

randstad health and
safety policy.




randstad

policy.

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health and safety global policy.

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1. commitment

In pursuit of our **ultimate goal, "to become the world's most equitable and specialized talent company"** we continuously strive to provide a trusted employment arrangement and a safe work environment for all talent and employees across all markets where Randstad operates.

This policy is consistent with and supportive of Randstad's Business Principles, and in particular:

1. We know and comply with international human rights principles, Randstad's internal policies and procedures, and the laws that govern our business.
8. We treat others fairly, act with care and consideration, respect human rights and ensure fair labor conditions. We value respect in the workplace and do not tolerate any form of harassment or abusive conduct.
14. We regard health and safety in our business as the utmost priority. We are committed to providing and maintaining a healthy and safe work environment and promoting mental health and well-being at work. This includes both Randstad representatives and our talent working at client premises.

We are committed to providing and maintaining a healthy and safe work environment and promoting mental health and well-being at work. All employees, talent, and others under our control or working in our offices are expected to comply with all relevant legal and regulatory requirements, as well as with internal policies and procedures. We commit to minimizing harm by identifying, prioritizing, and controlling risks to health, safety, and well-being in accordance with the principles of reasonable practicability and foreseeability.

Our core aim is for **zero fatalities and the continual reduction of harm**. Although the legal **responsibilities and liabilities with regard to different stakeholders may vary by country**, unsafe jobs are never an option. **We will do** everything reasonably practicable **to prevent personal injury and illness and to protect our talent, employees (both placed and job seekers), clients, suppliers, and visitors from foreseeable work hazards. We are committed to complying with all applicable legal requirements and local standards.**

2. purpose

Randstad global, aware of the importance of health and safety in its business, considers it an utmost priority objective to promote the health and safety of all talent and employees in every country.

As a global organization, we recognize the differences in regulatory frameworks across the markets in which we operate. Therefore, we establish common principles and standards that must be followed in all our markets, adhering to applicable local legislation and exceeding it where our internal standards are more demanding.

This policy covers talent and employees, clients, partners, suppliers, visitors, and the communities where Randstad operates across all our businesses globally.

3. core principles

The core principles of our global health and safety policy are based on the pillars of Randstad's values and the guidance of decisions and behaviours for the company.

Below are the main ones:

legal compliance

Randstad complies with all applicable local health and safety laws.

safe, healthy and respectful work environment for talent and employees

according to stakeholders responsibilities, to strive for a safe job applying all safety procedures provided by local law.

shared responsibility

Everyone, from executives to talent and employees, is accountable for maintaining a safe workplace.

preparatory training

Ensure adequate information, training and promote a culture of prevention through ongoing training and the active participation of all talent and employees on preventive matters before and during the job assignment.

health surveillance

Perform ongoing health surveillance (e.g. epidemiological studies, professional illnesses) of talent and employees during the job.

strive to excellence

To compete successfully, we must continually strive to achieve excellence in health and safety by integrating it into all the activities and work we carry out.

client support and collaboration

Promote the coordination with client and suppliers, in order to ensure that adequate preventive and protective measures have been taken related to the health and safety of all talent and employees.

incident reporting and management

Promote a transparent and blame-free environment for reporting accidents, incidents, and hazards. Responsibilities and accountabilities are identified, monitored and reviewed at all levels as part of our integrated health and safety framework. Care for effective injury management and support for our talent and employees with incident analysis and follow up.

continuous improvement culture

Monitor safety performance using key performance indicators (KPIs) and local targets and conduct regular local and global audits and feedback reviews.

participation

Talent and employees of Randstad will participate and be involved in health and safety matters.

health and safety operational structure

All countries will have a health and safety operational structure in place fit to their specific local circumstances to be able to reach these goals.

global integrated health and safety framework

We maintain a global, integrated health and safety framework in line with national and international standards.

4. responsibility, management and accountability

A **Local Health and Safety Head/Officer** is appointed per market, country, or region, as determined by the local organizational structure. This officer supports the Local Managing Directors in developing the local H&S organization. Furthermore, the officer assists the Managing Director in ensuring compliance with local legal and internal health and safety requirements, as well as with the global policy. All local policies are aligned with this global policy.

Local managers and country heads:

- Adapt this policy to comply with national regulations and align it with Randstad's global strategy and objectives.
- Ensure that the client meets the minimum health and safety requirements established by each country prior to placement.
- Track global and local health and safety KPIs, targets, and compliance with local law.
- Implement the necessary mechanisms to foster a preventive culture among all members of the company, making the entire organization jointly responsible for proper health and safety management.
- Commit to the development, updating, improvement, and effectiveness of the health and safety management system.

Talent and Employees:

- Must be informed about who their representative(s) are on health and safety matters.
- Follow all safety rules of the assigned worksite.
- Report hazardous conditions or incidents immediately.
- Participate in mandatory training.
- Contribute to a safe work environment.

5. reporting mechanism

The **Randstad Group Misconduct Reporting Procedure** is also applicable for reporting health and safety violations. In case of serious health and safety issues, where raising a concern through regular reporting lines is not an option or does not feel safe, the **Randstad Group Integrity Line** offers an alternative way to report (see Randstad Group Misconduct Reporting Procedure for contact details). The Randstad Group Integrity Line can be used by all stakeholders and offers a secure way to report 24/7, either online or by phone, confidentially, and anonymously if needed. Every report is investigated promptly and thoroughly.

When a talent or employee is faced with an imminent and serious health and/or safety risk, they have the right to discontinue the task to protect their safety. They must immediately liaise with their Randstad contact and/or client contact to ensure the situation can be addressed swiftly and effectively. As this Policy offers a framework rather than an exhaustive list of rules, all talent and employees are expected to apply common sense and their best professional discretion.

6. communication

Health and safety is integrated into **daily communication** at the local level and across all levels of the Randstad organization.

This policy is communicated to all persons working under the control of the organization, as established in the scope, to ensure they are aware of their individual health and safety responsibilities and obligations. The policy is also available to interested parties (see [randstad.com](https://www.randstad.com)).

When, despite our efforts, an accident happens, an investigation will be undertaken to establish the cause. Additional measures are then established, as far as reasonably practicable, to prevent recurrence.

Random audits can be conducted internally in each market by local and global Audit Functions.

7. planning, acting, monitoring and audits

This policy is **reviewed periodically and when necessary** to ensure that it remains relevant and appropriate to the organization. A global health and safety committee, composed of health and safety leads, is appointed within this scope.

Our health and safety framework includes Key Performance Indicators (KPIs). Specific KPIs will be set or updated annually by health and safety leads at the global health and safety committee, in accordance with Randstad's global strategy and objectives. These will be reported locally from each market through local procedures and processes, following local law and compliance requirements.

Each market will apply this policy, adhering to global H&S guidelines and instruments.

Each market formulates local approaches and best practices with prioritization and action plans, considering a handbook shared with all markets. The objective is to set all safety performance KPIs in alignment with this global policy.

8. executive commitment

The executive leadership team is fully committed to enforcing this global policy across all markets, ensuring adequate resources, leadership, and ongoing support.

document control

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