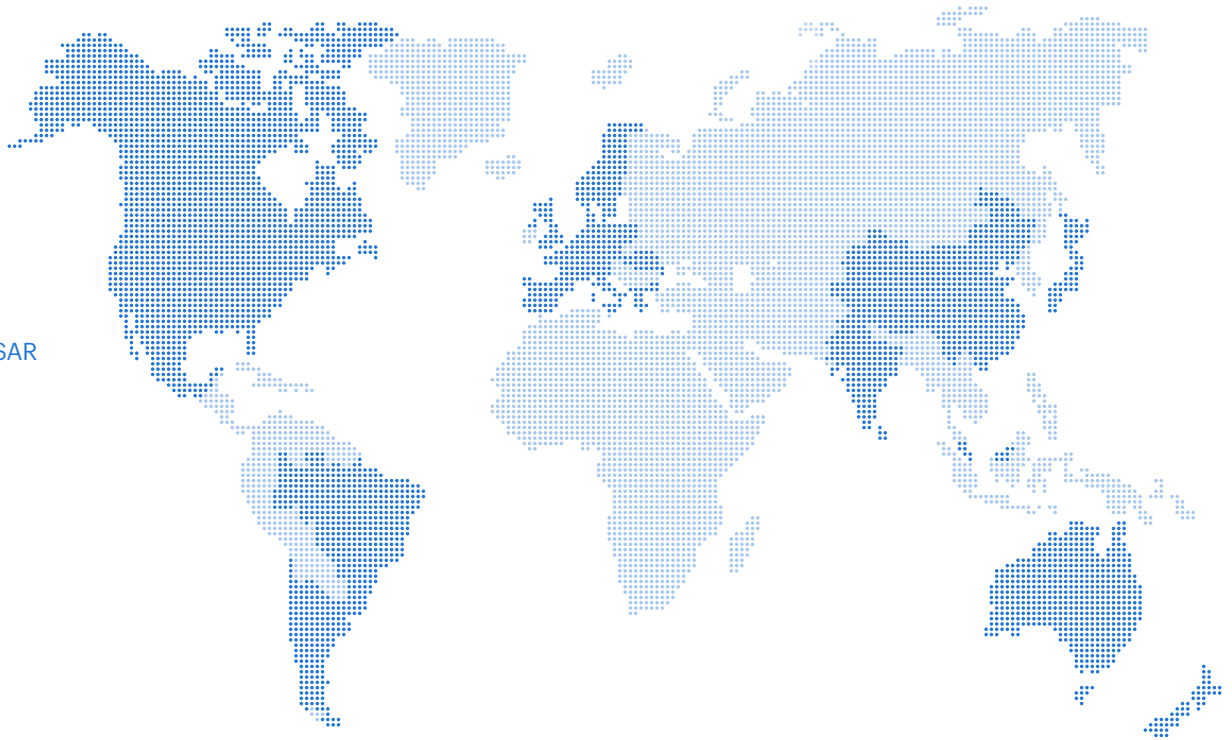
promoting a fair labor market.



promoting a fair labor market.

featured markets

1. [argentina](#)
2. [belgium](#)
3. [brazil](#)
4. [canada](#)
5. [chile](#)
6. [china](#)
7. [denmark](#)
8. [france](#)
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11. [hong kong SAR](#)
12. [hungary](#)
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14. [italy](#)
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16. [mexico](#)
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18. [portugal](#)
19. [singapore](#)
20. [spain](#)
21. [sweden](#)
22. [the netherlands](#)
23. [united kingdom](#)
24. [united states](#)



key 2024 non-financials closely aligned with global sustainability strategy:

8.4

understanding of business principles
(2023: 8.5)

8.4

awareness of misconduct reporting procedure
(2023: 8.6)

7.9

employee engagement score
(2023: 7.9)

0.16%

injury rate (talent) of overall days worked
(2023: 0.17%)

0.00%

injury rate (employees) of overall days worked
(2023: 0.01%)

promoting a fair labor market.

The world of work is ever-evolving. Advances in digitalization, remote work and a flourishing informal economy mean that traditional work arrangements and labor contracts have ushered in many new forms 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. We are committed to driving the provision of decent work and reducing inequalities for talent.

 **8** DECENT WORK AND ECONOMIC GROWTH

 **10** REDUCED INEQUALITIES

the importance of fair labor practices

Our in-depth knowledge of talent — paired with our close collaboration and constant communication with employers, workers, governments and unions — means we can shape the future of the world of work. We're proud to take the lead in improving talent 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. Through this, we aim to raise awareness and contribute to improved working conditions in our markets. We are also committed to protecting work-related rights and do not tolerate any violations. This includes fundamental rights such as no workplace violence, child labor or forced labor.

Our commitment to shaping the future of the HR services industry is grounded in our dedication to promoting fair, transparent and effective labor market regulations across the regions where we operate. We actively engage in social dialogue and contribute to the development of policy by participating in national, regional and global industry bodies. Our internationally recognized reports on the world of work continue to grow in influence, offering valuable insights that inform decision-making and policy. Locally, we support stakeholders with research and events that help drive business strategies and practices. To reinforce our leadership in the employment sector and strengthen our voice among key stakeholders, we work closely with government representatives, academic experts, civil society and the media. We also collaborate with prominent global organizations such as BusinessEurope, the International Labour Organization, the International Organization of Employers, the Organisation for Economic Co-operation and Development, the World Economic Forum, the World Employment Confederation, with Randstad serving as President of its European arm.

This chapter highlights market-specific initiatives that foster fair labor practices and create tangible value at the local level.

working conditions and other work-related rights

Randstad is a signatory of the United Nations Global Compact and respects and supports all of its principles, including those regarding human rights and labor.

Through our daily interaction with clients and talent, and our continuous dialogue with governments, employers, and labor organizations, our ambition is to contribute to global societal needs. Randstad aims for a labor market where all people, regardless of their backgrounds or circumstances, can participate in healthy and safe working conditions, have equitable opportunities, are up- and re-skilled, and receive adequate and fair wages for their work.



“Decent work provides meaning and prosperity, which all talent should be entitled to as a basic human right, regardless of the form of employment. At Randstad, we take this responsibility seriously. We are committed to reducing inequalities, which is reflected by providing over 600,000 people with fair and quality work opportunities on a daily basis. A joint approach by business leaders, policymakers and worker representatives will help to increase the priority of creating fair and quality work for all.”

Sonja van Lieshout

Global Head of Public Affairs, President World Employment Confederation Europe

france

Randstad France recognized the need to overcome fragmented approaches to social, societal and environmental challenges within the job market. Randstad joined forces with the Ministry of Labor, Health and Solidarity, France Travail and other leading corporations to support the creation of a Public Interest Group. This is aligned with Les entreprises s'engagent, a movement to build a more equitable and effective job market with the collective engagement of public, private and non-profit stakeholders at the local level.

Through this partnership, Randstad is helping to create collaboration between government, businesses and civil society, offering practical tools and support to drive inclusive solutions. Randstad plays an active role in the governance and strategic direction of the initiative, contributing to the development of roadmaps and leading departmental clubs across the country. In addition, the company regularly hosts events that bring stakeholders together.

Nearly 100 Randstad employees are involved in developing inclusive employment initiatives with local partners, advancing our mission to build a fairer, more inclusive and more effective labor market in France.



France — Les entreprises s'engagent

germany

Randstad Germany recognizes the need for ongoing, informed dialogue with stakeholders in a changing social and political landscape. To address this, the company has established regular forums that bring together experts from various sectors, including client companies, political bodies, chambers of commerce, government agencies, educational institutions and societal influencers. These forums focus on pressing labor market issues, especially around temporary work.

Randstad also engages in key events like labor market talks, the Jobturbo Action Days online fair for refugees, workshops with the Federal Institute for Vocational Education and Training (BIBB) on partial qualifications, and other networking initiatives, vital programs established in Germany since 2010. These efforts enable Randstad to incorporate diverse perspectives and current insights into its strategy, ensuring a more informed and responsive approach to the evolving world of work.

hungary

Randstad Hungary is a member of the Business Council for Sustainable Development of Hungary and serves as chapter leader of the Social Chapter. The company organized a keynote and workshop at the annual conference, with 120 attendants actively participating. Randstad Hungary also plays an active role in promoting the services center industry through the Association of Business Service Leaders, the national organization for shared service centers, providing valuable input and support.

sweden

Sweden faced the challenge of a significant talent shortage and a mismatch between available skills and employer demands, leading to high unemployment.

To address this, Randstad Sweden positioned itself as a thought leader by sharing expertise on key topics including international recruitment, migration and future skills. The team in this market engaged as expert speakers across both political and non-political platforms, including the influential Almedalen political week, while fostering dialogue with companies, policymakers, NGOs and employer organizations. Through this approach, Randstad Sweden helped shape public discourse, advocated for a more sustainable labor market and elevated the industry's role in tackling the talent shortage.



Sweden — Almedalen Week Roundtable 2024

the netherlands

The Dutch labor market struggles with fragmented support systems, limiting access to employment opportunities and secure work.

To address this, the government launched the Regional Work Center to create public-private networks that offer more coordinated services. Randstad and Tempo-Team supported this at all levels: strategic, tactical and operational. In the Amsterdam region, sector-specific programs were implemented in Transport & Logistics and IT, placing 450 individuals into jobs. These teams also provided HR advice and hosted sector-focused events to help individuals and businesses forge connections. In Rijnmond, the company contributed to employer services and specialized support for specific groups. Randstad's District Approach fosters inclusive labor markets through agile teams, collaboration with local initiatives and scalable programs.

This has all strengthened regional labor ecosystems and improved job access. To advance dialogue, Randstad launched the [podcast Well-regulated Work](#), exploring retraining and unemployment. Along with a local bank, it has also introduced the innovative Perspective Statement, helping talent secure mortgages based on career potential. Since 2015, 5,922 statements have been issued, a step toward inclusive economic opportunity.

health & safety

Randstad looks after its people and is committed to providing and maintaining a healthy and safe working environment for our employees and for the talent we place. Preventing illness — both physical and mental — is one of our top priorities. We work closely with clients to promote safe and healthy workplaces, and several of our markets have dedicated health & safety managers who provide expert guidance and conduct risk assessments. In addition, we use a range of tools and initiatives across markets to support overall well-being.

argentina

Protecting the health and safety of talent is a top priority for Randstad Argentina. The company has a dedicated program to reduce occupational accidents and illnesses among talent, beginning with focused health & safety (H&S) training during induction.

The program is a collaborative effort involving Randstad, client companies, their employees, H&S professionals and insurers, all working together to proactively prevent workplace incidents. The prevention strategy is guided by detailed analyses of workplace incidents at client sites, resulting in observations and recommendations. Randstad Argentina conducts regular branch and client site visits to deliver on-site training, perform audits, investigate incidents and engage directly with client H&S departments.

Thanks to this proactive and data-driven approach, Randstad Argentina achieved a 48% reduction in accident rates in 2024, underscoring the success of its commitment to worker safety.

belgium

Randstad Belgium is committed to addressing the multifaceted needs of its workforce, particularly safety and well-being, with a comprehensive strategy.

Safety advisors provide on-site support by identifying risks and approving jobs, while an online platform delivers safety instructions and introductory videos for talent. To support well-being, Vitality workshops encourage healthy lifestyles, and a burnout prevention program helps employees and managers recognize and address early warning signs.

Through the Employee Assistance Program, 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 aged 14 years and older. Randstad Belgium provides a free 24/7 anonymous telephone line staffed by one external, and two internal, confidential counselors. These trained professionals offer support for a range of issues and their contact details are accessible to all employees.

As a result, Randstad Belgium maintains safety rates below industry averages and fosters a culture of employee well-being.

brazil

Randstad Brazil is committed to improving employee health and quality of life through a variety of supportive initiatives.

These include access to psychological care via an app, daily fruit at headquarters and awareness campaigns around major health issues. In 2024, it expanded efforts to promote physical activity by encouraging participation in events like running and cycling. Randstad Brazil has also created internal wellness groups focused on key areas: physical, emotional, financial, social and workplace well-being.

Together, these initiatives are helping to build a healthier, more supportive work environment.

canada

Randstad Canada sought to create a comprehensive safety and well-being program that addressed both physical and mental health challenges.

To address this, it focused on two key areas. Firstly, physical safety: where the health & safety (H&S) team offered consultative advice to clients and ensured talent were trained for safe work performance. Randstad Canada also implemented a marketing strategy focused on preventing common accidents through awareness and training. Secondly, on mental well-being, where a comprehensive mental health and wellness strategy was implemented, featuring year-round initiatives and a dedicated Mental Health and Accessibility Business Resource Group. The strategy includes webinars focused on psychological safety and self-care.

As a result, Randstad Canada has received industry recognition for its H&S performance and is actively fostering a culture of mental well-being.

chile

Randstad Chile recognizes the importance of a safe work environment and has adopted a proactive approach focused on education and continuous improvement.

It has strengthened team training in occupational safety, introduced weekly safety check-lists and developed specialized courses with diplomas upon completion. Monthly webinars also promote health and self-care.

Together, these efforts have built a more informed, safety-conscious workforce and fostered a strong culture of well-being.

china

Randstad China prioritizes the well-being of employees in this case study, recognizing that mental and physical health are essential for success.

In 2024, it took a proactive approach to promoting mental health by partnering with a local landlord to host a dedicated wellness activity. This event, which engaged 45 participants, provided employees with valuable tools to manage stress and anxiety, creating a space for relaxation and rejuvenation.

Physical and mental well-being are also promoted via company-wide sports activities across all seven offices. This engaged 129 colleagues who contributed a total of 258 hours on behalf of Randstad.



China — sports activities are a big part of employee life

denmark

Randstad Denmark aims to provide comprehensive health & safety support to its workforce, including talent.

To achieve this, it has implemented a range of proactive measures. Health checks were introduced for night shift talent, while employees gained access to a Work Safety representative to monitor stress, comprehensive health and dental coverage and a fitness allowance. A professional crisis team was also established to respond swiftly to health & safety emergencies.

This multi-faceted approach resulted in enhanced well-being and security for Randstad Denmark's employees and talent.

france

Randstad France strengthens its safety culture for talent through a comprehensive prevention strategy.

Clients are equipped with advanced safety diagnostic tools, including a specialized analyzer for talent accidents that supports the development of joint action plans. Talent have access to Randsafe, a dedicated platform promoting both general and task-specific risk awareness. Engagement tools like vacation booklets, safety advent calendars and a collaborative safety challenge are also available.

Permanent employees receive specialized training through the Delegate Safely and Prévacteur Partner programs, reaching 532 employees by 2024. A Corporate Prevention Board conducts an annual risk assessment, shaping prevention programs and identifying key psychosocial risks and employees.

Support extends through a 24/7 helpline for employees and their families, offering access to psychologists, social workers, legal advisors and coaches. Managers receive tailored assistance, while all staff can access well-being resources through a dedicated portal and webinars.

Together, these initiatives enhance safety, awareness and overall well-being across the workforce.

germany

Randstad Germany prioritizes employee health and safety, aiming to prevent accidents and ensure talent return home unharmed.

Safe working conditions are ensured through client site inspections, e-learning courses and an app for reporting near-misses to raise awareness. In the event of serious accidents, safety specialists collaborate with clients on-site to prevent recurrence, supported by IT-based protocols and ISO 45001 certification held since 2019.

Occupational health services are provided by Wersarztzentrum Deutschland, covering health advice, aptitude testing and workplace inspections. An Employee Assistance Program offers psychological and social support during life crises. Health Days further promote well-being through exercise sessions, ergonomics consultations, nutrition guidance and stress management techniques.

These integrated efforts lead to safer workplaces, lower accident rates, and stronger overall talent well-being, reflecting Randstad Germany's ongoing commitment to workforce protection.

greece

Randstad Greece adopts a proactive approach to employees' well-being and workplace safety, going beyond legal requirements.

A key achievement was acquiring and renewing ISO 45001 certification in 2023 and 2024, underscoring adherence to international standards and fostering a strong safety culture. This certification enabled effective risk reduction and continuous health & safety (H&S) improvements. To further strengthen this, H&S self-learning sessions were integrated into the onboarding process for new employees.

Employee benefits included three free sick leave days without medical documentation, on-site access to an occupational physician for electronic prescriptions, and high-quality private health insurance covering a wide network of hospitals and diagnostic centers. Randstad Greece also collaborated with external H&S partners for regular updates, training and annual compliance reviews.

These efforts create a safer, healthier work environment, reflecting Randstad Greece's commitment to employee well-being and safety excellence.

hong kong SAR

Randstad Hong Kong SAR recognizes the importance of fostering a supportive and healthy work environment for its employees.

To achieve this, it has implemented a range of well-being initiatives designed to address both physical and mental health. The establishment of a dedicated Wellness Room in the new office has provided a tranquil space for employees to de-stress and recharge, and offers respite when needed. This area encourages short breaks, promoting mental clarity and reducing stress levels.

To provide comprehensive mental health support, Randstad Hong Kong SAR partnered with Optum Health to offer a 24/7 Employee Assistance Program (EAP). This ensures employees have continuous access to professional support for a wide range of personal and work-related concerns. Additionally, an internal employee fitness club committee was established to organize sports and wellness activities.

Together, these initiatives have contributed to a more supportive workplace environment that prioritizes holistic employee well-being.

hungary

Randstad Hungary prioritizes the well-being of internal employees, offering private health insurance for all with options to extend coverage to family members.

This year, free medical check-ups were offered, including eye exams, dietetic presentations, and discounted dental check-ups. Regular sports events, such as paddle boarding during the summer and year-round Hatha yoga sessions at the office, promote both physical and mental health. Meanwhile, the Well-Being Team focused on mental health to support employees' overall well-being.

india

Randstad India has established a proactive health & safety (H&S) framework through a multi-layered program.

Corporate Services staff are trained as H&S ambassadors, conducting audits and delivering incident prevention training to foster shared responsibility. Active stakeholder engagement and real-time communication with clients

ensure compliance with safety standards. Partnering with medical agencies, Randstad provides regular dental and medical check-ups, forming a critical part of its Business Continuity Plan.

A comprehensive mental wellness program offers 24/7 free mental health services, expert consultations and self-help resources. For female employees, secure rides home with security personnel and monitoring ensure safety. Randstad has also organized programs with state police speakers on legal rights, safety and self-defense training.

The Bangalore office includes a medical room for emergencies, and employees can choose ergonomic home office equipment.

These initiatives promote a safer, healthier and more resilient workforce, reflecting Randstad India's commitment to employee well-being across all aspects.

italy

Randstad Italy is committed to creating a safe and healthy working environment for employees and talent by proactively addressing potential risks.

To achieve this, a comprehensive health, safety, and environmental (HSE) management system was implemented. Detailed risk assessments and emergency plans were provided to all branches and headquarters, covering various safety topics. Regular health & safety (H&S) training sessions were held for all employees, ensuring consistent knowledge and readiness. The Flex Workers digital training platform also incorporated H&S content, extending vital training to talent.

Randstad Italy adopted a digital HSE management system to streamline processes and efficiently manage safety and environmental aspects. Since 2023, there has been a stronger focus on stress-related risk assessments, mental health and psychological support, emphasizing holistic well-being.

This ongoing commitment to improvement is reflected in the consistent renewal of ISO 45001 and ISO 14001 HSE Management System Certifications. These initiatives foster a proactive safety culture, ensuring a secure and supportive environment for all Randstad Italy personnel.

malaysia

Randstad Malaysia seeks to proactively address employee health and well-being.

The company partners with Generali to provide complimentary on-site health screenings, including vital health checks. An Employee Assistance Program offers mental health support.

These initiatives resulted in a healthier workforce and provided accessible health screenings and mental health resources, with Randstad Malaysia demonstrating a commitment to holistic employee well-being.

mexico

Randstad Mexico is committed to creating consistently safe and healthy workplaces through a strong focus on preventative measures. Its Health & Safety (H&S) programs include regular workplace visits to supervise conditions, ensure compliance with local regulations, and identify areas for improvement.

In 2024, Randstad Mexico strengthened its safety commitment by achieving 100% employee training coverage, aiming to eliminate occupational risks and reach zero workplace accidents. The annual training plan delivers comprehensive H&S content to all staff.

Additionally, Randstad extended safety knowledge to key partners by conducting face-to-face risk identification sessions with two major clients. These initiatives have resulted in a more informed, safety-conscious workforce and stronger safety partnerships, underscoring Randstad Mexico's dedication to secure work environments.

norway

Randstad Norway ensures employee health and well-being through accessible and comprehensive support.

Health insurance is provided to all employees, enabling swift access to medical assistance. They also benefit from discounted memberships to health and fitness centers, further promoting well-being. A professional crisis team supports the company during health & safety emergencies.

These measures result in a secure and supportive environment, ensuring employees promptly address health concerns and maintain their well-being.

portugal

Randstad Portugal ensures the health and safety of all employees through a dedicated crisis management team and internal safety teams at head offices, branches and contact centers.

It collaborates with clients, conducting regular site visits and providing expert advice to foster a culture of safety and well-being. The Inside Out program, tailored for employees, supports physical and mental well-being, including free on-site doctor's appointments, psychological and nutritional support and discounted access to health and fitness centers. Meanwhile, its headquarters features an in-house gym and reduced-price therapeutic massages, promoting holistic wellness.

Comprehensive health insurance is provided to all employees, while talent receive vital support, including social, psychological, legal and management advice. The growing demand for these services, particularly for complex cases, reflects Randstad Portugal's commitment to the well-being of its entire workforce.

singapore

Randstad Singapore reinforces its commitment to holistic well-being through accessible preventive care, resilience training and continuous wellness resources. These efforts foster a supportive, resilient, and thriving work environment for all employees.

Complimentary corporate health screenings are offered at an on-site clinic, providing employees with convenient access to preventative care.

In partnership with corporate insurer AIA, quarterly resilience programs — featuring webinars and practical sessions — help build mental and emotional strength. The launch of AIA Vitality motivates employees to engage in fitness and health management through weekly challenges, earning points as they progress.

Wellness days and health talks, also conducted quarterly with AIA, further promote healthy lifestyles. Additionally, a 24/7 Employee Assistance Program provided by Optum Health offers confidential support for both personal and professional challenges.

Together, these initiatives contribute to a healthier, more resilient workforce.

spain

Randstad Spain actively prioritizes employee well-being and sustainable productivity through a comprehensive health & safety strategy.

The Health & Safety Committee monitors risks, ensuring a proactive approach to potential hazards and this commitment is reinforced by the renewal of ISO 45001 certification, reflecting adherence to international standards.

To support employee health, Randstad offers private health as well as life and accident insurance, and promotes healthy living through the Vida+sana program, which provides periodic tips and informational talks. Emotional well-being is a priority, supported through an emotional health program that offers skills coaching, psychological support and wellness initiatives.

The second edition of the emotional wellness campaign assisted 342 cases across 1,340 sessions, achieving a 13.87% employee usage rate. Employee feedback helps tailor the program.

These efforts contribute to a safer, healthier and more supported workforce. By focusing on risk prevention, comprehensive insurance, and both physical and emotional well-being, Randstad fosters a culture of care and promotes sustainable productivity.

sweden

Randstad Sweden prioritizes employee safety and well-being through a multi-faceted approach. Work Safety representatives, located across the country, ensure internal safety protocols are followed. Employees receive comprehensive health insurance, providing access to necessary medical care, while an annual fitness allowance promotes physical well-being and a healthy lifestyle.

In the event of health & safety crises, a professional internal crisis team is readily available to provide immediate support and guidance.

These initiatives result in a secure and supportive work environment, demonstrating Randstad Sweden's commitment to the holistic well-being of its employees.

the netherlands

Randstad Netherlands has a dedicated well-being and equity team. It oversees sustainable employability and a healthy work environment, built on three pillars: strengthen, prevent, and guide.

The team's Recharge360 program helps employees maintain physical and mental health through an online platform and app, offering content on nutrition, energy management, meditation, and sports.

As part of the vitality program, Randstad sports teams have been formed, including a Randstad Running Team with more than 220 members, as well as soccer, hockey and cycling teams. Healthy lunch walks, vitality tips and access to an indoor workout area are also available at the Randstad headquarters.

These initiatives have embedded vitality, healthy living and a balanced work-life culture into the company. Notably, 68% of Dutch employees engage with the platform, and work-life balance is now a key topic in Great Conversation discussions.



The Netherlands — the running team has 200+ members

united kingdom

Randstad UK is committed to improving health & safety standards and has implemented multiple initiatives to help provide safer working environments.

In anticipation of increased employer responsibility under the Worker Protection (Amendment of Equality Act 2010) Bill, Randstad UK implemented a multi-faceted approach.

Internally, it reinforced its Respect at Work framework, ensuring clear anti-harassment policies and delivering specialized training for HR and leadership teams. Risk assessments were conducted, and annual awareness training was mandated for all employees and talent via e-learning.

Externally, Randstad UK developed a comprehensive guide to the legislative changes and collaborated closely with clients. It reviewed and compared client risk assessments with its own, co-developing tailored solutions to promote safe, inclusive work environments. Additionally, it partnered with expert trainers to deliver informative webinars to key clients and offered discounted follow-up training to support continued learning.

These initiatives resulted in a more prepared and proactive response to sexual harassment prevention, both within Randstad UK and among its client partners, fostering safer workplaces.

united states

Randstad US fosters strong safety partnerships with talent and clients, clearly defining safety responsibilities to minimize workplace hazards.

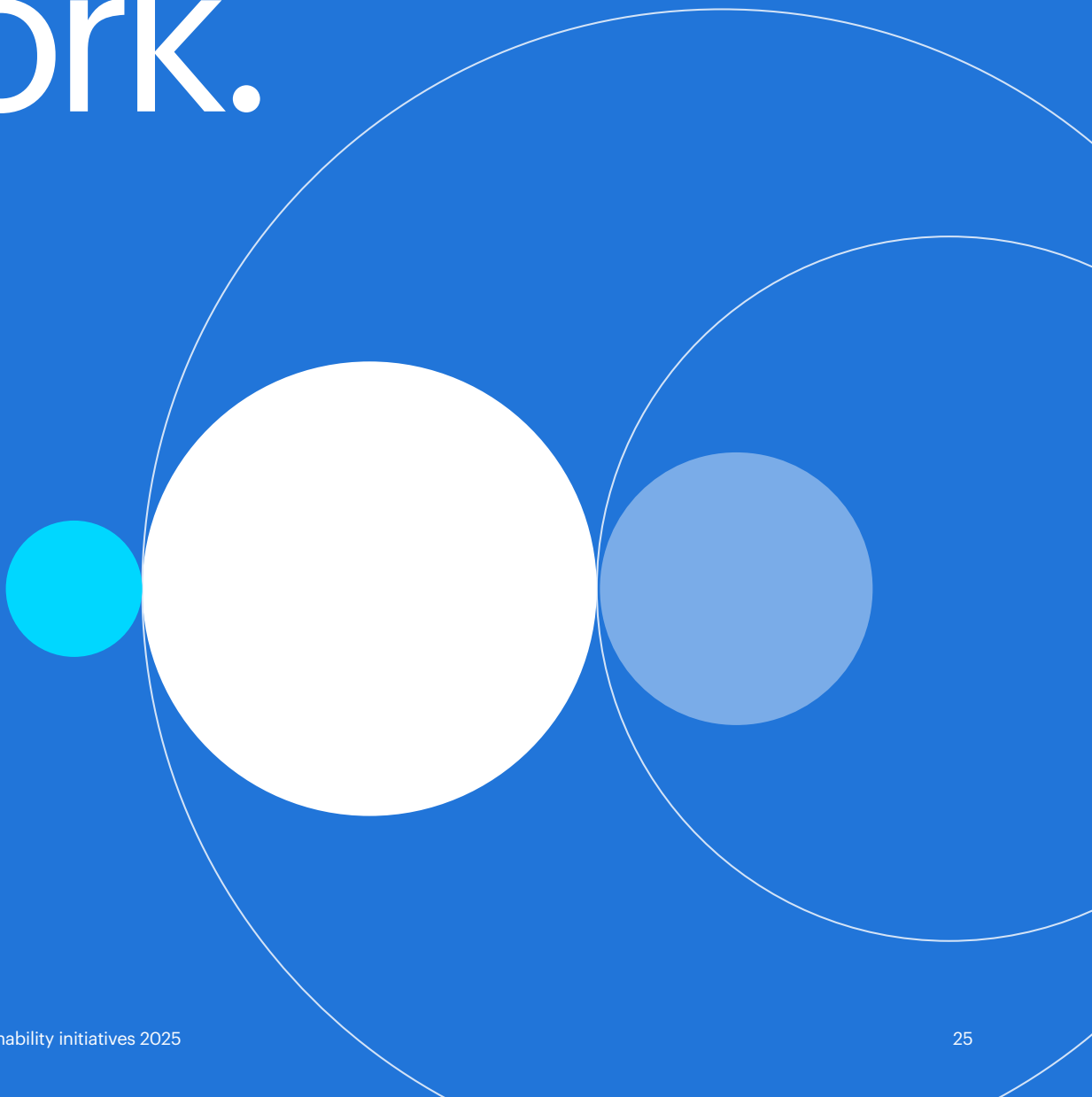
A dedicated, field-based risk management and safety team works directly with operations, taking a multi-stakeholder approach to accident prevention. This includes Randstad, client companies, talent, employees and health & safety professionals, all contributing to a proactive safety culture.

Preventive measures and behavior-based safety campaigns strengthen safety in client workplaces. Randstad US collaborates with clients to build strong safety cultures through management leadership and talent engagement. As a leader in manufacturing and logistics staffing, it provides an online resource hub and quiz to help organizations assess safety needs and costs, offering resources and thought leadership.

Employee well-being is prioritized through a comprehensive wellness program that integrates healthy practices into daily work. This program provides accessible health resources for employees and their families, leveraging technology, specific programs and evidence-based strategies. With an annual wellness budget, a dedicated program manager and a network of wellness champions, the initiative promotes a healthier workplace through advocacy and peer inspiration.



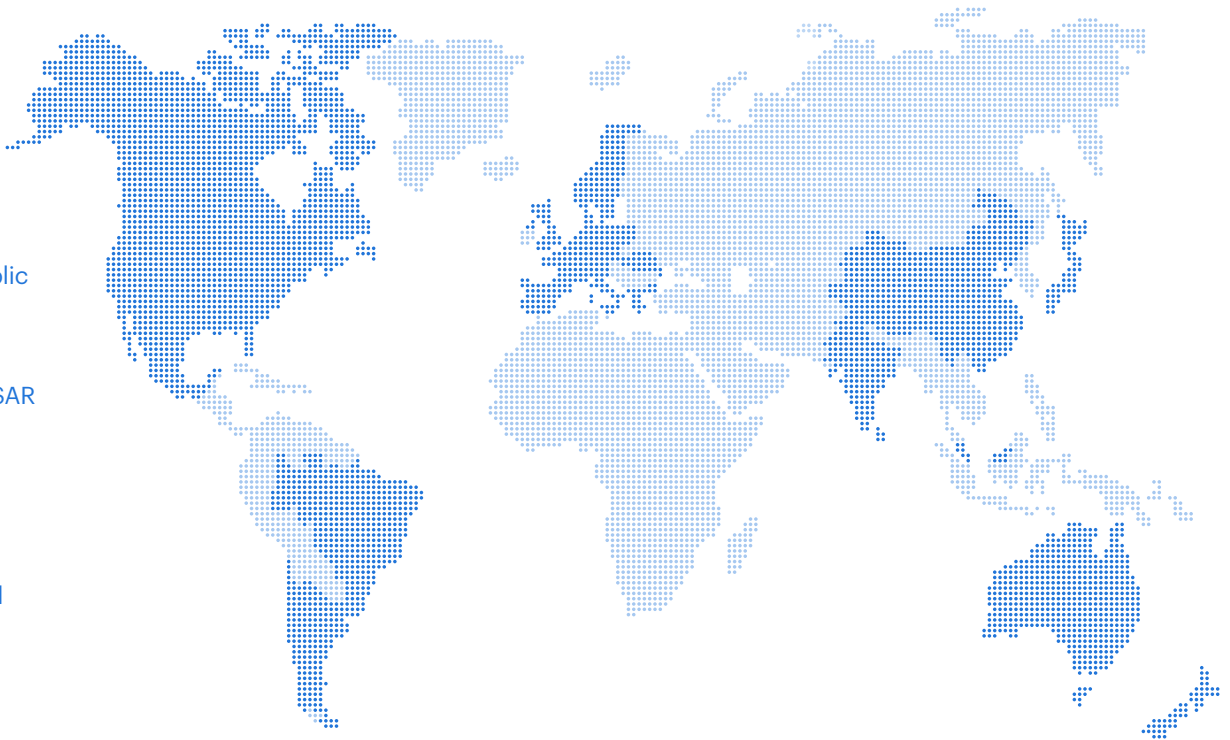
fostering equity at work.



fostering equity at work.

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key 2024 non-financials closely aligned
with global sustainability strategy:

562,800

Number of talent placed < 25 years
(2023: 631,100)

239,700

Number of talent placed > 50 years
(2023: 255,200)

11,600

Number of talent placed
with a disability
(2023: 12,200)

38,000

Number of refugees supported
through job placements or
training (2023: 39,896)

445,100

Number of talent trained
(2023: 364,500)

3,752,800

Number of talent training hours
(2023: 4,623,300)

fostering equity at work.

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



This benefits all parties. It also results in a more comprehensive and diverse 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.

Gender equity, disability inclusion, multi-generational workforces, LGBTQI+ awareness, refugees, migrants and locally-defined under-represented groups are all key focus areas at Randstad. Any and all programs are implemented and launched in a manner that complies with local governance and legislation.

the role of randstad in fostering equitable workplaces

The simultaneous promotion of all interests is one of our core values at Randstad. The principles of equity are at the heart of who we are. Everyone, regardless of their background, deserves work that provides dignity, security and purpose. We aim to create more equitable 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 aspirations, we proactively seek to level the playing field. Randstad runs many local initiatives to promote equal opportunities in the labor market, each designed to serve the needs of all communities.

This chapter of the report showcases initiatives in our various markets related to fostering equity at work and how they create value on a local level.



“In 2024 we moved beyond building a strong foundation for equity and took a transformative leap — actively driving inclusion across workplaces and communities in every market we operate in, and through the way we engage with our people, clients, communities and partners. As we step into 2025, we reaffirm our commitment to inclusion, belonging and creating a workplace where everyone feels valued, welcomed and empowered to thrive. Because when opportunity is accessible to all, shared success becomes possible.”

Audra Jenkins
Chief Equity Officer

diverse and inclusive employment with equal opportunities

At Randstad, we are committed to equity. We believe everyone deserves access to meaningful work and a workplace where they feel valued and respected. That's why we take action to create inclusive environments — both within Randstad and in partnership with our clients — by supporting equal opportunities and addressing barriers where they exist. Across our markets, we run local initiatives that help everyone show up as their full selves and thrive.

global

In all our markets, Randstad is strongly committed to equity. 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 equity in the workplace. This report dives into examples of programs with external partners. For more information about our internal equity policy and performance, refer to our [global equity report](#). In line with our aim to promote equity in our workforce, we also have a designated policy.

argentina

Randstad Argentina fosters a strong culture rooted in its core values, delivering client solutions with equity at the forefront.

To build internal awareness and support clients in hiring diverse talent, Randstad Argentina runs training sessions on the importance of equity in the labor market. These cover gender equity, inclusion of people with disabilities, and of different ages. In collaboration with the Buenos Aires city government, the company developed a practical guide for neutral hiring, equipping corporate teams to promote inclusive recruitment on behalf of clients.

In 2024, Randstad Argentina launched an equity-focused consultancy service, supporting more than 50 clients in advancing their equity aspirations. As a result, these organizations strengthened their hiring practices and made tangible progress toward building more equitable workforces.

belgium

Randstad Belgium actively tackles the challenge of discriminatory practices and unconscious bias in talent acquisition. Guided by its Equity Charter, each Randstad brand in Belgium is supported by an equity coach, who helps consultants respond to biased job descriptions or inappropriate client requests, while also advising clients on how to foster inclusive workplaces.

All consultants receive sensitivity training, and regular awareness campaigns encourage clients to evaluate talent based on skills rather than background. To broaden the reach, Randstad Belgium shares articles and videos on internal platforms and maintains a dedicated intranet section on discrimination and equal treatment, along with a helpline for support.

These efforts help shift perspectives, encouraging Randstad teams and their clients to move beyond personal characteristics like age, gender, or appearance and focus on skills and potential.

brazil

Randstad Brazil is actively promoting workplace fairness through collaborative client engagement. In 2024, a dedicated equity cell was created within Randstad Enterprise to streamline inclusive placements across various sectors. This team focuses on connecting job opportunities with individuals from under-represented groups, including people with disabilities, young professionals and seniors.

To support clients on this journey, Randstad Brazil developed tailored training materials that promote inclusive hiring and respectful selection practices. In 2024, it also began hosting direct, in-office conversations with clients to build a deeper understanding around equity. These interactive sessions are set to expand significantly in 2025, reinforcing Randstad Brazil's commitment to equity, inclusion and belonging within its client partnerships.

canada

Randstad Canada is committed to building a workforce that reflects the equity found in the communities it serves. Key challenges included limited self-identification data, making it difficult to track representation accurately, and recruitment strategies that lacked specific approaches for under-represented groups.

To address these gaps, Randstad Canada increased self-ID disclosure rates by 12%, reaching 80%. This milestone enabled more precise equity mapping against provincial demographics and offered a clearer picture of internal representation. In-depth market demographic analyses were also conducted to better inform strategy.

With improved data in hand, Randstad Canada is now well-positioned to launch data-driven internal initiatives in 2025. These initiatives will help Randstad Canada and its clients build workforces that genuinely reflect the different communities they serve.

germany

Randstad Germany recognized that while many clients aspired to create more equitable workplaces, they often lacked the tools and expertise to turn those aspirations into action. To address this, Randstad Germany launched advisory services in 2024, offering tailored guidance on equity-related topics to a select group of clients. This pilot phase focused on developing practical, actionable strategies.



Germany — Pride

As a result, participating clients made meaningful progress in implementing equity within their organizations. Building on this, Randstad Germany plans to expand these services in the coming years, helping more clients unlock the benefits of diverse teams: fostering innovation, attracting top talent and ensuring long-term competitive advantage.

This initiative reinforces Randstad Germany's ongoing commitment to equity as a signatory of the Charter of Diversity.

india

Randstad India helps clients overcome barriers to building equity-focused work environments. Many organizations face challenges in understanding how to foster a true sense of inclusion and belonging among their employees. To support them, Randstad India offers tailored client advisory services including in-person leadership workshops on inclusion and belonging.

These services empower clients with practical tools to design and implement effective equity strategies. As a result, clients gain deeper awareness of key topics like ageism and gender equity, while also contributing to broader industry dialogue. Through this approach, Randstad India strengthens its role as a trusted partner in creating fairer, more inclusive workplaces.



India — recognized by Great Places to Work

italy

Randstad Italy is committed to improving equity and inclusion. One example is its Back2Work project, which tackles the barriers faced by individuals leaving prison, including societal stigma, limited employer trust and restricted access to job opportunities due to criminal records. The initiative offers more than employment; it provides a second chance to rebuild lives and contribute meaningfully to society.

The project connects motivated individuals with employers open to inclusive hiring. It also supports both parties throughout the hiring and onboarding journey, offering services like pre-employment training, job coaching and ongoing guidance to ensure long-term success.

As a result, Back2Work has made a meaningful impact on individuals and their communities, with a measurable increase in successful placements and growing engagement from employers committed to social reintegration.

portugal

Randstad Portugal addresses the challenge of equity at work throughout multiple initiatives.

The equity team is responsible for collaborating across all company departments to ensure inclusivity is embedded within processes. This includes providing comprehensive training to staff, equipping them to integrate equity, inclusion and belonging principles into their daily tasks and interactions with clients and talent.

This includes Talks for Change in collaboration with social partners, which offer valuable insights into the challenges faced by under-represented groups. These discussions aim to enhance employee awareness and improve services for clients and talent.

Throughout 2024, the equity team also took on the role of client advisors, working closely with commercial departments to create tailored solutions that foster more inclusive workplaces. They also partnered with more than 25 social organizations to facilitate placements for under-represented talent. Specialized consultants supported these efforts with services including interview coaching, resume preparation and onboarding assistance.

This structured approach, launched in November 2023, yielded 211 new talent, 19 placements and 213 career guidance sessions. These efforts enhanced market understanding, paving the way for dedicated inclusive recruitment services and client training programs.

sweden

Randstad Sweden champions workplace inclusion and belonging through various initiatives.

A key challenge is overcoming systemic barriers and societal prejudices that often exclude individuals from the labor market. To tackle this, Randstad Sweden co-founded Universal Design in the Workplace (UUA), an initiative focused on creating flexible organizations where everyone's right to be included is respected. They actively participate in UUA's board, seminars, and training sessions and influence policy to drive change.

Randstad Sweden is recognized for its expertise in LGBTQI+ inclusion and belonging, offering seminars for clients and institutions to promote understanding and best practices. These efforts have led to increased awareness and practical support for inclusive practices, contributing to a more equitable labor marketplace in Sweden.

women

global

Our efforts to advance gender equity and women's empowerment are deeply embedded in our strategy.

Our approach is designed to benefit both internal and external stakeholders. Randstad has committed to the UN Women's Empowerment Principles (WEPs) by signing the CEO Statement of Support. This provides guidance to businesses on gender equity and women's empowerment in the workplace, marketplace and community.

Being a signatory to the WEPs, Randstad's CEO demonstrates the company's commitment to these aspirations at the highest level and emphasizes the importance of working collaboratively in multi-stakeholder networks to create business practices that empower women. Randstad is also a member of WEConnect International, a global network that connects women-owned businesses to qualified buyers around the world.

This report explores a variety of external initiatives focused on addressing gender inequality, primarily through partnerships with clients and third parties to skill and include more women in the workforce. For more information about our internal equity initiatives advancing gender equity, refer to our [global equity report](#).

germany

Randstad Germany recognized the challenge of achieving gender parity within its own organization and sought to create a model for promoting women's careers in the broader industry and across other business sectors.

In response, a comprehensive Women's Career Plan was developed in 2024, outlining actionable steps to increase representation in leadership roles and ensure equal pay. This plan incorporates mentoring programs, flexible work models and focused talent development initiatives. The organization also offers equity consultancy to clients, leveraging their expertise to promote inclusion and belonging in broader business environments.

The result is that Randstad Germany is setting new aspirations for equity within its own operations and using the plan as a framework to guide discussions with clients seeking to improve gender balance and foster cultural change.

india

Randstad India actively contributes to challenges in the work-life balance for women and career reintegration after career gaps, through focused empowerment programs. Two key programs, POWER and Restart, play a significant role in this.

The POWER program, launched in 2016, addresses the unique challenges women face in balancing their personal and professional lives. It offers training, mentorship, life purpose projects and talks to equip women with the tools they need to thrive. Each year, new initiatives are introduced to further enhance women's professional growth and leadership capabilities.

Recognizing the importance of supporting individuals returning to the workforce after career gaps, Randstad India introduced the Restart program in 2022. This program provides tailored hiring processes and post-hiring support, including mental health check-ins, to ensure a smooth re-entry to work. Initially focused on women returning after sabbaticals, the program has expanded to support anyone navigating career reintegration.

These efforts result in enhanced industry dialogue on gender equity and tangible recognition of Randstad's commitment to creating inclusive workplaces.



India — supporting women's careers

italy

One of Randstad Italy's clients faced the challenge of increasing the hiring of women in STEM. To support this, Randstad Box delivered equity consultancy, helping the client set and work toward a goal of hiring over 300 female professionals by 2026. This support includes targeted events, a strategic communication campaign and a sustainable employer branding initiative.

Randstad Italy further enhances this effort by providing tailored employer branding strategies, taking into account regional hiring and retention dynamics, engaging educational and institutional stakeholders and developing impactful communication approaches. As a result, the client is well on track to achieving its 2026 goals.

the netherlands

Started in 2023, Randstad Netherlands partnered with Utrecht University to participate in research aimed at improving the economic resilience of women. This collaboration focuses on advancing gender equality in the workforce and enhancing opportunities for women in the labor market.

Randstad Netherlands also recognized the challenges of integrating women with non-Western migration backgrounds into the workforce, particularly those experiencing long-term unemployment. In response, Randstad partnered with the municipality of Almere to launch a pilot program in 2022. This 20-week program provided tailored support, including flexible training, personal guidance and language assistance to improve employability. By March 2024, it had achieved significant outcomes: 3 participants became self-employed, 11 secured paid work, 6 were in a mediation process toward employment, 8 engaged in volunteer work, 5 pursued further training, 11 participated in internships or work experience placements.

Having successfully supported 60 women, Randstad is now using this pilot program to inform similar projects in other municipalities, promoting inclusive employment opportunities for women facing comparable challenges.

spain

Spain faces the challenge of the under-representation of women in certain roles and sectors. Randstad Spain is approaching this challenge with 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.

The Recruitment Process Outsourcing team is committed to promoting best practices that help clients achieve greater equity. Key initiatives include ensuring that at least one woman is included on shortlists for roles where female representation is typically low, such as engineering and maintenance, and organizing women-only recruitment days. These efforts have resulted in more diverse hires and fostered more inclusive workplaces within client organizations.

united states

Randstad US recognized the challenge of providing career opportunities for individuals facing significant barriers, such as homelessness, domestic violence and human trafficking. To address this, it has developed the Hire Hope program, a nine-month career-readiness initiative that includes paid apprenticeships, job placement services and comprehensive support.

Through strong community partnerships and employee commitment, the program has empowered more than 385 individuals since 2014, achieving a 90% success rate in securing apprenticeships and jobs. Hire Hope graduates have gained greater stability, transitioning from temporary to secure housing and advancing in their careers. This program exemplifies Randstad's commitment to equity, inclusion and belonging, offering life-changing opportunities for the most vulnerable communities.



USA — Hire Hope helps people facing significant barriers

people with (dis)abilities

global

People with disabilities are more likely to be inactive and face barriers to education, according to the International Labor Organization. As one of the world's largest talent companies, Randstad is committed to driving change. In 2024, we placed 11,600 people with disabilities in employment. Through our global partnership with Disability:IN, we promote disability awareness, and inclusion and belonging worldwide.

This report highlights our external efforts to advance inclusion and belonging, primarily by working with clients and partners to skill and integrate people with disabilities into the workforce. For details on our internal equity initiatives, refer to our [global equity report](#).

argentina

Randstad Argentina recognized the urgent need to accelerate disability inclusion and belonging, both within the organization and across the labor market. To tackle this, a holistic strategy was adopted, offering equity consulting, tailored training, and forming partnerships with social and governmental organizations. It also joined the national Collective Action for Disabilities initiative and evaluated 15 clients on their inclusivity, leading to a new client engagement for a full-inclusion process.

In addition, Randstad Argentina delivered employability workshops at labor fairs in partnership with the Buenos Aires Secretary of Disabilities, reaching 55 participants. It also supported digital upskilling through the CILSA Bootcamp. These efforts are advancing workplace inclusion and belonging, and fostering broader systemic change.

australia

People with disabilities remain significantly under-represented in the workforce, even though they represent one in five Australians and show equal or greater productivity, attendance and retention. The unemployment rate of persons with disabilities is more than double that of the general population.

Randstad Australia recognized this disparity and partnered with Get Skilled Access, securing government funding to launch the Recruitable program. The initiative aims to normalize disability recruitment through customized training for Randstad consultants and client organizations.

The result was that more than 700 individuals completed recruitable training and 28 professionals with disabilities were successfully placed. A partnership with a global e-commerce company led to 87 additional placements. Internally, following a voluntary self-identification survey, disability representation was increased within Randstad from 5.1% to 12%.

This reflects Randstad Australia's ongoing commitment to inclusive hiring and workplace equity.



Australia — a pilot program for disability recruitment

belgium

Randstad Belgium recognizes the challenge of barriers faced by talent with disabilities in the labor market and aims to become more inclusive toward talent with disabilities.

To address this, Randstad Belgium focuses on learning and collaboration. Internally, it prioritizes knowledge sharing and the development of inclusive practices. Externally, Randstad partners with organizations such as Emينو, which specializes in disability training, to exchange best practices and receive expert guidance. Job coaches from Emينو are paired with Randstad's recruiters to foster more inclusive hiring processes. By engaging with its network of individuals with disabilities, and through its own employability coaches, Randstad Belgium helps talent find employment and, in doing so, attracts, hires and supports talent with disabilities. This demonstrates its commitment to building a more inclusive workplace.

brazil

Randstad Brazil identified two key barriers to building a diverse team that organizations were struggling to overcome: limited equity literacy among their own management and difficulty sourcing diverse talent at scale.

A two-pillar strategy has helped to overcome this: expanding the talent pipeline and leadership education. Randstad Brazil enhanced its resume database through targeted outreach, strategic partnerships, inclusive training programs and new sourcing strategies to increase visibility of under-represented talent, particularly people with disabilities. Management received tailored resources and training to reduce unconscious bias and foster inclusive decision-making.

This led to a measurable increase in equity awareness across leadership and a higher volume of diverse hires. Specifically, it has enabled proactive recruitment and integration of talent with disabilities, expanding the talent pool and advancing a more inclusive workplace culture.

chile

Randstad Chile developed a program to address the challenge of integrating and supporting people with disabilities in the workforce through strategic recruitment and placement.

The program is built on three key pillars. First, inclusive training ensures that all consultants receive instruction in inclusive recruitment and selection, equipping them with the skills to confidently and respectfully interview talent with disabilities. Second, collaborative networks are formed through partnerships with labor intermediation institutions, particularly the inclusion and belonging departments of municipal offices, to build a robust talent database and strengthen outreach. Third, ongoing HR support is provided, helping to build trust in the process and ensuring timely responses to any needs throughout the employment journey.

This approach has enhanced the quality of placements and the experience of talent with disabilities in the workplace.



Chile — creating awareness for inclusivity

france

Randstad France is addressing the ongoing challenge of professional integration for people with disabilities through targeted, scalable initiatives.

A key example is the Kliff par Randstad network, an Adapted Temporary Employment Agency and social joint venture with SOUN by Fastroad. Kliff provides tailored recruitment support, offering paid temporary roles that serve as a bridge to long-term employment. This model benefits both talent, by helping them gain workplace experience, and employers, offering a pathway to assess talent prior to permanent hiring.

Since launching its first branch in Saint-Denis in 2019, Kliff has expanded to six locations, with more planned in 2025. To date, it has supported nearly 1,730 individuals and placed over 530 in sustainable employment, achieving a sustainable employment rate of nearly 31%.

Further strengthening its commitment, Randstad France signed its first disability agreement in 2021. This includes the establishment of a national network of disability correspondents, focused on promoting inclusion and belonging, both within the company and through its external partnerships.

germany

Randstad Germany strives to foster an inclusive workplace for people with disabilities, with an aspiration of increasing employment opportunities and achieving 3% workforce representation by 2027. As the only HR service provider in Germany with a nationwide representative body for severely disabled employees, it prioritizes creating an open and unprejudiced environment.

Through the [Inclusion Action Plan](#), the company implements concrete measures, including encouraging branches to actively recruit applicants with disabilities and

motivating client companies to do the same. The Works Council's Representative Council for severely disabled employees, along with the Social Affairs department, provides tailored support throughout recruitment and employment processes.

Externally, Randstad Germany partners with the initiative Personalforum, helping individuals with disabilities secure internships, training or permanent roles. It also utilizes myAbility.jobs, a job board tailored for people with disabilities or chronic illnesses. These partnerships reflect Randstad's opportunity-oriented approach and commitment to advancing disability inclusion and belonging, both within the company and across the broader labor market.

italy

Randstad Italy's HOpportunities (HO) team actively promotes inclusion of people with disabilities through targeted initiatives and partnerships.

In 2024, it renewed a collaboration with the Italian Cystic Fibrosis League to improve employment prospects, economic independence and social integration for patients. Together with the Active Labor Policies team, Randstad Italy also continued supporting ANMIL (the national association for disabled workers) to help members re-enter the workforce.

Locally, the HO team supports Randstad's Piacenza branch in partnering with La Matita Parlante, an association for young autistic individuals. This initiative helped 19 participants prepare for job interviews — three of whom secured warehouse positions at a logistics client.

These results reflect Randstad Italy's hands-on approach to creating meaningful job opportunities and building an inclusive workplace culture.

portugal

In Portugal, individuals with disabilities face significant barriers to employment due to limited inclusive hiring practices and a lack of awareness around their skills.

Randstad Portugal aims to address this through its Inclusive Recruitment service, launched in 2024. This service connects clients with a diverse talent pool, offering specialized recruitment processes, resume preparation, interview coaching and ongoing support. With a dedicated team and partnerships with over 25 social organizations, it has created two new web pages to provide valuable resources for individuals and employers alike. Job coaches help integrate individuals into the workforce, leading to increased equity and successful placements.

Randstad Portugal also offers a modular Inclusion Program to help clients foster inclusive workplaces. It includes awareness sessions and training for HR teams and hiring managers to meet legal requirements and promote equity.

As a result, Randstad is driving cultural change and strengthening its leadership in HR consulting. In 2025, it will support a company in transitioning to a workforce made up entirely of people with disabilities.



Spain — Fundació Randstad Social Innovation Hub

spain

Randstad Spain addresses the lack of opportunities for people with disabilities through Fundación Randstad, established in 2004.

To increase disability inclusion in the workplace, it launched the Fundación Randstad Social Innovation Hub, a fully inclusive space leveraging technology for digital, economic and social transformation. Randstad Spain also released the 'Policies and practices in equity inclusion and belonging' report with Esade Innovation Institute. This highlighted the advantages of hiring people with disabilities, showing companies gain 28% more profits. It also assists companies in identifying and advising on employing talent with disabilities.

In 20 years, Fundación Randstad has supported 49,360 individuals, achieved 19,432 job placements and trained 18,933 people. It also launched the Fundación Randstad Social Innovation Hub, a fully inclusive space that unites stakeholders to normalize disability in Spain. In 2024, the Hub facilitated 6,248 visits, supported 3,006 people with disabilities and delivered 770 training hours.

These actions foster inclusivity and significantly improve employment opportunities for people with disabilities in Spain.

the netherlands

The Dutch government aims to increase employment opportunities for people with disabilities through the Participation Act. Some organizations face difficulties meeting the requirements and hiring inclusively.

To support this, Randstad Participation and Tempo-Team Participation operate as specialized divisions in the Netherlands dedicated to connecting employers with qualified individuals with disabilities. They provide tailored guidance, focused support and expert advice, helping companies overcome the challenges of inclusive recruitment. This enables organizations not only to fulfill legal obligations but also to benefit from the diverse perspectives and skills that a varied workforce offers. By 2024, these divisions had successfully placed 3,371 individuals with disabilities into jobs, achieving an 89% retention rate — exceeding the market average of 70%. This comprehensive approach fosters increased employment opportunities and paves the way for long-term integration of people with disabilities into the Dutch labor market, contributing to a more inclusive society.

(im)migrants and refugees

global

Work offers security, dignity and independence — especially for those displaced.

Randstad leads in helping displaced people gain skills and employment, working with governments, NGOs, and global organizations to improve the lives of migrants and refugees. Through social innovation programs, we enhance employability and promote equal opportunities, connecting refugees with employers and reducing reliance on public assistance.

As a member of the TENT Partnership for Refugees since 2019, we aim to support 50,000 people between 2023-2025. In 2024, we exceeded our commitment. In 2024 alone, we supported more than 38,000 refugees and 215,000 migrants through job placements or training. We also continue to support TENT's mentorship program for women refugees.

Randstad's commitment to empowering refugee women has produced notable results. Since pledging to mentor 50 women across Europe in 2021, we've mentored 157, surpassing our aspirations and making a lasting impact.

For more details on our refugee support initiatives, visit our [website](#). This report highlights various external programs focused on reskilling refugees, while our internal equity efforts are detailed in our [global equity report](#).

belgium

Randstad Belgium addresses the challenges that refugees and ethnically diverse communities face in entering the labor market through focused initiatives. In Antwerp, the European Social Fund (ESF) refugee project, a collaboration with various organizations, maximizes refugees' chances in the labor market by integrating services like language training and labor market orientation, especially for younger refugees.

Within the ESF Future to Work project, Randstad RiseSmart Employability provides work buddies to guide refugees toward employment, partnering with Stebo in asylum centers. In 2024, Randstad Belgium's action plan, approved

by the government, aims to boost the recruitment of ethnically diverse groups within the company. This plan, addressing under-representation, includes measures to facilitate recruitment and is set to be implemented in 2025.

One example is the Future to Work project in Limburg, which has initiated 298 new support programs in 2024, with a total of 518 people supported since January 1, 2023. These examples show the actions that result in increased support and opportunities for refugees and ethnically diverse individuals, promoting a more inclusive labor market.

canada

Randstad Canada addresses the underutilization of professional immigrants' skills and the growing need for talent mobility strategies. What began as a dedicated team supporting Ukrainian refugees, providing employment assistance, language support through translators and coordinating accommodation with partners, has evolved into Immigration and Employment Solutions, now serving all immigrant communities.

The team, composed of two specialized groups focusing on skilled trades and operational and logistical roles, relocates talent based on skill needs, particularly in under-served regions. They also support internal teams in recruiting skilled workers.

Since August 2022, the initiative has provided training and webinars to over 1,200 refugees and asylum seekers, and helped more than 500 individuals find employment. These efforts enhance employment outcomes, improve skill utilization and help fill critical labor gaps.

france

Randstad France works to boost employability for migrants and refugees through targeted actions and strategic partnerships. Recognizing that high-demand sectors face talent shortages, Randstad collaborates with key stakeholders to bridge the gap. The social and environmental innovation team, together with Randstad branches, is testing the Travailler en France application in partnership with France Travail. This app facilitates urgent job placement for refugee workers, offering multilingual support and direct connections to hiring companies — currently, 41% of its users have secured employment.

Public partners further reinforce these efforts. Through the TENT partnership, recruiting teams participate in job fairs hosted by the chamber of commerce and industry. Additionally, the HOPE program (Housing and Orientation Path toward Employment) addresses the challenges refugee workers face in obtaining initial employment and suitable housing. By promoting roles in high-demand sectors and collaborating with housing and training providers, these initiatives significantly improve employment prospects and support the professional integration of refugee workers in France.



France — TENT job fair

germany

Randstad Germany promotes immigration and labor market integration through policy advocacy and tailored programs. During the 2024 International Weeks Against Racism, the company presented a policy paper to the Bundestag and it continues to raise awareness through labor market talks and networking sessions. Its Vielfalt ist Zukunft initiative, co-founded with other companies, champions equity and highlights the economic and social value of immigration.

To support workforce integration, Randstad Germany is the exclusive staffing partner of the EU- and BMZ-funded THAMM project, which enables fair labor migration from North Africa through language training, cultural orientation and visa assistance for skilled workers in IT, logistics and trades. It also established a network of on-site integration mentors, supported the recognition of foreign qualifications and offered modular qualifications, including testing and e-learning.

In 2024, alone, 5,467 refugees and more than 1,000 Ukrainians were placed into employment, with 70 Ukrainians receiving career coaching that led to successful placements. These initiatives reflect Randstad Germany's strong commitment to inclusion and belonging, workforce readiness and systemic change.

italy

Since 2017, Randstad Italy's Randstad Without Borders program, part of the Welfare to Work office at Randstad Enterprise, has supported the social and professional integration of migrants and refugees. The program connects clients with talent from diverse backgrounds and offers free training in language, digital skills, job search techniques, safety and, when needed, technical skills.

In 2024, the program supported 2,147 individuals, providing training to 1,469 participants through 143 courses and 373 personalized career guidance sessions. This included 717 Ukrainian refugees who received language training, job orientation and skills assessments through funding from Assolavoro. Randstad also launched the Care Pro project (2024-2026), in partnership with the Italian Red Cross and funded by The Human Safety Net Foundation, to train 30 migrants for careers in healthcare.

For the fourth year in a row, Randstad Italy and Randstad Services received the 'Welcome. Working for refugee integration' logo from UNHCR, with Randstad Enterprise also earning the 'We.Welcome' logo for advancing refugee employment and inclusion. These recognitions reflect their ongoing commitment to creating equitable opportunities for migrants and refugees.

norway

Randstad Norway supports employment for individuals from diverse backgrounds by offering job and language training, with a strong focus on integrating international talent into Norway's labor market. Through Randstad Care, the company facilitates the integration of Spanish nurses into the Scandinavian healthcare system, providing specialized language instruction and cultural orientation. This initiative promotes equity and fosters inclusive environments where diverse perspectives are valued.

Randstad Norway also collaborates with NAV (The Norwegian Labour and Welfare Administration) and organizations such as Mjøsanker, Norasonde and Hapro to support the integration of immigrants and individuals re-entering the workforce. Their efforts include the successful placement of Ukrainian talent, helping diversify and strengthen client workforces. By deepening collaboration with NAV, Randstad reinforces its commitment to inclusive hiring and a sustainable working life in Norway.

spain

Randstad Spain tackles barriers to employment for refugees, including language limitations and lack of networks, through strategic partnerships and focused programs. In collaboration with TENT, it has launched initiatives like the 2024 Women's Refugee Mentoring Program, supported by 18 mentors. Randstad RPO Spain, together with TENT and the General Directorate for Humanitarian Assistance, also developed an automotive industry integration program offering six-month contracts with housing and transportation support to ensure smooth transitions. They are expanding these efforts to include Nicaraguan refugees, broadening access to employment.

Underpinning these initiatives is a robust equity plan that sets clear aspirations for equitable hiring, training and anti-discrimination. Randstad Spain has adapted recruitment processes to help companies hire immigrants more effectively — resulting in 31,501 placements. These efforts significantly accelerate the integration of refugees and immigrants into the Spanish labor market, strengthening their autonomy and contributing to a more inclusive economy.

sweden

Randstad Sweden supports refugee and foreign-born integration into the labor market through two key tracks: employment facilitation and transition support.

In 2024, Randstad Sweden launched a speedlink feature on their homepage, connecting employers with international talent seeking Swedish job opportunities. It also directly placed 281 foreign-born individuals into client roles. In collaboration with the municipality of Solna and corporate partners, Randstad focused on targeted recruitment to enhance access to employment. A successful collaboration with TENT included a high-profile event at the Randstad Stockholm office, featuring discussions with public and private-sector leaders, along with the Dutch Deputy Ambassador and Randstad's CEO, on advancing refugee inclusion in the workforce.

Through Randstad RiseSmart, the company engages foreign-born participants in Welfare to Work programs and the Trygghetsfonden TSL transition initiative, offering personalized coaching, job matching and seminars. Special emphasis is placed on supporting blue-collar talent in the TSL program, who risk deportation without securing employment. This critical support will continue into 2025.



Sweden — TENT collaboration 2024

These combined efforts reflect Randstad Sweden's commitment to building inclusive pathways to employment and supporting long-term integration for refugees and foreign-born talent.

the netherlands

Randstad Netherlands has supported refugee integration into the Dutch labor market since 2019, through personalized guidance and skill-based job matching.

In 2022, it launched a collaborative certification training program with NS, KLM and local municipalities, aimed at refugees with technical backgrounds who hold temporary asylum residence permits. The program includes language training, labor market orientation and support with other essential prerequisites for employment. It offers a pathway for clients to access skilled technical talent while advancing their corporate social responsibility aspirations. To date, 59 refugees have enrolled, with 13 qualifying as mechanics after two years. The program is now expanding to include new employers.

Tempo-Team Netherlands, in partnership with others, established the Coalition of Good Employers to promote ethical labor migration. This initiative supports proper registration in the Netherlands, training, language education, regulatory compliance and quality housing. It also organizes joint job fairs and supports initiatives like the Ukraine House in Rotterdam-Zuid. Collaboration with Randstad Poland helps facilitate employment opportunities for individuals returning home.

generations

global

At Randstad, we champion inclusive, equitable education and lifelong learning for all generations, especially youth and seniors. In 2024, we placed 562,800 people under 25 and 239,700 people over 50 in meaningful employment — demonstrating our commitment to supporting both early career and experienced talent.

We are members of the Living, Learning, Earning Longer initiative, which brings together employers to share inclusive, multi-generational workforce practices. Globally, we're involved in programs that bridge the gap between business and both young and senior talent, helping create more inclusive pathways to employment.

This report explores these external initiatives in greater detail. For more on our internal equity efforts, see our [global equity report](#).

youth

belgium

In 2024, Randstad Belgium helped over 300 young people land their first jobs, created 850 study-related roles, coached 1,000 students and delivered workshops to 2,000 more — driving real results in youth employment.

Through Randstad RiseSmart Employability, we're tackling youth unemployment head-on, partnering with Belgian social institutions to support NEET youth — those not in education, employment, or training. We provide tailored coaching, training and job guidance to help them re-enter the workforce and build sustainable futures.



Belgium — Young Talents

At the same time, Randstad Young Talents bridges the gap between school and work. Since 2012, we've connected students with study-relevant side jobs and starter positions — starting at KU Leuven and now reaching 34 institutions across Belgium. Together, these initiatives show Randstad's deep commitment to youth development and meaningful labor market integration.

france

Recognizing the challenges NEETs —those not in employment, education or training — face integrating into the labor market, Randstad France's Institut des Métiers et des Compétences has partnered with Ecole de la Deuxième Chance to help provide young talent with the skills and opportunities to thrive. Offering career advice, workplace visits and logistics certification training, this program provides practical pathways that address skills gaps and foster employability. In fact, 58% of the first cohort secured employment through Randstad France's efforts. In addition to re- and up-skilling opportunities, rewards, such as tickets to the Paris 2024 athletic finals, encourage further engagement. By 2025, the program aims to support 50 NEETs, demonstrating Randstad's commitment to social impact and youth empowerment.

As a provider of apprenticeship programs since 2005, the institute supports Randstad and its clients in both general and tailored programs. In 2024, over 600 apprentices were trained in business, communication, marketing, HR, IT and support roles. With more than 2,500 graduates to date, it continues to deliver stakeholder benefits, including improved sourcing, training and new career opportunities.



France — Ecole de la Deuxième Chance

italy

Randstad Italy has focused on youth employability in 2024 through Randstad Box, a Randstad Enterprise initiative. This co-working space near Milan offers free orientation, networking and training, with its reach extending nationally through various projects. Randstad Box specializes in talent journeys, supporting companies with complex transitions by providing equitable and inclusive solutions.

The initiative hosted 30 events in 2024, attracting over 10,000 visitors. In partnership with Randstad Education, Randstad Box introduces AI-driven gamified methods designed to engage schools, institutions and companies, bridging the school-to-work gap. This includes the Scàtula newsletter, reaching over 4,000 young people.

[The Tech Talent Factory Foundation \(TTF\)](#), a post-diploma school founded by Randstad, specializes in IT and digital fields, offering 12 courses with a 92% placement rate. In 2024, TTF joined Enactus Italy, and competed with 20 universities in the Enactus World Cup. These initiatives are key to improving youth employability, skill development and fostering inclusive hiring, underscoring Randstad Italy's commitment to empowering young talent and helping them make smoother workplace transitions.



Italy — Randstad Box

norway

As a connecting point between the business world, students and young professionals, Randstad Norway collaborates with Høyskolen Kristiania and BI Norwegian Business School to help students find part-time work during their studies. This not only provides valuable practical experience but also strengthens their resumes and potentially provides an entry point into the labor market. There are students who even continue their journey with Randstad after graduation.

In addition, Randstad Norway hosts workshops at universities, coaching students on essential topics such as job interview preparation. With a strong focus on the digital sector, it is committed to attracting more women into IT and promoting gender equity. These efforts help improve student employability, increase equity in tech and ease the transition from education to employment. Through practical experience, targeted coaching and strategic initiatives, Randstad Norway supports the development of a skilled, diverse and inclusive workforce.

india

Randstad India addresses youth employment challenges through strategic partnerships and initiatives. A key collaboration with the Odisha Skill Development Authority, Government of Odisha was formalized in 2024, with the signing of a Memorandum of Understanding during the Odisha Global Summit on Growth & Employment. The partnership aims to improve employability and connect local talent with meaningful job opportunities, with the two resulting job drives leading to over 80 offers for talent across the state.

To tackle ageism in the workplace — affecting both younger and older professionals — Randstad India also launched its 'Beyond Numbers: Intergenerational Insights on Ageism' report. Shared with over 40 clients and industry leaders at an in-person event, the report sparked valuable conversations around inclusion and belonging, and generational differences. Together, these initiatives demonstrate Randstad India's commitment to creating a more inclusive, equitable labor market through purposeful collaboration and thought leadership.



India — addressing ageism

seniors

belgium

The RiseSmart Employability program enables Randstad Belgium to tackle the challenge of re-employing talent aged 55 and older. Providing tailored advice, coaching and support via RiseSmart professionals and Randstad branches, the initiative helps older job seekers return to work after long-term unemployment. Meanwhile, its welfare2work project focuses specifically on this vulnerable demographic, improving their employability and supporting their reintegration into the workforce.

In parallel, Randstad Belgium collaborates with employers to raise awareness of the unique challenges older talent face when seeking new opportunities. This dual approach — empowering individuals while engaging organizations — creates a more supportive environment for older talent. Through these efforts, Randstad Belgium is not just helping individuals find jobs; it's actively reshaping the labor market to be more inclusive, ensuring that age is seen as an asset rather than a barrier.

germany

Randstad Germany recognizes the increasing importance of older employees and 'silver workers' due to demographic shifts and skilled labor shortages, aligning with the national political efforts. To address this, it has established an exclusive partnership with the Senior Expert Service (SES).

The program focuses on connecting qualified professionals from the SES network with opportunities at Randstad Germany's client companies. By leveraging the expertise of these experienced individuals, the partnership aims to bridge the skilled labor gap, resulting in a more inclusive workforce and addressing critical skill shortages.

By reintegrating older and retired professionals, Randstad Germany taps into a valuable talent pool, providing clients with experienced personnel. This initiative not only supports senior talent but also contributes to the overall stability and growth of the German labor market.

hungary

Randstad Hungary has consistently upheld the principle of equal opportunities, ensuring fair treatment for senior talent aged 50 and above. Its commitment includes actively addressing and counteracting any instances of age-related discrimination that may arise from the client side.

Randstad Hungary places a strong emphasis on the professional experience of its talent, and this remains a key message for its clients. Since Q4, 2024, Randstad Hungary has been tracking data to monitor employment outcomes for senior talent. In this quarter, alone, 51 individuals aged 50 and above were successfully placed in new roles. Ongoing quarterly reports will continue to track progress, ensuring transparency and accountability.

By highlighting the expertise of senior talent, the program promotes a more inclusive labor market. It encourages clients to recognize the significant value experienced professionals bring, leading to more employment opportunities. This initiative demonstrates Randstad Hungary's commitment to equitable hiring practices and the utilization of senior talent's valuable skills.

spain

Randstad Spain actively promotes equity by providing comprehensive training to all employees in 2024. To enhance senior talent inclusion and belonging, several strategies have been put in place. Compliance with equity aspirations ensures senior profiles are considered for relevant opportunities, while reskilling and upskilling programs help them adapt to the evolving job market.

In addition, the value, knowledge and capabilities of senior talent are promoted, challenging age-related biases and fostering a culture of respect, inclusion and belonging. Through these efforts, 16,159 individuals over 50 years old have been placed in work. This has addressed age-related challenges and promoted equitable employment opportunities.

flexible work solutions

We are committed to providing and maintaining a healthy and safe work environment and promoting mental health and well-being at work. In addition to our health & safety policy, the global health and well-being guideline aims to support Randstad and its employees to access information on how to maintain and improve health and well-being at work — either at the office or while working from home. Randstad offers part-time, remote and flexible working options, among others, to its employees. Using the workplace as a setting to promote and support health and well-being makes good business sense and has many benefits for both Randstad and its employees.

argentina

A hybrid back-to-work schedule supports greater flexibility for Randstad Argentina employees balancing personal and professional responsibilities. Paternity leave is extended to 28 days — far exceeding the legal minimum of two days — enabling fathers to play a more active role in early caregiving.

Additional measures include time off for childcare adaptation periods, allowing parents to support their children during important transitions and childcare financial support for childcare for children under four years. These efforts help strengthen work-life balance and offer meaningful, practical support to working parents.

australia

Talent and family well-being is a core focus at Randstad Australia, with inclusive policies designed to support every stage of life. It believes the future of work must be sustainable and family-centric, which is reflected in Randstad Australia's progressive practices. These include flexible work arrangements, extended parental leave and comprehensive family care support.

Such measures not only help employees balance their professional and personal lives but also contribute to a healthier, more engaged and productive workforce. The result is a supportive workplace culture where both individuals and teams can thrive.

brazil

Randstad Brazil supports working parents by offering the longest family leave available in the country — six months for mothers and 20 days for fathers, applying equally to biological and adopted parents. To celebrate and support families during this special time, new parents also receive a Birth Kit — a thoughtful gift to welcome the baby and assist with early care. These benefits reflect a broader commitment to employee well-being and family inclusion and belonging at every stage.

canada

Randstad Canada prioritizes employee well-being and recognizes the importance of balancing work and personal life. To support a healthy work-life balance, its Disconnect from Work policy enables employees to refrain from work-related communications outside of working hours. Employees also receive 12 care days per year for illness, two 'balance days' for emergencies and a mourning day — which can be extended under the mental health policy — acknowledging the demands of caregiving and personal challenges.

Meanwhile, its LifeWorks program, included in employees' insurance packages, supports parents during maternity leave and provides free legal consultations and therapy sessions for immigrants and refugees. These initiatives enhance well-being and offer meaningful support for both personal and family needs. By championing work-life balance and offering comprehensive support, Randstad Canada fosters a positive and inclusive work environment.

czech republic

Randstad Czech Republic supports work-life balance by regularly offering part-time or flexible jobs to employees on maternity leave, parents and caregivers. It also provides a child-friendly workplace, enabling efficient work management, while its Flexible at Work initiative focuses on parents and caregivers, creating opportunities and access to work. This program operates under the auspices of the Czech Ministry of Labor and Social Affairs. Collectively, these initiatives help improve work-life balance and increase opportunities for diverse groups.

By offering flexible work options and targeted programs, Randstad Czech Republic fosters an inclusive and supportive environment.

france

Randstad France provides a range of initiatives to support employees' work-life balance and caregiving responsibilities. All receive a home office budget, and those with disabilities have access to enhanced teleworking arrangements, up to 100% of their working time. A corporate agreement allows senior talent to work 90% of their contracted hours in the year before retirement while maintaining 100% of their salary.

To address childcare challenges, it makes a financial childcare contribution and partners with a platform that connects employees to childcare providers. Support for caregivers includes a subscription to the Worklife Home Help platform, which offers negotiated rates for services such as childcare, tutoring, cleaning, pet-sitting and home assistance — along with administrative support.

In 2024, Randstad France renewed its partnership with Prof Express, a tutoring platform that provides employees' children with free homework and revision help.

These initiatives result in enhanced flexibility, better access to care and stronger support for balancing work and personal life.

germany

Supporting employees in balancing work and family life is a priority at Randstad Germany. During parental leave, the company maintains contact with employees interested in staying connected, strengthening the bond between them and the organization. Individual work-time solutions are offered to ensure motivated, well-balanced employees.

As a family-friendly company, Randstad Germany provides support for both employees and talent. Financial assistance is available, and a partnership with aduna.care help employees and their relatives in need of care. Internal employees can access the Betreut.de platform for free household-related services such as childcare, pet care, senior care and household help.

Randstad Germany also contributes to the cost of childcare for preschool-aged children and part-time arrangements are available for managers. These initiatives enhance support for talent in managing their work and family responsibilities, fostering a family-friendly work environment.

hong kong SAR

Randstad Hong Kong SAR addresses the need for flexible leave policies beyond statutory requirements. It offers medical leave for shorter durations, acknowledging that employees may only require a day or two to recover. Employees are then able to prioritize their health without undue pressure, fostering a supportive work environment. This is especially helpful for employees with disabilities who may need short periods of leave to manage their conditions.

hungary

Randstad Hungary provides flexible solutions for parents, going beyond legal requirements. While the Labor Code allows part-time work for mothers until children are three, Randstad enables parents to work part-time (from eight hours/week) for as long as they wish.

It supports employees on parental leave through various initiatives, including a newsletter, with organizational updates and invitations to company events. Employees can engage in flexible projects and, upon their return, access missed professional training and the option to choose four, six-, or eight-hour work schedules.

HR then discusses the integration progress, offering ongoing support six weeks after the parents' return to work. Parents can work from home when caring for sick children, deviating from the general hybrid work policy. These initiatives result in enhanced family support, offering flexibility and promoting work-life balance.

india

Randstad India prioritizes the well-being and inclusivity of its employees. It offers flexible work arrangements, including extended work-from-home options, flexible work weeks, project adjustments and training opportunities to support diverse needs. Equitable parental leave policies cover non-traditional families, adoption and surrogacy, providing 12 weeks for each.

Meanwhile, Randstad Global Capability Center in India offers 26 weeks of maternity leave, two weeks of paternity leave, and six weeks for adoption and miscarriage leave.

Randstad India also provides sex-reassignment procedure support to transitioning employees and ensures equal benefits for same-sex partners. Generous parental leave, time off for life-changing surgeries and other benefits further support LGBTQI+ colleagues. In 2024, these efforts were recognized by the Great Place to Work Institute, which named Randstad India among the country's top 50 best workplaces for women.

italy

Randstad Italy's Parents@work initiative supports women transitioning back to work after childbirth. It offers Baby Randstad, a € 250 monthly childcare contribution, to ease the financial strain on working parents. Meanwhile, the Parenting: Discover Your Best program helps new mothers reintegrate by providing guidance and resources for a smoother return. The Being Parents Today training focuses on relevant growth topics in child education, equipping parents with the knowledge to balance work and family responsibilities. These programs simplify the transition for parents, promote work-life balance and offer essential support for both childcare and parenting. Through these initiatives, Randstad Italy strengthens its commitment to creating a supportive and inclusive work environment for parents.

japan

Japan faces a significant challenge with a low number of men taking childcare leave. In response, Randstad Japan organized interviews with new and expectant parents to provide guidance on balancing childcare and work. Research conducted by the company finds that the number of male employees taking childcare leave has increased, with the current ratio standing at 73% — up from 43% in 2003. Randstad Japan also offers flexible working hours and remote options, allowing parents to better manage their time and location, ultimately increasing productivity.

new zealand

Randstad New Zealand recognizes the challenges new parents face when returning to the workplace. To ease this transition, it offers a \$ 5,000 bonus to primary caregivers — upon their return from parental leave — who have been with the company for at least 12 months. Flexible work practices include remote options and adaptable hours, with a strong focus on retaining working parents. These initiatives result in reduced financial strain for new parents and improved work-life balance. By offering financial support and flexible work options, Randstad New Zealand demonstrates its commitment to supporting working parents and fostering a supportive work environment.

norway

Randstad Norway promotes work-life balance through a range of flexible work arrangements tailored to support employees at different life stages. Staff have control over their working hours, with meetings scheduled during core times to accommodate parents' schedules. Home office options are widely available, allowing greater autonomy over where and how work is done.

In addition, employees benefit from full maternity pay and paid parental leave, easing the financial and emotional pressures of family life. These efforts not only support personal well-being but also contribute to a more engaged and productive workforce, fostering a culture of trust, flexibility, and inclusion and belonging.

portugal

Randstad Portugal prioritizes work-life balance and family support. Promoting remote and flexible working models helps ensure a balance between parental and professional life.

To support employees facing infertility, it offers up to three annual grants of € 2,000 for treatments and covers the Portuguese Fertility Association subscription fees. Upon childbirth, parents receive a € 250 gift. Employees can take time off for their children's birthdays and their first day of school. Summer activities and textbook discounts are provided. Pregnant employees have dedicated parking at the Lisbon headquarters.

During parental leave, Randstad Portugal pays full salary upfront. These initiatives result in enhanced talent well-being, increased support for family planning and improved work-life integration.

spain

Randstad Spain supports family life by offering a range of benefits designed to help employees balance work and caregiving responsibilities. A € 410 annual Kindergarten payment is provided for each child under the age of three, easing early childcare costs. Parents benefit from flexible maternity and paternity leave arrangements, with the option to accumulate breastfeeding hours and extend childcare leave beyond standard entitlements. In addition, all employees enjoy flexible working hours and remote work options, allowing them to better manage professional and personal commitments. These initiatives strengthen support for working parents, reduce daily stressors and contribute to a healthier work-life balance across the organization.

switzerland

Randstad Switzerland enhances maternity leave benefits to better support new mothers. After five years of service, employees receive 100% salary continuation during maternity leave, exceeding the statutory 80%. The standard leave period ranges from 14 to 16 weeks. With managerial approval, employees can extend this time by using paid vacation or unpaid leave. These measures provide greater financial security and flexibility during an important life stage, contributing to a more supportive and inclusive workplace.

the netherlands

Randstad Netherlands supports working parents with enhanced benefits. A designated, lockable room is provided for women who are breastfeeding their children for the first nine months after birth. Parental leave exceeds local legislation, offering partners more fully paid birth leave. Parents or caregivers receive 26 weeks of parental leave, with nine weeks paid (70% if taken within a year), and can be taken flexibly within eight years. Employees receive 10 fully paid days of leave annually for sick children, proportionate to their working hours, which can be taken as needed. These initiatives result in improved support for new parents and caregivers, offering flexibility and financial security.

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.

Randstad Digital Academy is a transformative platform focused on upskilling talent and reskilling for the digital age, offering training in cutting-edge technologies like generative AI and data science, and delivering industry certifications. The academy has successfully upskilled more than 5,000 individuals in 2024 from different backgrounds.

argentina

Randstad Argentina has addressed socio-economic vulnerability in Barrio Mugica, a shanty town home to over 45,000 people in the heart of Buenos Aires city, through a labor inclusion and belonging program launched in 2018 in partnership with the Buenos Aires city government. The initiative includes interviews, job search training and monthly workshops across five branches, integrating residents into the recruitment process.

In 2024, a similar project began in Barrio Fraga, with 25 participants attending the first workshop and later added to Randstad Argentina's talent database. It also marked its 300th workshop in Mugica and received the Employability Distinction from the Buenos Aires Government for the second consecutive year. These efforts promote social inclusion and belonging, and result in tangible outcomes: since 2018, Randstad Argentina has placed 120 people in jobs, supported 300 beneficiaries and engaged 80 volunteers.



Argentina — first employability workshop in Fraga

belgium

Randstad Belgium and Tempo-Team Belgium offer comprehensive training programs for employees and talent, including external and internal options, to help bridge skill gaps, particularly for minority groups.

Since 2017, it has tackled hard-to-fill vacancies by training motivated talent — benefiting both them and clients. The Learn4Job program addresses specific skill shortages, such as heavy goods vehicle licenses. Meanwhile, the Training for Talent program partners with external providers to upskill and reskill talent.

In 2024, Randstad Belgium employed 131,186 people, trained 6,232 talent and enrolled 855 participants in the Goodhabit online program. Talent2Connect, a collaborative platform involving public, private and social sectors, organizes mentoring and matchmaking events to connect untapped talent from minority groups with employers. These initiatives result in increased employability, reduced skills gaps and improved labor market integration.

canada

Randstad Canada aims to meet the needs of talent across markets and career interests by leveraging its technology, partnerships and skilling platforms and programs.

In 2024, Randstad Canada continued to empower talent to grow their skills and explore their interests through UdeMY Business. External talent pools receive free access to a library of over 6,000 online courses, enabling them to develop the knowledge and abilities needed for career advancement. This resource is promoted through the myRandstad app and communications with resource and sales managers.

To further enhance employability, Randstad Canada cultivates locally-based partnerships with community non-profits. These collaborations directly benefit diverse talent by providing access to training, mentorship and support services that address barriers to employment and facilitate their successful entry into the workforce.

germany

Randstad Germany provides comprehensive support for job seekers from minority groups, focusing on skills development and career advancement. Personalized coaching, qualification programs and e-learning ensure individuals are equipped with the necessary skills for the job market.

Regular training includes essential courses like MS Office, Business English and forklift operation, while specialized programs in sectors like renewable energy address emerging industry needs. Vocational qualifications are facilitated through partnerships, culminating in Chamber of Commerce examinations.

The [Akademie+ platform](#) further supports talent with qualifications in IT, languages and soft skills. Since 2020, over 700 coaching sessions have been conducted, directly improving the professional prospects of long-term unemployed talent. Randstad Germany's partnership with [Viona](#) and IBB AG's virtual academy allows access to 500+ live online courses. These efforts improve employability and career opportunities by addressing skills gaps and enhancing workforce development.

india

The Randstad Skilling Academy (RSA) in India plays a crucial role in bridging the skills gaps in various industries by offering hands-on learning, live projects and regular assessments. In collaboration with training providers and employers, RSA focuses on reskilling and upskilling individuals, including those from vulnerable groups, to meet the demands of today's job market.

The training modules are specifically tailored to align with employer needs, ensuring participants gain the most relevant and practical skills. Since its inception, the RSA has successfully trained over 200 individuals, equipping talent with in-demand capabilities. This initiative not only increases the employment potential of participants, but also supports employers by providing a skilled, job-ready workforce. The RSA program is a key driver in fostering workforce development, creating long-term benefits for both individuals and organizations by addressing critical industry training needs.



India — skills development

spain

Randstad Spain offers Randstad Impulsa, a comprehensive set of tools and digital content that helps people from all backgrounds to improve their employability and career prospects. Integrated into the Randstad app and website as part of myRandstad, its use and access is completely free. Using gamification techniques, the tools and content are structured in levels, providing a unique and engaging digital experience. Randstad Impulsa helps individuals optimize their resumes, discover market salary ranges, take advanced skills tests and receive personalized professional development reports. In addition, the program offers access to short video clips and training itineraries, automatic job alerts, professional references and personalized reports, and more.

the netherlands

Randstad Netherlands addresses employability challenges by reskilling and upskilling talent at risk of exclusion. It provides customized training to nearly 6,700 people annually, improving job satisfaction, retention and wages. Public-private partnerships such as Tempo-Team's ActiveerKracht help benefit recipients and unemployed job seekers find work. And Baanbrekend, co-created with Dutch municipalities, helps individuals on benefits by matching them with employers, supporting 990 social security recipients in 2024.

The ActiveerKracht program, in collaboration with municipalities, assisted 1,200 job seekers and placed 447 talent last year. Zuidoost Werkt connects Amsterdam residents with local employers, placing 283 talent out of 1,069 applicants (including 153 from 2023). In 2024, 780 talent were trained in sectors like transport, care and engineering.

Additional programs, such as Werk en Leren, upskill talent in logistics and healthcare, while Randstad RiseSmart helps redundant teachers transition into new roles. These initiatives result in increased employability, reduced skills gaps and improved labor market integration across various sectors.

united states

Randstad US addresses career barriers for all communities through the Transcend initiative.

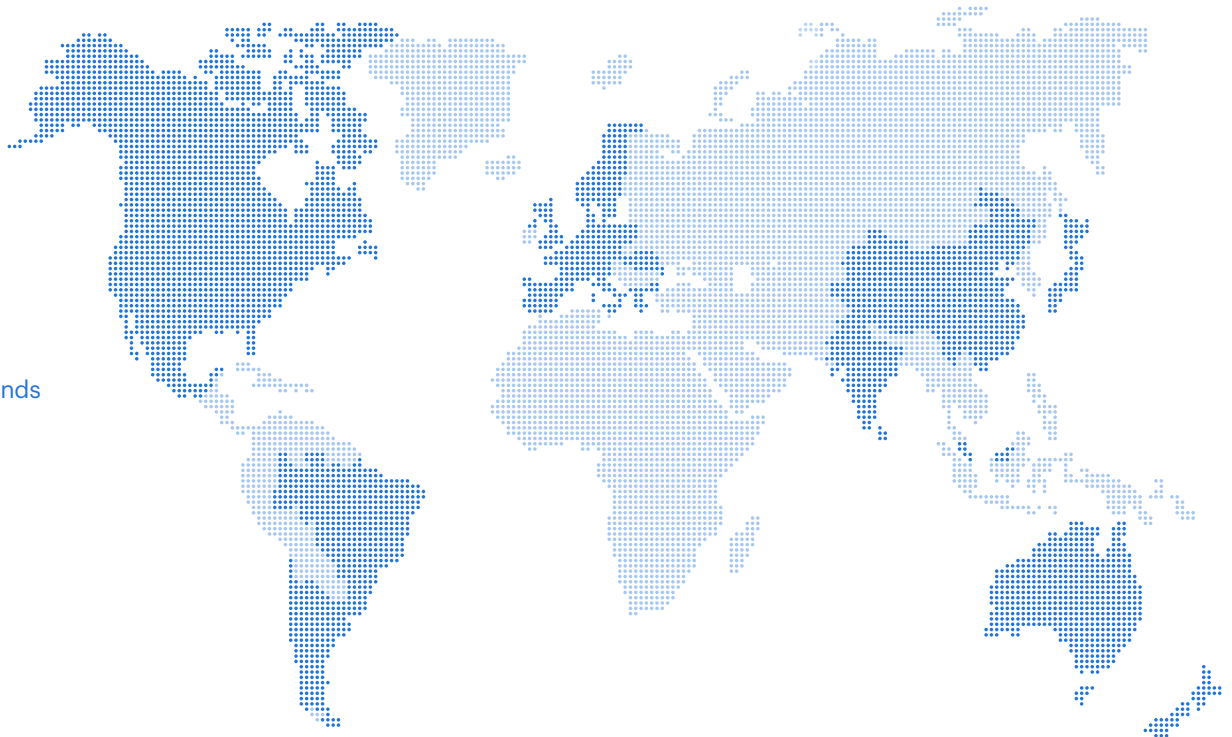
This professional development program equips individuals with essential skills in key areas. Curriculum Design and Implementation, offers training for sectors like account management, financial services, healthcare and technology. Strategic Partnerships, provides tech-focused skills and certifications in Cloud and Project Management in collaboration with Udemy. There is also a Nationwide Recruitment Initiative, partnering with Urban Strategies to expand recruitment and offer critical support services like healthcare, education and career mapping.

Over 164 participants have advanced in their careers and secured promotions. Randstad US also collaborates with Out and Equal and the Second Chance Business Coalition to expand job opportunities and promote equity. These initiatives lead to increased access to career growth, a more inclusive workforce and improved long-term outcomes for all involved. By providing targeted training, mentorship and support services, Randstad US empowers individuals to succeed and contribute to a more inclusive workforce.

supporting the green transition.

featured markets

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key 2024 non-financials closely aligned with global sustainability strategy:

46.9

CO2e metric ton (x 1,000) scope 1
(2023: 57.4)

0.9

CO2e metric ton (x 1,000) scope 2
(2023: 1.2)

155.9

CO2e metric ton (x 1,000) scope 3
(2023: 179.9)

32%

Decrease in total CO2e footprint
(compared to base year 2019)
(2023: 22%)

100%

electricity from sustainable sources
(2023: 99%)

supporting the green transition.

Each year, we see climate records broken and the impact that extreme weather is having on communities globally. At Randstad, we actively promote policies and practices that support the green transition, including actions to minimize our climate impact. We are privileged and proud to be in a position that enables us to develop more skilled talent for the green economy. As the energy transition creates huge demand for talent, we are committed to closing skills gaps and helping meet the demands of new technologies, organizations and markets.

This chapter of the report highlights initiatives across our various markets that support the green transition, demonstrating how they create value at the local level.



france

Randstad France is actively supporting the green transition by focusing on the development of essential green skills and collaborating with clients to build a sustainable economy. The sustainable finance, business development, data analysis, marketing and training teams all work together to map emerging areas of the green transition in France and, through detailed analysis, understand their value chains and key market players within each segment.

In addition, a thorough analysis of in-demand green skills is performed, quantifying the most sought-after jobs and occupations. The teams collaborate to identify and provide vocational training for installation and maintenance technicians, electricians and business managers in low-carbon sectors like construction, with a focus on energy renovation, photovoltaics, wind power and waste management. These efforts help develop a skilled workforce, expand career opportunities and support environmental sustainability. By anticipating future labor needs, Randstad France contributes to the green economy and the broader shift toward a sustainable future.



“At Randstad, we don’t just talk about the green transition; we actively shape it. I’m proud to combine my personal passion for the green economy with Randstad’s mission to empower talent and close critical skills gaps in support of sustainable industries. For example, in Sweden, we play a key role in staffing a new green-steel production facility with a strong focus on equity and inclusion. This initiative, which will recruit 901 blue-collar workers by February 2026, actively promotes the participation of women in traditionally male-dominated industrial roles — supporting both decarbonization and a more inclusive, sustainable workforce.”

Aurelie Vanstappen

Account Director Randstad Enterprise, Member of the Global Green Transition Practitioner Group

germany

The Randstad Academy in Germany in partnership with Viona, addresses the specialized needs of clients in the renewable energy sector. They collaborate to provide targeted training programs. Viona offers 20 courses focused on the Green Transition, supporting climate protection managers, energy consultants, energy efficiency experts and solar thermal specialists. This collaboration results in a workforce equipped with the skills required for the renewable energy sector. By providing these specialized courses, Randstad Academy bridges the skills gap and supports the transition to a sustainable energy economy, meeting client demands and enhancing career prospects in green jobs.

To meet the more specific requirements of client companies, Randstad Academy works closely with the educational providers in the fields of engineering and mechanics. Specialist training is offered for the renewable energy sector.

norway

Randstad Norway, through its Dfind brand, has partnered with One Ocean Havbyen Bergen to support the green shift in Norway's maritime and oil and gas industries. It has joined this network to ensure these key industries attract the talent needed for sustainable transitions.

Randstad Norway also participates in a competence project funded by Vestland County Municipality, collaborating with institutions like the University of Bergen and Bergen Chamber of Commerce. This initiative aims to improve collaboration between private businesses and the public sector, increasing applicants for vocational and science-based studies. This makes the maritime industry more attractive to talent, aiding its transition to a greener future. Together, these efforts result in a stronger pipeline of skilled workers for sustainable industries in Western Norway, directly contributing to Randstad Norway's aspiration of facilitating the green transition.

sweden

Randstad Sweden is supporting a large-scale green transition project in a sparsely populated region, with a strong focus on equity. In partnership with Randstad Sourceright, it is working to deliver a holistic recruitment solution for Stegra (formerly H2 Green Steel) in Boden, Northern Sweden. Stegra aims to produce 5 million tons of green steel annually by 2030, with Randstad playing a key role in staffing its new production facility.

The approach combines local expertise with global reach and leverages Randstad's proprietary platforms, TalentUX and TalentRadar. Key strategies include expanding Stegra's employer brand, local and cross-border sourcing, persona-based talent marketing and focused equity efforts — with the aspiration of achieving a 50% female workforce.

A modern, mobile-first hiring experience with digital assessments ensures accessibility and efficiency. This partnership will source and recruit 901 blue-collar workers by February 2026, directly supporting industrial decarbonization and fostering an inclusive and sustainable workforce in Northern Sweden.

spain

In 2024, Randstad Professional Spain began developing and implementing a new focus on green energy, focusing on the rapidly growing energy sector — home to over 2,700 active companies working in solar, wind, geothermal and hydroelectric power.

Over the course of the year, a detailed analysis of critical roles revealed strong demand for specialized engineers, sustainability experts and environmental development professionals. This strategic shift was further supported by Randstad Spain's advanced digital tools and the deep technical expertise of its team.

Drawing on its longstanding experience in engineering, the new specialization officially launched on January 1, 2025, with a dedicated team of six professionals. As a trusted talent partner, Randstad Professional positions itself as a strategic ally to companies in a transforming sector, where specialized knowledge and digital innovation are key to enhancing competitiveness and accelerating the shift toward a low-carbon economy.

the netherlands

Randstad Netherlands collaborates with four energy sector businesses and three other partners to establish the Lokale Installatie Collectief (Local Installation Collective). This initiative aims to enhance the energy efficiency of houses and train new talent for the energy sector.

With Randstad as HR partner, they focus on recruiting and training new professionals. Talent begin with a preliminary program that provides hands-on experience with the participating businesses. To help talent identify their strengths, they rotate to a different company every six months, allowing them to find the best fit.

Now, the partnership calls for a broader, industry-wide perspective — moving beyond individual interests to invest in the sector's long-term future. The project aims to train 1,000 operators by 2025. So far, the program includes four classes, totaling 80 participants.

minimizing our climate impact

Our commitment to environmental protection is reflected in our global environmental policy. To ensure we hold ourselves to account, we regularly analyze our work to better understand our impact. 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 for a 45% reduction of global emissions by 2030. This has included establishing comprehensive greenhouse gas emissions reduction aspirations and designing 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.

global

Our business will minimize its carbon footprint through initiatives such as sustainable mobility, renewable energy use in buildings, low-impact business travel and a supplier engagement policy. To drive internal awareness and engagement, we have built a worldwide Net-Zero Ambassador Network.

In 2024, Randstad reduced its carbon footprint by 32% compared to 2019. All of our electricity now comes from sustainable sources, and our reduction aspirations have been validated and approved by the Science Based Targets initiative.

The global Net-Zero Ambassador Program had 143 active ambassadors from 20 countries in 2024. Empowered to engage locally, ambassadors led projects such as clean-ups, tree-plantings and inspirational events. Together, we planted 64,300 trees through our global tree-planting campaign.

And, globally, almost 1,000 colleagues participated in the Randstad Climathon competition, via a digital app that created awareness and offered sustainability challenges, and the Digital Clean-Up event.

belgium

Randstad Belgium actively works to minimize its environmental impact through various initiatives. It implements waste reduction measures, a no-plastic policy, responsible purchasing, mobility plans and energy audits across its branches.

A high rate of digital mail has been achieved, with 75% to 90% now sent digitally. The head office holds BREEAM certification (Building Research Establishment Environmental Assessment Method). Randstad Belgium encourages sustainable transportation by revising the company car offer to promote electric, hybrid and low-emission vehicles. Since 2023, employees can only select sustainable cars, resulting in 8.15% of the company fleet being electric after one year.

It also uses smart printers to reduce paper and ink waste by 20%. These actions have significantly lowered environmental impact and demonstrate Randstad Belgium's commitment to sustainability.

france

Randstad France supports environmental sustainability in line with Randstad's global net-zero strategy, focusing on four key areas. First, it has reduced office space and uses renewable energy. Second, it has expanded its electric vehicle fleet. Third, it limits travel and promotes sustainable options. Fourth, it prioritizes eco-conscious suppliers and increases compliance with its supplier code. These actions reduce energy use, emissions and support greener supply chains.

Employee engagement is driven through the Social and Environmental Innovation Committee. For example, bi-annual Digital Clean-Up challenges have addressed the environmental impact of digital services — deleting 1,500 GB of employees' data. In 2024, 250 trees were planted. With digital technology's global energy consumption growing rapidly, steps to reduce its use and mitigate its impact are vital.

Randstad France also promotes awareness through its Eco Actus newsletter and participates in waste reduction campaigns, including World Cleanup Day. Since 2023, 51,000 cigarette butts have been collected.

Together, these initiatives lower emissions and strengthen environmental responsibility across the organization.



France — sustainable mobility

germany

Randstad Germany aims to achieve net-zero emissions by 2038, with a 57% reduction objective by 2030. It is implementing a sustainable mobility policy, aiming for a fully electric vehicle fleet by 2030 and offering discounted bikes for employees and talent.

Since 2018, Randstad Germany has used 100% renewable electricity. Its travel policy prioritizes climate-neutral rail travel and restricts air travel. Building energy efficiency has improved through temperature adjustments and selection of energy-efficient offices.

Supplier relationships are guided by a code that emphasizes environmental protection and human rights. As climate change threatens Germany's forests, Randstad has forgone traditional holiday gifts, instead, donating € 5,000 to environmental conservation.

The Planet Heroes ambassador network, founded in 2022, engages 50 colleagues in sustainability projects, including waste collection and tree planting.

These initiatives significantly reduce Randstad Germany's environmental footprint while supporting the transition to a greener economy.



Germany — tree planting

hungary

Randstad Hungary's new Budapest office highlights the company's strong commitment to sustainability. Located in a nearly-zero-energy building with a BREEAM (Building Research Establishment Environmental Assessment Method) Excellent certification, the office was designed to minimize environmental impact through energy-efficient infrastructure and eco-conscious operations. As part of its green initiatives, Randstad Hungary has stopped purchasing diesel vehicles and installed electric car charging stations. Cycling is actively encouraged, with dedicated bike storage available for employees.

It has also introduced strict waste separation practices, including collection points for used batteries and light bulbs to ensure safe disposal. Paper usage is kept to a minimum by limiting printing and promoting digital alternatives.

These efforts contribute to reduced energy consumption, lower greenhouse gas emissions and improved waste management. Together, they demonstrate Randstad Hungary's proactive approach to environmental responsibility and sustainable workplace practices.



Hungary — waste collection

italy

Randstad Italy prioritizes environmental awareness through various initiatives and holds an ISO 14001 certification. It ensures proper disposal of toner cartridges, manages air-conditioning efficiently and monitors resource usage to reduce CO2 emissions. Waste is carefully separated using dedicated bins, and preferred suppliers are selected in line with the Supplier Code. Electric and hybrid company cars are provided and the Environmental Decalogue is shared across the organization. E-learning, branch training and webinars help strengthen environmental awareness. Renewable electricity powers operations, while digital tools support document sharing and digital timetable checks.

In 2023–2024, the Milan office underwent an environmentally sustainable redesign, emphasizing flexible workspaces and furnishings. Print management software optimizes printing and helps reduce waste. These actions lead to a lower environmental impact, greater employee awareness and more sustainable office practices.

norway

Randstad Norway minimizes its climate impact, holding ISO 9001 and 14001 certifications, by focusing on environmental awareness. This includes reducing paper use, using LED lighting and renewable energy, monitoring employees' carbon footprint with a web-based tool and implementing waste separation.



Norway — repairing clothing

Awareness training is provided and business travel is minimized. New office locations are chosen with a strong focus on sustainability, often meeting high BREEAM (Building Research Establishment Environmental Assessment Method) standards.

During office moves, Randstad Norway focuses on reusing and donating furniture and materials to schools and charities, while also co-locating with consulting companies to optimize resource use. Eight net-zero ambassadors lead initiatives such as second-hand clothing and repairing exchanges, fostering engagement and awareness. Together, these actions reduce environmental impact, raise employee awareness and promote more sustainable office practices.

portugal

Randstad Portugal continued its environmental efforts in 2024, focusing on awareness, material reuse and reduction of single-use plastics. Awareness initiatives include creating an intranet sustainability page and celebrating environmental impact days.

All electricity contracts now use 100% green energy and LED lighting retrofits continue. To optimize electricity consumption, Randstad Portugal has digitized HVAC systems in a high-consumption installation, resulting in electricity savings and improved control during severe weather. Fleet renovation involves replacing combustion cars with electric and hybrid vehicles, with Lisbon already using electric pool vehicles.

Material reuse is promoted through internal sales and donations of furniture, reducing waste and manufacturing impact. Achieving 100% digital adoption eliminated the need to print 1,464,468 pages of paper in 2023 and 2024 by digitizing contract processes. Solar film window installation has reduced solar energy transmission by over half, minimizing air conditioning use. These solutions result in reduced emissions, energy consumption and waste, showcasing Randstad Portugal's commitment to sustainability.

spain

Randstad Spain, holding ISO 14001 certification, is committed to promoting environmental awareness throughout its operations. It ensures compliance with environmental regulations, encourages responsible energy use, provides a healthy workplace and manages waste efficiently. Employees are regularly trained in sustainability, focusing on collaboration with suppliers and clients, as well as participating in environmental protection initiatives.

In addition, Randstad Spain fosters continuous environmental improvement by implementing recycling programs in offices with more than 50 full-time employees. It also prioritizes energy and water conservation, communicating best practices to encourage sustainable habits across all operations.

These actions help reduce Randstad Spain's operational footprint and significantly raise environmental awareness among employees. They also contribute to strengthening partnerships with clients and suppliers who share a strong commitment to environmental responsibility, further embedding sustainability into the organization's culture and operations.

sweden

Randstad Sweden upholds its strong commitment to environmental responsibility by maintaining ISO 14001 certification. This internationally recognized accreditation ensures full compliance with Swedish environmental legislation while supporting Randstad Sweden's broader vision of achieving net-zero emissions. Through regular audits and assessments, the certification provides a rigorous framework for monitoring and improving internal processes to reduce environmental impact.

In adherence with the ISO 14001 standard, Randstad Sweden adopts a structured and transparent approach to environmental management. This enables the organization to systematically identify areas for improvement, implement effective emission-reduction measures and track progress over time.

These ongoing efforts not only minimize its ecological footprint but also reinforce a culture of environmental awareness and accountability throughout the organization. Randstad Sweden's dedication to certified, results-driven practices reflects its long-term commitment to sustainability and responsible business conduct.

the netherlands

Randstad Netherlands is committed to sustainability, focusing on energy efficiency, travel, ethical sourcing and waste reduction. Measures include LED lighting, upgraded heating and cooling systems and digital monitoring of energy and water consumption. Sustainable travel is encouraged through rail promotion, restricted air travel and a transition to electric lease vehicles. Remote work and cycling are also supported to reduce vehicle emissions.

Ethical sourcing is ensured through supplier responsibility standards, while facilities incorporate Fairtrade and BIO-certified catering and support biodiversity with rooftop apiaries. Since 2022, Randstad has contributed to the circular economy by donating around 1,500 used laptops annually to a social enterprise, creating work for 7.5 FTEs from disadvantaged groups, with at least 10% of devices returned for reuse.

Employee engagement is key, with a net-zero community leading initiatives like clean-up events and a tree fundraiser, resulting in the 1,300-tree Randstad Forest in 2024. These efforts foster a reduced footprint, circular practices and a culture of responsibility.

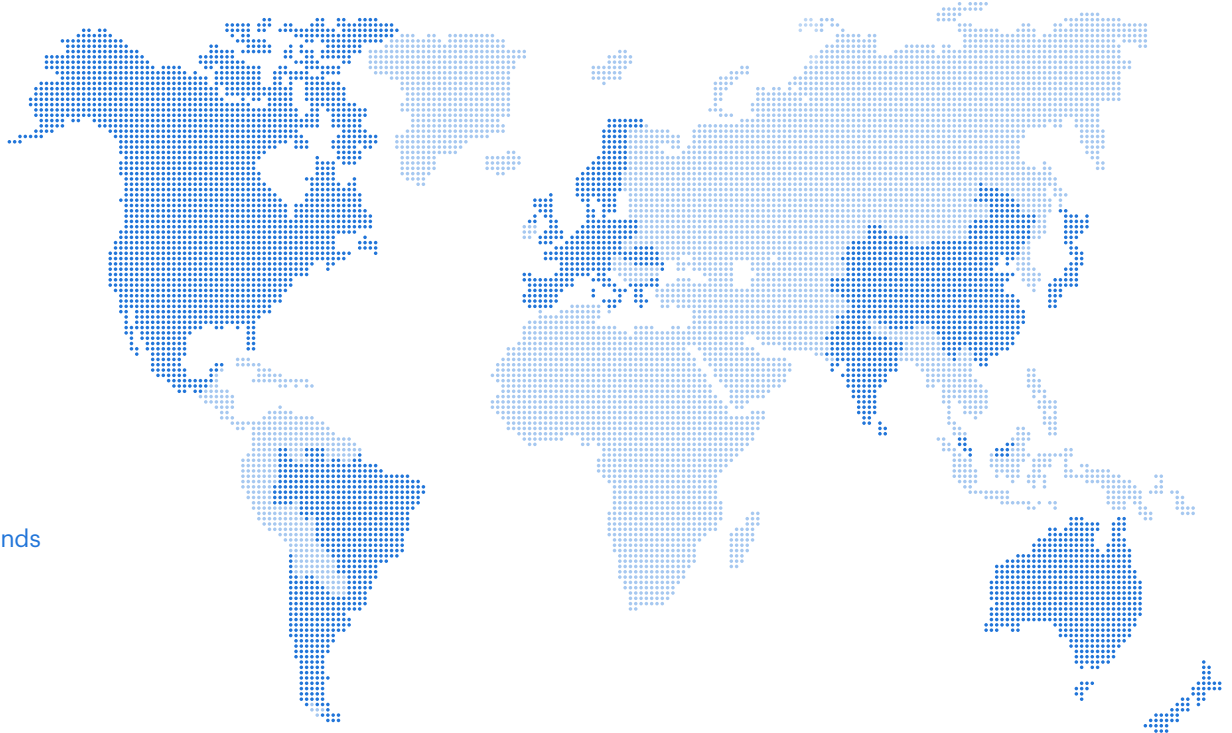


Netherlands — clean up event

other impacts for society and communities: corporate citizenship.

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key 2024 non-financials closely aligned with global sustainability strategy:

€ 2.0 million

amount spent on philanthropy
(2023: € 2.9 million)

12,777

VSO volunteer hours
(2023: 10,000)

90

VSO volunteers
(2023: 88)

7,455

Work lives impacted by VSO
projects supported by Randstad
(2023: 15,167)

1,426

People placed into jobs through VSO
projects supported by Randstad
(2023: 2,530)

30,808

Randstad corporate volunteer hours
(2023: 28,400)

5,900

Randstad corporate volunteers
(2023: 5,300)

other impacts for society and communities: corporate citizenship.

This chapter of the report provides examples of our impact on society and communities through our corporate citizenship initiatives on a global and local level.



randstad with heart

Randstad has a long history of charitable and philanthropic work aimed at bettering the lives of vulnerable people around the world. We're a proud partner of global charities providing life-impacting services, such as emergency relief in times of crisis. Our efforts are reflected in a broad portfolio of programs and are defined in the global policy for corporate citizenship and philanthropy. Our Randstad with Heart corporate citizenship framework helps coordinate and enhance our social efforts to align with our values. Here are a few examples of the efforts undertaken within the three pillars of this framework: volunteering with heart, giving with heart, pro bono consulting with heart.

volunteering with heart

Corporate volunteering gives all employees an opportunity to live the Randstad core values and develop personally and professionally.

volunteering hours

Our global Randstad with Heart volunteering program allows employees to perform eight hours of voluntary activities annually for a charity of their choice. This initiative was further promoted through the global Month of Heart, [which featured 106 in-person activities across 17 countries](#). In 2024, more than 5,900 Randstad employees contributed nearly 30,800 volunteer hours to their communities — a powerful demonstration of our collective impact. We aim to increase this number even further in 2025.

impact story

Anna Makenzi, a 32-year-old Tanzanian entrepreneur, faced gender barriers, low market prices and limited skills training. Through the BBE project, she gained entrepreneurship training, mentorship and technical skills, which enabled her to shift from selling raw seaweed at low prices to producing higher-value processed seaweed products.

"Through this project, I have gained valuable skills that will allow me to establish and grow my business. I now see myself differently — both mentally and professionally. Thank you, VSO Tanzania, for this opportunity."

— Anna Makenzi

Her journey highlights how Randstad and VSO's commitment to inclusive economic development empowers women to achieve financial independence.

"As we support initiatives like the BBE project, at Randstad we see firsthand how our partnerships can unlock potential and foster long-term change. These aren't just programs, they are pathways to a better future."

— Marina Illerhues, Corporate Citizenship Manager



Tanzania, The Boosting the Blue Economy (BBE) project

VSO

Randstad has a longstanding global partnership with VSO, focusing on empowering marginalized people with sustainable work. In 2024, we celebrated 20 years of our global partnership with VSO — read more about our two-decade impact in [this magazine](#).

Guided by our shared vision as Changemakers for Equitable Communities, we work with corporate volunteers, fundraising and direct funding of projects to support youth employability and entrepreneurship in Tanzania, Kenya and Cambodia. We focus on helping young people develop marketable skills or to start their own businesses.

In 2024, VSO and Randstad's volunteers supported over 7,455 people across three countries, with more than 1,426 young people securing employment or becoming self-employed.

One partnership initiative is the VSO mentoring program in which Randstad employees mentor youths from East Africa remotely during their career development — 73 colleagues participated over the course of the year.

A total of 15 volunteers spent 11,860 hours overseas, and two volunteers contributed another 219 hours remotely in 2024. They supported various projects in Tanzania, Kenya and Cambodia, working on youth empowerment, employability and entrepreneurship. In Cambodia, the Generating Resilient Environments and Promoting Socio-Economic Development project, co-funded by the EU, introduced green economy initiatives and capacity-building efforts to empower its fishing communities.

In Kenya, the From Waste to Work project, funded by the IKEA Foundation, empowers 3,900 young people in the waste sector by promoting green entrepreneurship. Youth are mobilized into Youth Business Clubs, where they receive technical and business training, seed investments and protective equipment. Community buyback centers have also been established, creating hubs for efficient waste collection and resale. The project exceeded its aspiration, engaging 4,249 youth — 41% of them female — and recovering 4,451 metric tons of waste. Training led to significant improvements in decision-making, leadership and income diversification for 72% of participants. Awareness campaigns and strengthened partnerships have further supported market access and long-term impact.

Complementing this, the Access to Green Decent Jobs for Youth initiative specifically addresses the barriers faced by young women in Kenya's informal waste sector. Through the 2023 Kilimanjaro Challenge, Randstad employees raised € 103,000 to support this initiative.

In Tanzania, the Boosting the Blue Economy project tackles youth unemployment in the country's coastal regions. Funded by Randstad and the UK FCDO, and implemented by VSO in partnership with FETA, VETA and SIDO, the initiative delivers career guidance and employability training tailored to opportunities in the blue economy. A total of 121 TVET trainees received coaching in resume writing, job applications and workplace readiness. The project empowered 237 youths (135 female and 102 male) to actively pursue opportunities in this sector. In doing so, it not only boosted individual skill development and job prospects but also fostered private-sector engagement and sustainable economic growth in coastal communities.



Boosting the Blue Economy

giving with heart

Our corporate giving initiative enables us to support charities, foundations and NGOs aligned with our purpose and strategic objectives. The total amount spent on corporate philanthropy (including VSO) in 2024 was € 2.0 million (2023: € 2.9 million).

world bicycle relief

Randstad has enjoyed a longstanding partnership with World Bicycle Relief (WBR), an organization dedicated to improving mobility in developing countries by providing bicycles. A bike can be life-changing — enhancing access to education, healthcare and employment opportunities.

In 2024, we contributed € 270,000 to support community mobilization efforts in Hwange, Zimbabwe. Over the three-year duration of the project, an estimated 33,000 people have been empowered through increased mobility.

Randstad employees also continued to take part in WBR's global Pedal to Empower challenge, raising awareness and funds to provide bicycles specifically for women and girls, helping to remove barriers and create more equitable access to opportunity.



Pedal to Empower

vso sports event

Randstad's 2024 sports event, #movetochange, was a global initiative in partnership with VSO, bringing colleagues together through physical activity to raise awareness about youth employability. Nearly 2,400 employees participated, logging 357,686 active minutes, resulting in a € 30,000 donation made by Randstad to VSO's Blue Economy employability program in Tanzania.

pro bono consulting with heart

Pro bono consulting covers the skills, time, and technical support Randstad employees provide to charities, NGOs, and other non-profits.

challenge fund for youth employment

Randstad is one of the fund managers of the Challenge Fund for Youth Employment (CFYE), set up by the Dutch Ministry of Foreign Affairs. Its purpose is to enhance future prospects for 230,000 young people through investments in decent work and income. The fund focuses on the regions of West Africa/Sahel, the Horn of Africa, North Africa and the Middle East. Randstad provides technical assistance in the form of pro bono consulting and volunteers. In 2024, CFYE, active in 11 countries, reached 100,000 jobs created, matched and improved.

employee-led initiatives

Employee-led initiatives are those independently created by Randstad employees, including volunteering and fundraising activities. All such projects are actively supported and encouraged, and we motivate employees to come up with new ideas. This chapter highlights a small selection of the many volunteering activities organized across our markets.

argentina

Randstad Argentina contributes to society by addressing the challenges older talent face in the labor market and giving vital support for children's development and rights. It partners with SilverTech (Diagonal) to improve employability for those aged 45 and older. In 2024, Randstad Argentina voluntarily held Power BI training workshops for more than 60 people, offering employability tips and career assessments.

For more than 15 years, Randstad Argentina has supported the Jardines de Cosecha kindergarten program in Salta, collaborating with governments and civil society to uphold child human rights. In 2024, it supported 650 children aged six months to 12 years in 10 care centers during the summer campaign, promoting education as a foundation for equal opportunities.



Argentina — improving employability

australia

Randstad Australia collaborates with the University of Sydney through the Industry and Community Project Unit program, addressing the challenge of bridging the gap between academia and the workforce. This non-profit partnership provides students with experiential learning, emphasizing global perspectives and adapting to digitalized work environments.

Randstad Australia aims to facilitate students' transition into the workforce, tapping into their innovative ideas and solutions, particularly regarding AI's impact on recruitment. This program fosters long-lasting relationships with high-performing students. In 2024, 40 students applied their skills to a real-world challenge, Enhancing CX at Randstad Australia: AI, innovation and beyond.

canada

The Randstad Canada Charitable Foundation promotes equitable youth employment by granting funds to organizations across Canada focused on skill development and job access. In 2024, it supported 12 organizations assisting under-represented youth, from Vancouver to Quebec City. A key partnership is with NPower Canada, which is empowering under-served youth through skills training and job placement. Randstad's Customized Talent Solutions Team has partnered with NPower for three years, placing 75 youth. In 2024, the Randstad Foundation extended this support to NPower programs in Vancouver and Alberta. This partnership was recognized with NPower Canada's Employer Excellence Award, underscoring Randstad's commitment to inclusive workforce development.

france

Randstad France recognizes the challenges faced by women in the labor market, promoting women's financial independence, enhancing women's leadership and fostering a sense of legitimacy in all jobs. To address these, Randstad Institute co-created and/or supported specific programs. 'Une bourse pour un métier' supports women's financial autonomy through professional training in the catering sector. Meanwhile, 'Estime de soi — la clé de la réussite' is designed to boost women's self-confidence for career advancement. In partnership with Des Étoiles et des Femmes, they provide training for single mothers to become head chefs, promoting gender equity.

As a result of these voluntary initiatives, over 100 women have been supported, gaining skills and confidence to access new opportunities and advance their careers.



France — collaboration with Estime De Soi

greece

Randstad Greece addresses high youth unemployment by bridging the gap between education and the workplace. Through voluntary initiatives aimed at universities, colleges and student associations, it provides guidance on in-demand skills, employment trends and employability training. These in-person and online sessions include one-on-one as well as group workshops, aiming to positively impact students and new graduates. This program strengthens the connection between formal education and the labor market, empowering young individuals to successfully realize their work-life potential.

hungary

Randstad Hungary's university collaboration program aims to boost youth employment by partnering with 11 top Hungarian universities in 2024. This voluntary program includes hosting guest lectures for students, participation in university job fairs and promotion of job openings through university newsletters. Randstad Hungary also encourages students to apply for internships within the organization, providing practical experience and career pathways. These initiatives result in increased student awareness of employment opportunities and facilitate direct connections with potential employers. By building strong ties with academic institutions, the program contributes to developing a skilled and prepared future workforce in Hungary.

india

Randstad India supports UNICEF's Passport to Earning program in India, addressing the skills gap and lack of youth employment opportunities. In 2024, it hosted a virtual workshop on resume building, contributing to the program's final phase. This voluntary program, developed with experts, provides youth with an innovative learning platform, equipping them with digital skills and connecting them with jobs. To date, the program has reached over 20,000 young people and placed more than 1,000 in employment, helping them actively engage in the digital economy.

italy

Randstad Education in Italy collaborates with multiple stakeholders to empower youth, including Enactus, Ashoka and the Sodalitas Foundation. Since 2016, Randstad Italy has maintained a non-profit partnership with Accenture Italy and Accenture Foundation on the Palestre delle Professioni Digitali project, focusing on enhancing employability for young Arts graduates. To date, the initiative has supported 1,680 students, with 80% securing internships within six months.

japan

Randstad Japan has carried out various voluntary 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. Colleagues from the Sendai and Kagoshima branches organized career education programs for elementary schools in the Sendai and Kagoshima prefectures, aimed at grade 5–6 students. The program focused on teaching students about the concept of work and the range of jobs available to them in the market. In addition, a seminar on hiring and understanding neurodiversity was also organized.



Japan — career education

norway

Randstad Norway recognizes the challenge of the under-representation of women in the technology industry. To address this, it partnered with the ODA Women in Tech network, supporting its vision of promoting gender equity in the tech sector. The charitable ODA network aims to create a more inclusive working environment and increase the representation of women in technological roles, both at the management level and in professional positions.

Through this partnership, Randstad Norway offers financial support and actively participates in events and networking opportunities, contributing to knowledge sharing, mentorship and the empowerment of women in technology. As a result, Randstad Norway reinforces its commitment to equity and helps foster a more sustainable and innovative future for the tech industry by promoting a diverse and inclusive workforce.

portugal

Randstad Portugal addresses labor market access for vulnerable groups through two Ready to Work initiatives. These programs focus on practical volunteering to overcome barriers such as a lack of qualifications and social prejudice.

Through mentorship, 14 volunteers provided 48 sessions for 15 participants, including people with disabilities, young mothers and migrants, focusing on interview skills, resume building and job search autonomy.

In 2024, 18 employability workshops were conducted, covering resume building, interview preparation and personal branding, benefiting 156 participants. These workshops, led by 39 volunteers, focused on technical skills to improve job market readiness, with participants including 29+ people with disabilities, 21 refugees, 14 young mothers and 44 unemployed youth/adults.

spain

Recognizing that only 19% of people with disabilities in Spain have higher education compared to 40% of the general population, Randstad Spain addresses the digital divide and enhances employability through its Digital Gap and Ability Campus initiatives.

To combat lower education rates and limited job opportunities, it launched the Ability Campus as a digital platform in 2024. The platform offers job orientation workshops, cybersecurity training and courses in graphic design and programming, with an autonomous course catalog and recorded training. In 2024, 4,112 personalized training paths were developed, delivering numerous activities and training hours.

The Digital Gap Project improves digital skills for employability, offering job search workshops led by Randstad Spain volunteers. The initiative also promotes the circular economy by refurbishing and distributing donated laptops, software licenses and internet connections.

In 2024, 491 laptops were received, 146 refurbished — reducing CO2 emissions by 64.56 tons — and 196 individuals with disabilities were trained (49% of whom were women), with 17 securing employment. These initiatives improve digital skills, boost employability and reduce environmental impact through technology reuse.

the netherlands

Randstad Netherlands actively supports youth development and employability through strategic corporate citizenship partnerships. In collaboration with Enactus, it provides workshops and training for student teams, being one of the premium partners of this non-profit organization.

In partnership with the Ajax Foundation and Johan Cruyff ArenA, Randstad Netherlands uses sports training and career guidance to reduce school dropout rates in Amsterdam.

Since 2016, it has worked with the Municipality of Amsterdam, offering a six-week logistics training program for welfare recipients, which provides practical skills, certifications and job placement opportunities within a simulated warehouse environment.

These initiatives result in enhanced educational and career opportunities for young people and individuals transitioning back into the workforce.



The Netherlands — kick-off at the Ajax Challenge

local sustainability reports

In addition to [Randstad's Annual Report](#), several larger markets publish their own detailed sustainability reports to facilitate their local stakeholder dialogue:

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



your thoughts, let's start a conversation.

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