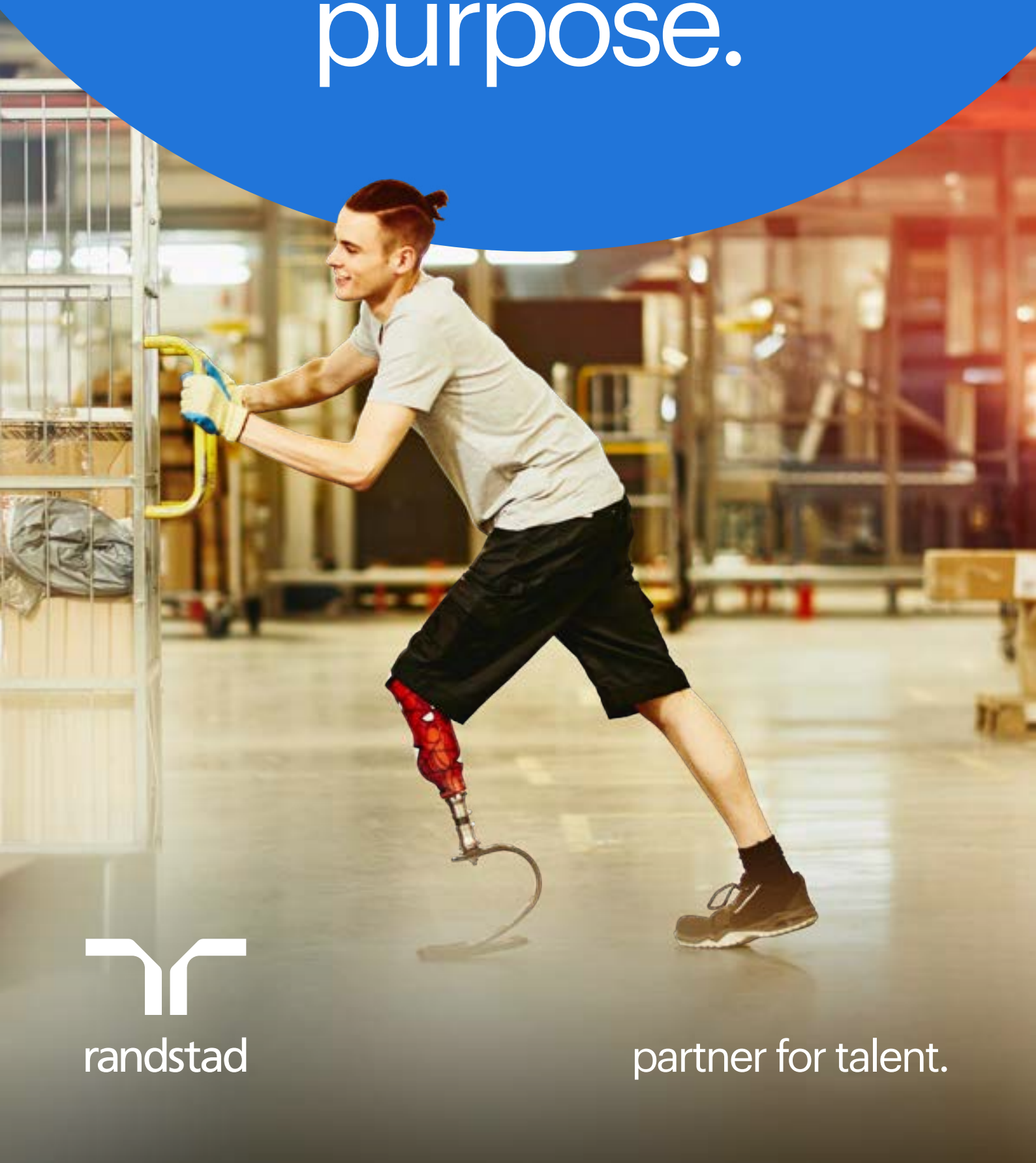
local sustainability initiatives 2026

partner with purpose.



randstad

partner for talent.

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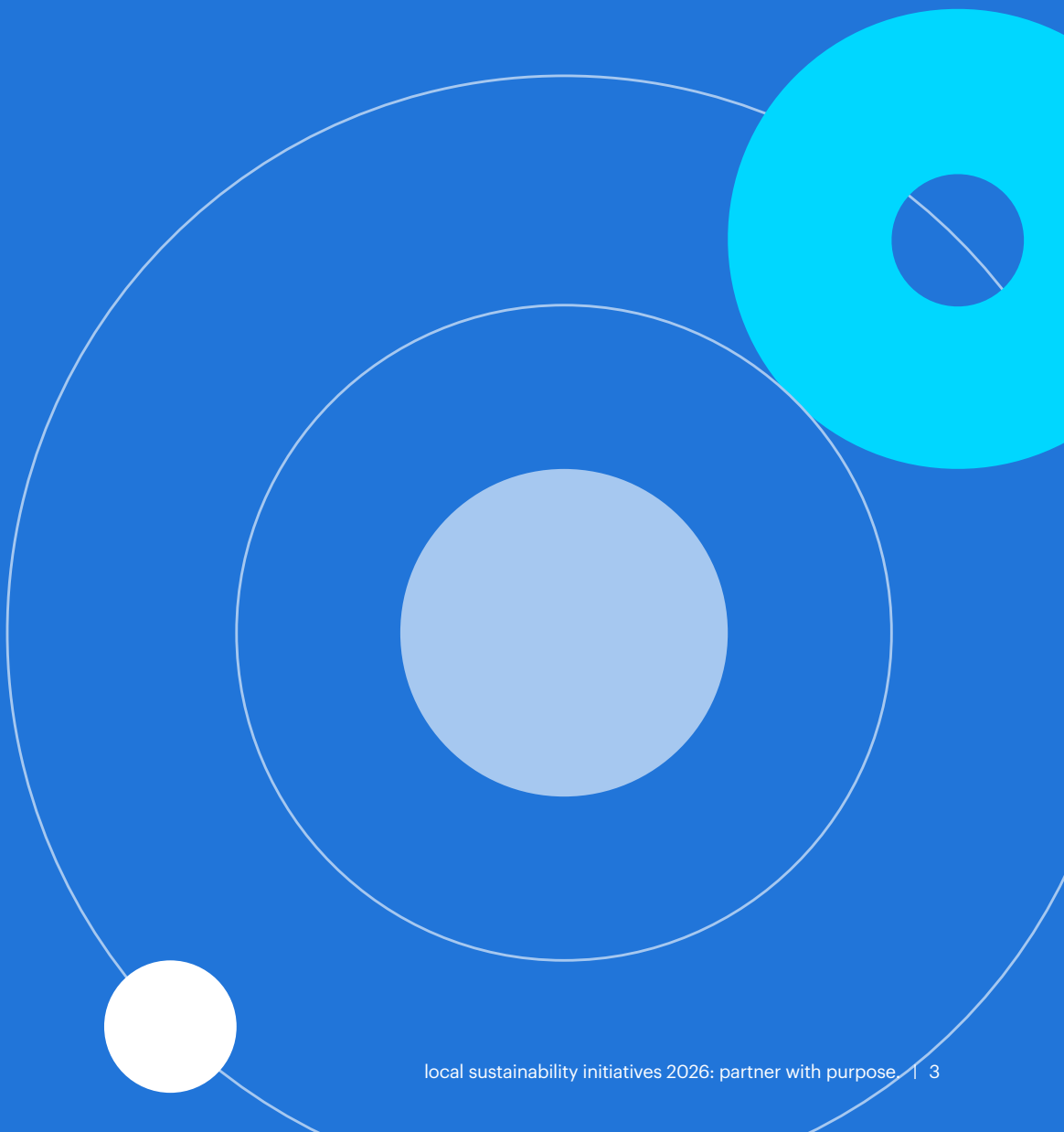
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our value for society.



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 of work.

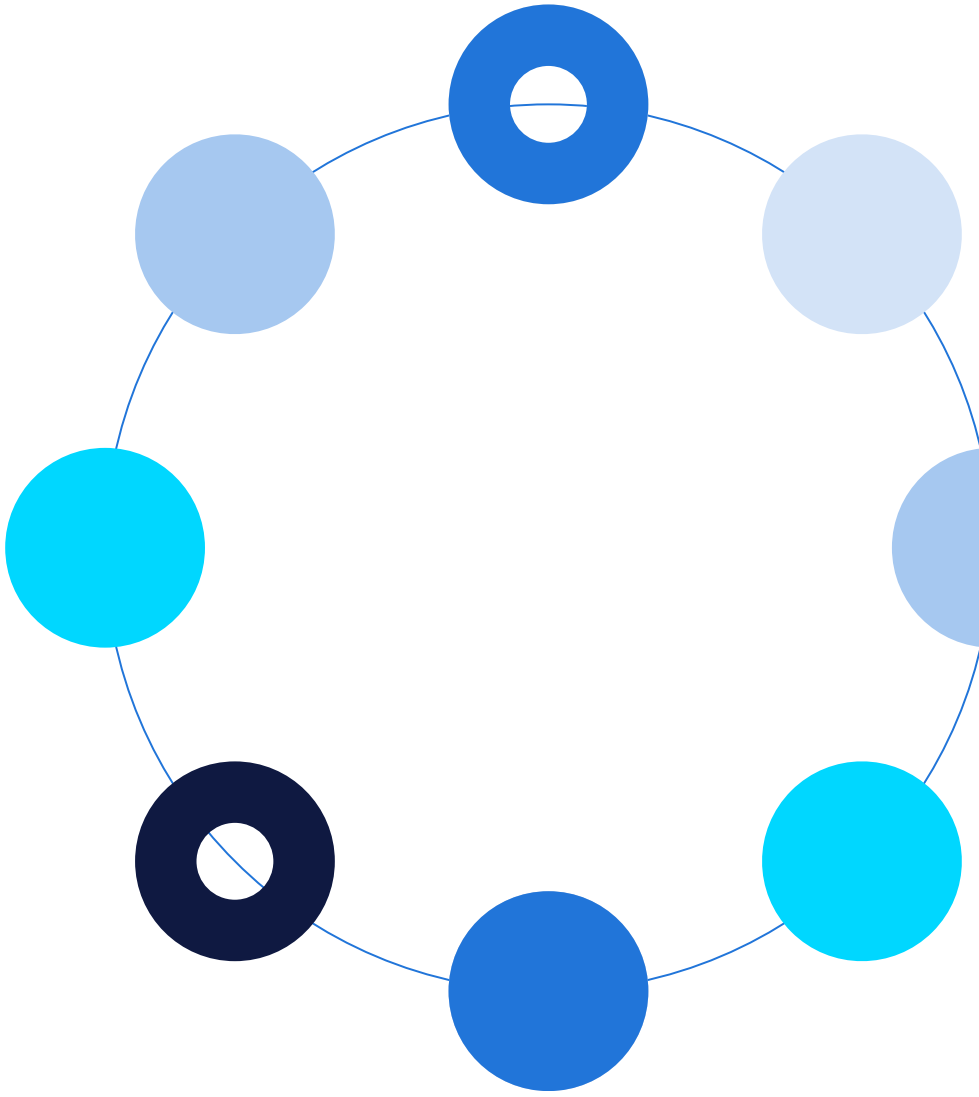
We bring this ambition to life by focusing our sustainability initiatives where we can make the most meaningful impact. Governed by our global framework, our local teams shape their community programs around three interconnected pillars:

- partner for fair and equitable work
- partner with integrity
- partner for a better planet.

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.

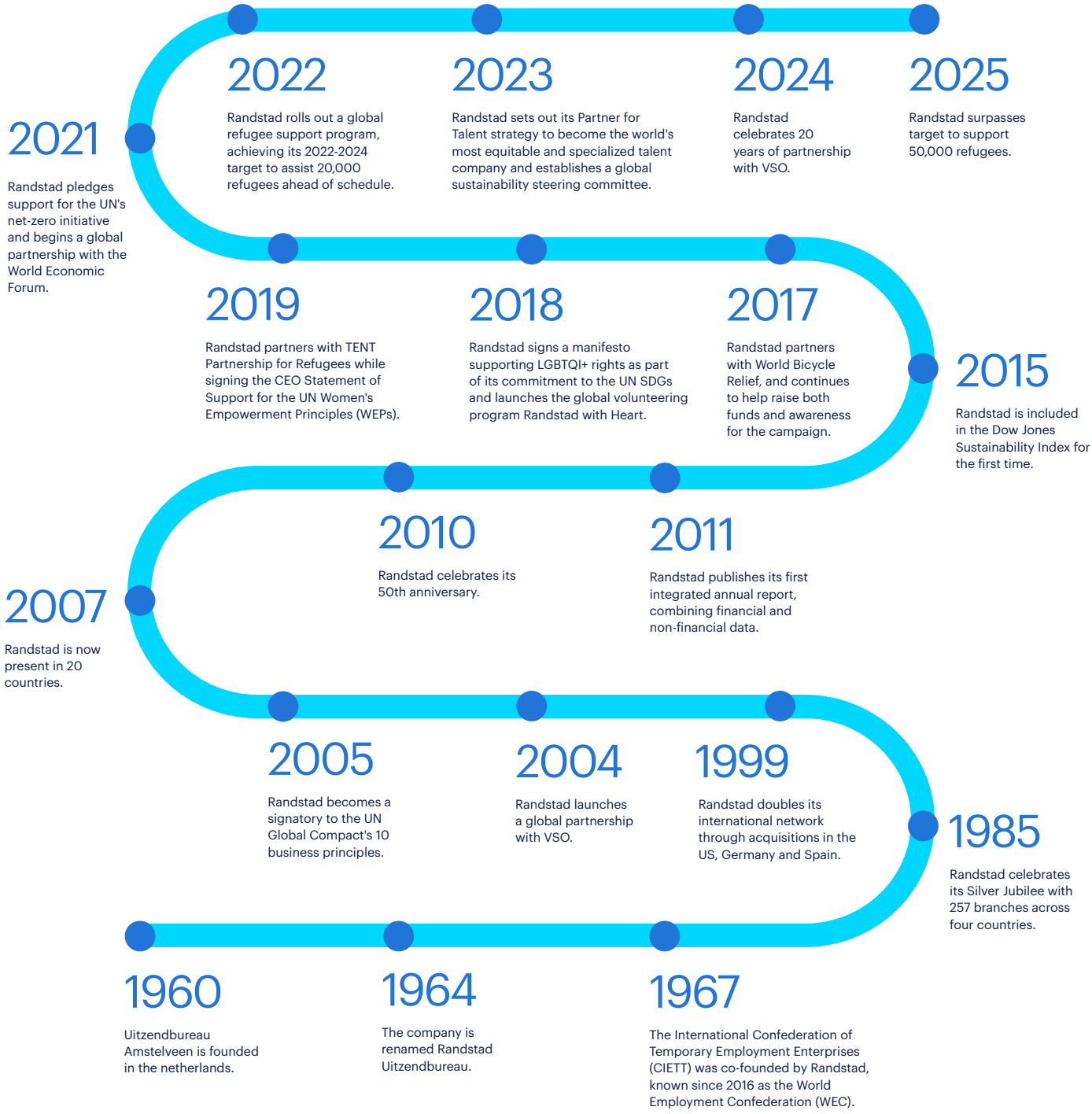
We're dedicated to helping people secure meaningful employment, develop essential skills, and find purpose and belonging in their workplaces. We have forged strong partnerships with other organizations to enhance our value to society.

In this report, we spotlight 100+ social innovation initiatives that bring these three core pillars to life across our global markets. While these pages focus on our current progress and future goals, they also reflect our long-standing legacy of creating positive change in society.



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:



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



Achieve gender equality and empower all women and girls



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



Reduce inequality within and among countries



Take urgent action to combat climate change and its impacts

our sustainability framework.

Sustainability is integral to Randstad. We recognize the impact that social and environmental factors have on the future of work, including issues like aging workforces, AI, skills gaps and the growing demand for green jobs.

We believe it is our responsibility to drive sustainable practices that benefit both our business and society. That is why we focus our efforts on the areas where we can have the greatest impact, acting as a partner with purpose.

We are committed to making the world of work better for all of our stakeholders. Our sustainability strategy focuses on three interconnected pillars, building on our Partner for Talent strategy: Randstad as a partner for fair and equitable work, a partner with integrity and a partner for a better planet. These pillars guide our actions in addressing global societal needs and aligning with the SDGs.

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

The Sustainability 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. To further focus our efforts, we adopt a double materiality perspective, considering both how external topics impact Randstad and how Randstad affects these topics, alongside stakeholder expectations and environmental, social and governance (ESG) impacts. We updated this assessment over the past year, in line with ESRS 1 and 2, with material topics reduced from 14 to five for 2025.

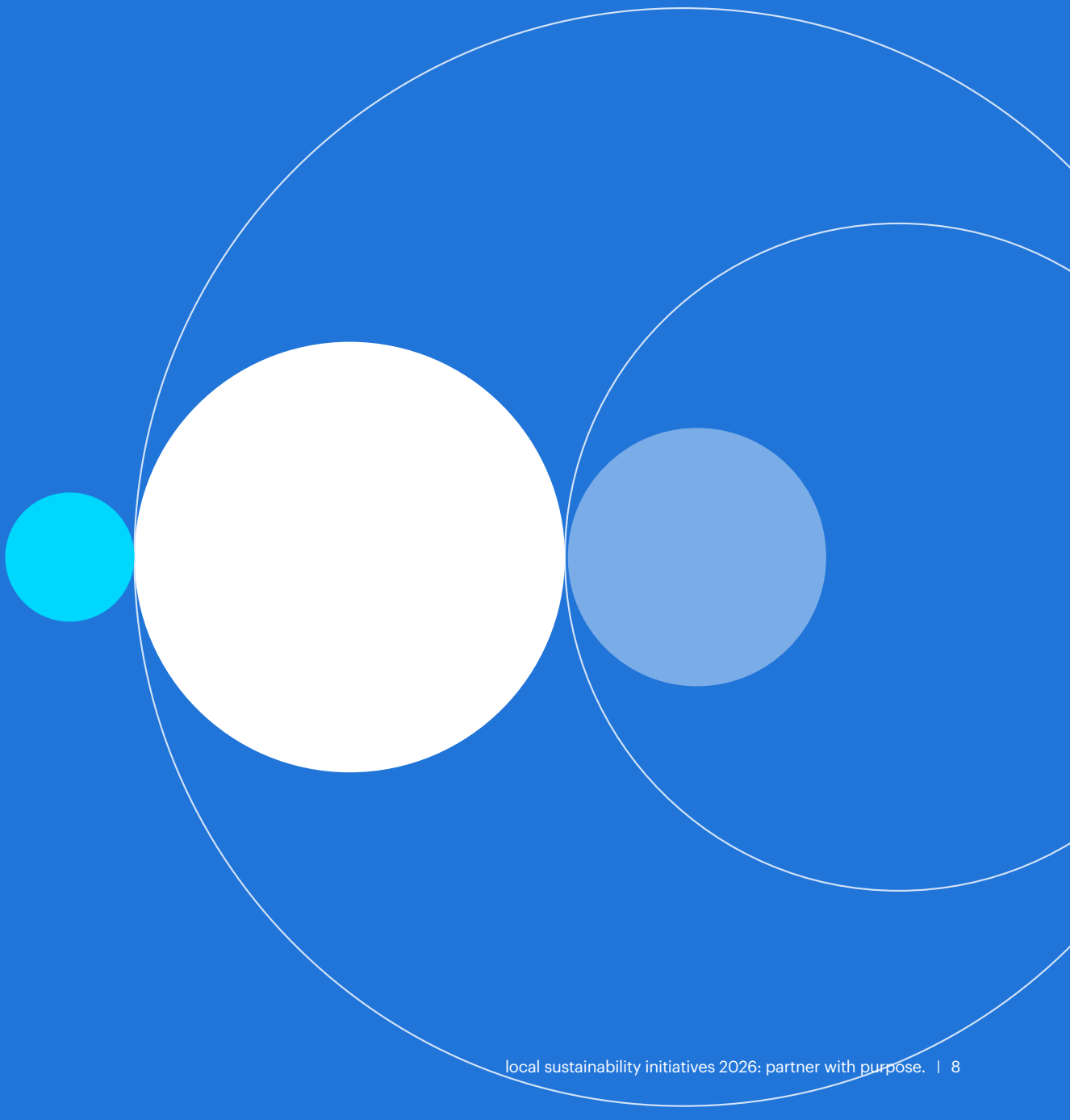
This report highlights local best practices from across our markets that bring this approach to life.

partner with purpose.

partner for fair and equitable work	partner with integrity	partner for a better planet
fair work and talent growth	digital technology advancements	net zero*
equity, diversity and inclusion	health and safety	
	business ethics	

* not a material topic

a global effort.



a global effort.

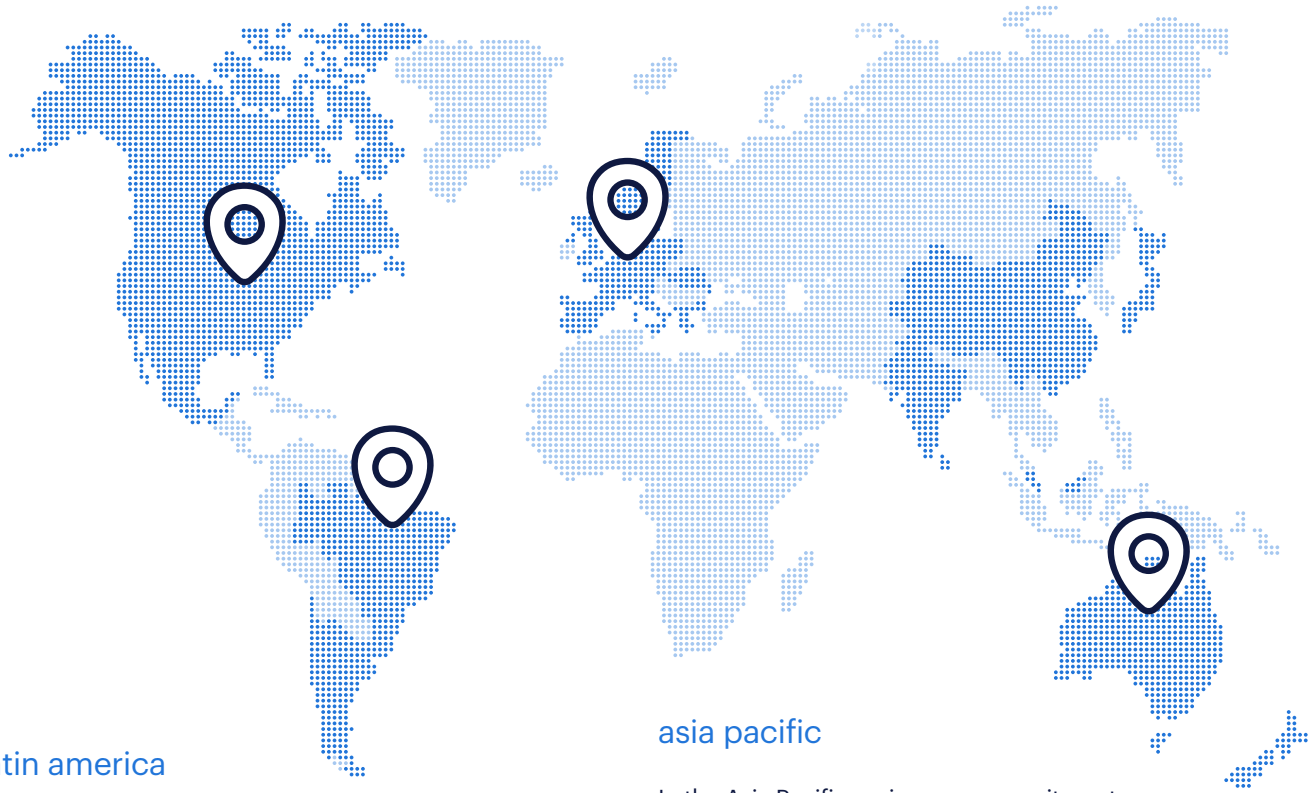
Globally, we have introduced more than 100 social innovation programs to ensure we are playing our part in driving sustainability. Here are a few examples from around the world.

north america

Across North America, we're committed to a wide range of initiatives — in the US, our Hire Hope program supports individuals who face significant barriers to employment, such as homelessness, by providing paid apprenticeships, job placement services and comprehensive wraparound care. In Canada, our Immigration and Employment Solutions service is helping connect skilled immigrants to roles in underserved regions.

europe

Throughout Europe, we offer programs designed to create a more equitable and sustainable work environment. These include the IT-BRIDGE project supporting young migrants in Italy and Spain to access language and intercultural training, and Randstad Germany becoming the first HR service provider to achieve EMAS certification — the world's most demanding environmental management system.



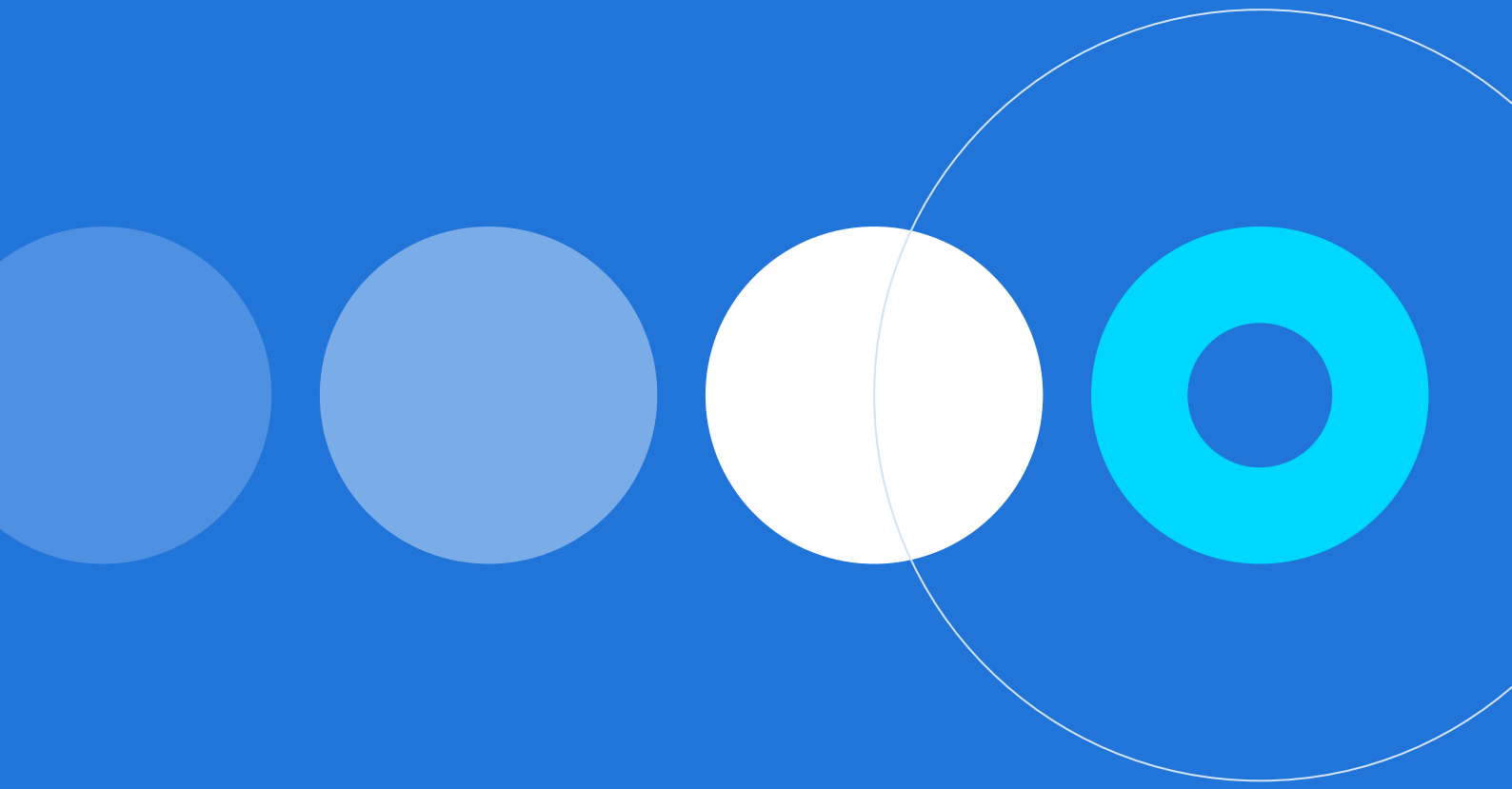
latin america

In Latin America, our efforts to foster labor inclusion and belonging are highlighted by Randstad Brazil's work to improve the visibility of underrepresented talent, creating more inclusive workplaces while expanding talent pools. Randstad Argentina aims to address barriers to formal employment, including limited professional networks and a mismatch between community skills and recruitment requirements.

asia pacific

In the Asia Pacific region, our commitment to inclusive employment and sustainability is exemplified by supporting Australian talent with disabilities through our Get Skilled access program, and rapidly mobilizing 500 project engineers in India needed to support critical energy infrastructure projects in remote regions.

introduction.



a message from our CHRO.

Work is changing fast, with aging populations, AI and the rise of green jobs, and at Randstad, we believe sustainability sits at the center of that transformation.

With our presence in 39 markets around the world, we understand it's our responsibility to drive practices that benefit our business and society. That's why we have focused our efforts on the areas where we believe we can have the greatest impact.

Our sustainability strategy is built on three interconnected pillars: Partner for Fair and Equitable Work, Partner with Integrity and Partner for a Better Planet, each of which guide our actions and investments, and aligns us with the SDGs.

In 2025, we successfully (re)skilled 532,200 people, a 21% increase compared with 2024, delivering more than 3.8 million hours of training, and placed 66,400 individuals who had been unemployed for over a year, up 7% from 2024. Alongside this, we delivered more than 100 social innovation programs that strengthened employability and inclusion for underrepresented talent.

We've also continued to make clear progress toward our net-zero targets, with CO2 emissions reduced by 5% and 100% of our electricity now sourced from renewable or sustainable energy. This is underpinned by targets that are approved and validated by the Science Based Targets Initiative. In September, we brought these ambitions to life during Sustainability Week, an inspiring time of connection and learning as teams across our global markets shared insights and practical ideas.

Our refugee support program, originally aimed at reaching 50,000 individuals by 2025, surpassed that milestone by the end of 2024. In 2025 alone, we placed 39,720 refugees in jobs, reinforcing the tangible difference our work can make in people's lives.

Initiatives like this demonstrate how we are making the world of work better for all our stakeholders.

It gives me immense pride to see how Randstad colleagues around the world have embraced a sustainable mindset, and the examples in this report underscore how different practices have been adopted in our operations and decision-making processes.

The initiatives have a real impact on the communities we serve. We are proud to have been included in the Dow Jones Best-In-Class World Index for an eleventh consecutive year, a recognition of our ongoing commitment to impactful, long-term sustainability and responsible business practices.

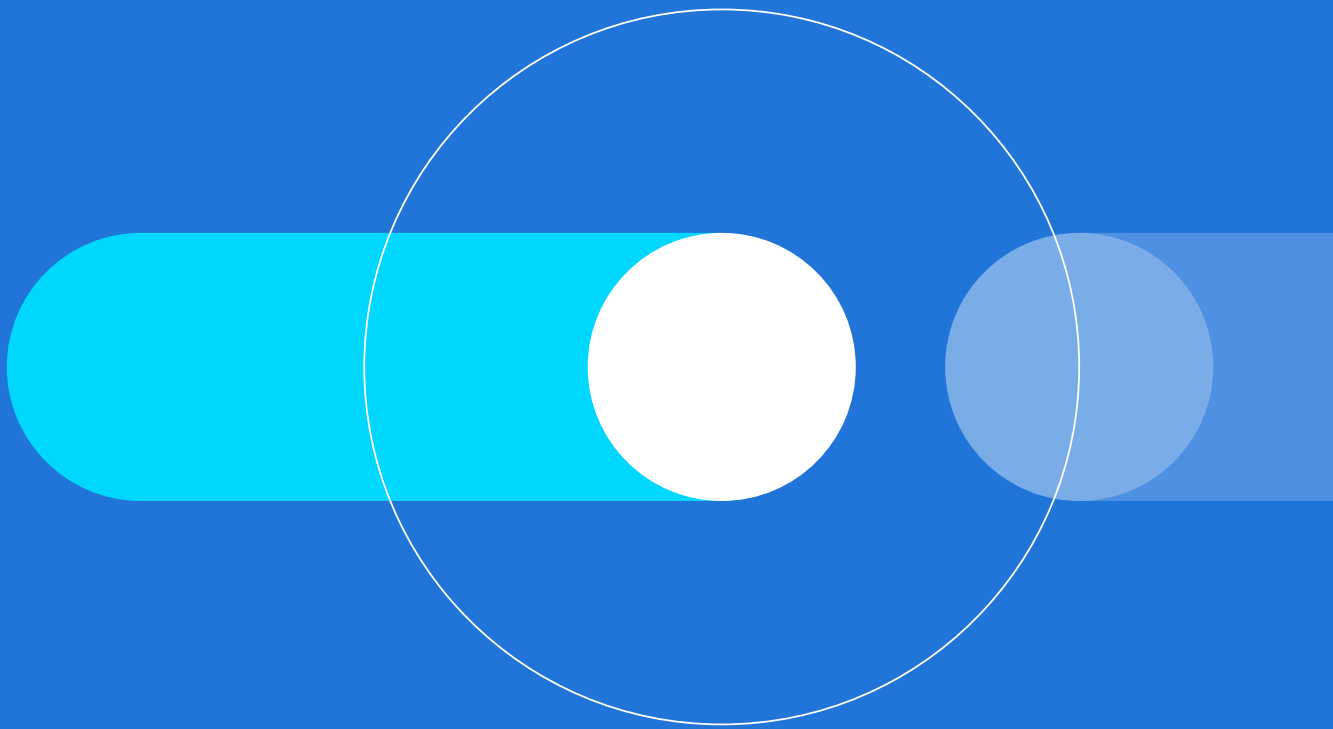
Thank you to all Randstad colleagues, our talent, clients and partners across the world for their mutual commitment to sustainability. These collective efforts create a more sustainable future for all.

Myriam Beatove Moreale
Chief Human Resources Officer, Executive Board Member and Chair of the Sustainability Committee

"It gives me immense pride to see how Randstad colleagues around the world have embraced a sustainable mindset, and the examples in this report underscore how different practices have been adopted in our operations and decision-making processes."



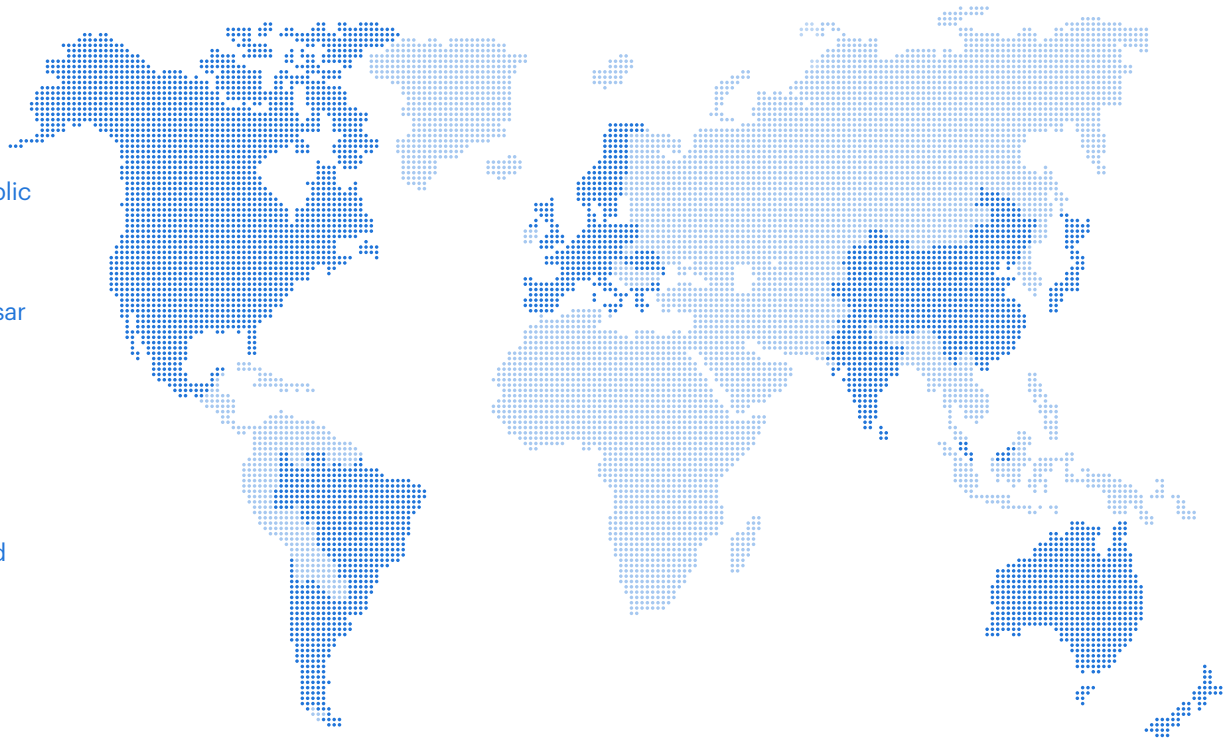
partner for fair and equitable work.



partner for fair and equitable work.

surveyed markets:

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



key non-financials closely aligned with global sustainability strategy:

533,300
number of talent placed
<25 years
(2024: 562,800)

243,000
number of talent placed
>50 years
(2024: 239,700)

11,000
number of talent placed
with a disability
(2024: 11,600)

39,720
number of refugees supported
through job placements or training
(2024: 38,000)

532,200
number of talent trained
(2024: 445,100)

3,819,400
number of talent training hours
(2024: 3,752,800)

partner for fair and equitable work.



The world of work is constantly changing, with new forms of employment emerging from digitization, remote work, and platform work. While these trends offer flexibility, they can also pose a risk to workers' rights and require ongoing skills development. Randstad actively advocates for protecting these rights, ensuring everyone has access to fair, decent jobs that provide a living wage and enable talent to grow their skills through training and increase their opportunities to thrive in the changing world of work. We promote equal treatment in the workplace, and foster diverse and inclusive employment with equal opportunities, regardless of talent's background. We actively promote inclusion and belonging through strategic initiatives.



Global — raise the flag 2025

fair work and talent growth

Creating a fairer and more inclusive labor market is fundamental to our purpose. We continuously advocate for decent, secure work for all through social dialogue, equitable labor practices, collective labor agreements and adherence to international standards.

As a signatory to the UN Global Compact, we uphold its Ten Principles on human rights, labor rights, environmental protection and anticorruption, and regard these as part of our business principles and ethics. We take care to prevent and mitigate adverse human rights impacts caused by or linked to our operations and services, and address such impacts if they occur. Our Human Rights and Fair Labor Conditions Policy defines our responsibilities and expectations for talent as well as for our employees and external stakeholders regarding human rights issues.

By supporting lifelong learning and development, we help our talent unlock their full potential and navigate meaningful career paths. We do this through personalized career planning, our career navigation tools and training programs, coaching and job market insights.

Through our career navigation tools, we help individuals map out their career paths, identify their strengths and weaknesses and set achievable goals. This approach ensures that each person receives tailored support to maximize their potential. It also creates value for our clients and our business.

working conditions and other work-related rights

Randstad is dedicated to ensuring talent and corporate employees have a fair work environment. This includes supporting workers to get paid a decent wage, have reasonable working hours, feel secure in their job and be able to speak up for themselves.

Our business begins in the hearts of our employees. We connect people with meaningful work, creating an equitable workplace where they can develop skills, realize potential and fulfill career ambitions. We don't just fill vacancies; we hire for careers, which is central to our employee value proposition.

And to support national works councils, where applicable, we engage in dialogue with trade union representatives, both on a national and international level.

argentina

Randstad Argentina supports individual talent through the Randstad Forum for Human Capital leaders and accessible digital tools like a free salary calculator. Furthermore, in alignment with a global commitment to human rights, the organization has supported the Jardines de Cosecha (Kindergarten Harvest) initiative for over 16 years to provide educational environments that serve as a foundation for future equity in the labor market.

In 2025, Randstad Argentina solidified its position as a thought leader by hosting three major Forums with over 120 participants and conducting 21 client briefings focused on AI and emerging trends. Additionally, the 2025 summer campaign for Jardines de Cosecha supported 586 children — ranging from infants to 12-year-olds — across 10 specialized care centers.

france

In 2025, Randstad France became a Regional Patron of the Les entreprises s'engagent movement, reinforcing the need for collaboration between public and private recruitment players amid major labor market shifts.

Spearheaded by the Ministry of Labour and France Travail, this Public Interest Group operates through local chapters that allow companies to drive specific inclusion initiatives. In its capacity as a Regional Patron, the organization provides critical funding for these programs to ensure they address local labor market needs. To turn this vision into reality, Randstad France, France Travail and Cheops (the national network for disability employment) signed a joint three-year national action plan to facilitate access to employment for everyone. This strategic agreement leverages synergies among all partners to build sustainable career paths and contribute to the national goal of full employment. By facilitating these public-private links, Randstad France is empowering colleagues nationwide to foster a more inclusive labor market where everyone has a fair shot at a meaningful career.



France — partnering with Cheops

germany

Randstad Germany hosts regular forums connecting experts from client companies, political bodies, government agencies and educational institutions to support informed dialogue on complex labor market developments. These sessions prioritize critical issues, specifically within the temporary work sector, to ensure a broad range of perspectives informs the national discourse. Furthermore, the organization actively participates in online and in-person refugee integration job fairs and collaborates with the Federal Institute for Vocational Education and Training on workshops regarding partial qualifications.

Since 2010, these vital programs have enabled Randstad Germany to weave diverse insights directly into its operational strategy. This proactive engagement fosters a highly responsive approach to the evolving world of work, reinforcing the organization's position as a leading authority in the German labor market.

hungary

Addressing the gap between sustainability theory and practical corporate social responsibility, Randstad Hungary serves as leader of the Social Chapter within the Business Council for Sustainable Development in Hungary. To promote knowledge sharing, the organization facilitated a specialized keynote and interactive workshop at the BCSDH annual conference. Randstad Hungary maintains an active role in the Association of Business Service Leaders, providing strategic input to support the development of national shared service centers.



Hungary — Business Council for Sustainable Development event

These initiatives have positioned Randstad Hungary as a central authority on social sustainability and industry advocacy. The conference workshop engaged 120 participants, helping to bridge the gap between theory and practice, while collaboration with the ABSL continues to strengthen the reputation and competitiveness of the Hungarian labor market.



Hungary — ABSL brunch event

italy

In 2025, Randstad Italy helped address concerns around the perception of flexible work as "under-protected," strengthening the social value of the staffing industry through its advocacy for the renewal of the sector's National Collective Labour Agreement.

In collaboration with Assolavoro and various trade unions, the Public Affairs department helped define a new contract that reinforces social responsibility by introducing cutting-edge protections for pregnant women and working mothers. This strategic agreement enhances priority rights for new assignments, provides work-life balance contributions and extends maternity benefits and outplacement procedures. By consolidating the social value of the staffing industry, Randstad Italy has successfully established a benchmark for inclusivity and sustainable growth across the Italian labor market.



Italy — at Prossima PA

netherlands

In 2025, Randstad Netherlands supported the government's launch of the Regional Work Center to improve coordination between employment services and expand access to work. In the Amsterdam region, they also ran sector-specific programs in transport, logistics and IT to address skills gaps. To further the dialogue on labor mobility and career progression, Randstad Netherlands launched the Well-regulated Work podcast focused on retraining and partnered with a local bank to introduce the Perspective Statement, enabling talent to secure mortgages based on future career potential rather than only current contracts.

These initiatives have significantly strengthened regional labor ecosystems and improved job access, resulting in the placement of 450 individuals in the Amsterdam area alone. Since 2015, the market has issued 5,922 Perspective Statements, marking a major step toward inclusive economic opportunity and financial stability for workers across the Netherlands.

sweden

In 2025, amid talent shortages and a mismatch between skills and employer demand, Randstad Sweden shared expertise on international recruitment, migration and future skills, reinforcing its role as a thought leader. The organization 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 proactive approach, the market successfully helped shape public discourse and advocated for more sustainable employment practices. These efforts resulted in an elevated role for the staffing industry in tackling the national talent shortage, allowing Randstad Sweden to become a vital partner in bridging the skills gap and promoting a more efficient and fair labor market.

training

At Randstad, we help talent learn the skills they need to succeed in their jobs. We offer different ways to learn, like traditional classes and virtual experiences, to support those working within our organization and to help fill skills gaps in the countries we operate within, to address specific labor market shortages.

We also operate initiatives to support specific groups that face barriers to skills development, helping them to improve their employability.

argentina

Since 2018, Randstad Argentina has run a labor inclusion program in Barrio Mugica in Buenos Aires, an underserved community of over 45,000 people, through a public-private partnership. The program aims to address barriers to formal employment, including limited professional networks and a mismatch between community skills and recruitment requirements.

The office conducts monthly training across five branches, reaching its 300th employability workshop in 2024. The initiative expanded to Barrio Fraga in 2024, with 2025 workshops already integrating 45 participants into the candidate database. In 2025, Randstad CEO Sander van 't Noordende visited the neighborhood to participate in an in-person workshop.



Argentina — at Barrio Fraga

The project has conducted 700 interviews and 45 workshops, resulting in 170 hires to date. For the third consecutive year, the government of Buenos Aires awarded the organization the Distinction of Employability, recognizing the successful integration of residents into both client operations and internal recruitment processes.



Argentina — Sander van 't Noordende (Randstad's CEO) visits Mugica

belgium

Randstad Belgium provides comprehensive internal and external training programs to bridge skill gaps, particularly for minority groups. Since 2017, the Learn4Job program has addressed specific shortages, such as heavy goods vehicle licenses, while the Training for Talent program partners with external providers for upskilling and reskilling. Additionally, Talent2Connect — a collaborative platform involving public, private and social sectors — organizes mentoring and matchmaking events to connect untapped talent from minority groups with employers.

In 2024, the organization trained 6,232 talent and enrolled 855 participants in the Goodhabitz online program. These initiatives result in increased employability, reduced skills gaps and improved labor market integration by matching motivated talent with hard-to-fill vacancies.

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.

Since 2024, the organization has 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.

france

Randstad France is helping address the country's green skills gap by mapping emerging green industries and identifying workforce needs across their value chains. In partnership with the Randstad School and France's national labor agency, it also provides vocational training for high-demand roles in areas such as energy renovation, solar power, wind energy and waste management.

By anticipating future labor needs, these efforts provide unemployed individuals with critical upskilling to return to the workforce. This proactive approach builds a skilled talent pool for the green economy while expanding career opportunities in essential sustainability sectors.

germany

Randstad Germany provides personalized coaching, qualification programs and e-learning to support talent from minority groups. Training includes essential skills like MS Office and forklift operation, alongside specialized programs in sectors like renewable energy. Through the Akademie+ platform and a partnership with Viona, talent can access over 500 live online courses and vocational qualifications leading to Chamber of Commerce examinations.

For example, personalized coaching and these platforms enabled Ukrainian accountants to refresh their knowledge and gain the specific skills required to work as qualified accounting professionals in Germany.

In 2025, over 3,000 courses were booked on the Akademie+ platform, directly improving professional prospects. These efforts address specific skills gaps and enhance workforce development, enabling talent to navigate job possibilities and successfully transition into the local labor market.

Through its Randstad Academy and in partnership with Viona, Randstad Germany also supports the evolving skills needs of the renewable energy sector by delivering targeted training programs. The collaboration offers 20 courses focused on the Green Transition, preparing individuals for roles such as climate protection managers, energy consultants, energy efficiency specialists and solar thermal experts.

In addition, the Randstad Academy works closely with educational providers in engineering and mechanics to develop more specialised training aligned with specific industry requirements.

Through these initiatives, Randstad contributes to closing the skills gap in renewable energy, equipping individuals with relevant expertise while supporting organizations in accessing qualified talent. This approach also strengthens career pathways in green jobs and supports the broader transition to a more sustainable energy economy.

india

Randstad India faced the operational hurdle of rapidly mobilizing 500 project engineers needed to support critical energy infrastructure projects in remote regions. To meet this demand, the organization executed a strategic talent deployment that utilized a blended hiring strategy — implementing on-ground drives, WhatsApp referral groups and an e-onboarding platform — to successfully roll out over 600 offers for specialized engineers across Rajasthan, Gujarat and Andhra Pradesh. These efforts ensured that 500 engineers were onboarded on schedule to drive critical energy projects forward, strengthening the transition to a sustainable energy economy.

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.

Randstad Netherlands also collaborates with four energy sector companies and three additional partners to establish the Lokale Installatie Collectief (Local Installation Collective). This initiative aims to improve the energy efficiency of homes while developing new talent for the energy sector.

As the HR partner, Randstad supports the recruitment and training of new professionals. Participants begin with a preparatory program that provides hands-on experience across the participating companies. To help them identify their strengths, they rotate between organizations every six months, allowing them to find the best fit.

The partnership encourages a broader, industry-wide perspective — moving beyond individual interests to invest in the long-term development of the sector. The project aims to train 1,000 operators by 2025. So far it has delivered four cohorts, totaling 80 participants.

norway

Randstad Norway has entered a partnership with One Ocean Havbyen Bergen to support the green transition across the country's maritime and oil and gas sectors. The collaboration focuses on helping these industries secure the talent required to navigate and accelerate sustainable change. The organization is also involved in a skills development initiative funded by Vestland County Municipality, alongside partners such as the University of Bergen and the Bergen Chamber of Commerce. The project is designed to strengthen coordination between public and private stakeholders while encouraging greater participation in vocational and science-based education.

Together, these initiatives contribute to making the maritime sector more attractive to emerging talent and supporting its ongoing transformation toward more sustainable practices. They also help build a stronger pipeline of skilled professionals for green industries in Western Norway, reinforcing Randstad Norway's commitment to enabling the green transition.

portugal

Randstad Portugal hosted the International Contact Center Week to address the rapid evolution of digital skills in specialized sectors like contact centers. The event provided external talent with AI workshops, financial literacy sessions and inclusion training to help them stay competitive and resilient in a changing market.In 2025, these efforts successfully strengthened Randstad Portugal's organizational culture and bridged the skills gap for external talent. The International Contact Center Week alone saw 1,069 participants across 45 concluded initiatives and four sites, resulting in a more qualified, inclusive and empowered workforce.

spain

Randstad Spain offers Randstad Impulsa, a free suite of digital tools and content integrated into the myRandstad app and website. Designed to improve employability for individuals from all backgrounds, the platform uses gamification to guide users through structured levels of professional development. Features include resume optimization, market salary insights, advanced skills testing and personalized career reports. Additionally, the program provides access to training itineraries, short video clips and automatic job alerts to support continuous growth.

These digital resources provide an engaging, accessible path for talent to enhance their professional profiles and better align their skills with market demands.

To address the critical talent shortage in the renewable energy sector, Randstad Professional Spain officially launched its Green Energies specialization in early 2025. With a dedicated team of professionals, this division focuses on identifying and placing key talent essential to the energy transition, including engineers and sustainability experts. By supporting companies active in solar, wind and hydroelectric power, this strategic initiative positions Randstad Spain as a key partner in accelerating the shift toward a low-carbon economy, ensuring the energy sector has the qualified talent required to meet its ambitious growth targets.

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 sourced and recruited 901 blue-collar workers by February 2026, directly supporting industrial decarbonization and fostering an inclusive and sustainable workforce in Northern Sweden.

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.

Randstad US champions Hire Hope, a transformative 6-month career readiness initiative open to all. It is designed to uplift individuals facing housing insecurity, as well as incredibly resilient survivors of domestic violence, human trafficking and other vulnerabilities. Built on strong community partnerships and the dedication of Randstad team members, the program has empowered more than 385 participants since 2014. Hire Hope boasts a 90% success rate in helping individuals build lifelong foundations. Through a powerful blend of paid apprenticeships, expert job placement, and mentorship support, Randstad is helping people rewrite their stories.



USA — Hire Hope

equity, diversity and inclusion

Randstad's commitment to equity and inclusion in recruitment focuses on creating a fair and inclusive process that recognizes the unique needs of all job seekers, particularly those from historically underrepresented groups. Randstad's mission is to ensure fairness, equity and diversity in attracting, hiring, compensating, motivating and promoting a top-level performing workforce. At Randstad, discrimination is not acceptable, whether on the grounds of age, skin color, disability, gender, marital status, nationality, race, religion, gender identity, social origin, sexual orientation or any other status protected by applicable law.

We strive to create equitable workplaces at Randstad and with our clients by ensuring equal access to opportunities and supporting inclusive workplace development. Through social innovation programs, we level the playing field by enhancing employability and promoting equal opportunities for underrepresented and disadvantaged groups.

argentina

Randstad Argentina addresses equity, diversity and inclusion through a policy focused on two core objectives: driving the labor inclusion of people in disadvantaged situations and ensuring an inclusive workplace culture across the organization.

To build awareness among colleagues, Randstad Argentina runs training sessions on gender equity, disability inclusion and age diversity in the labor market. In collaboration with the government of Ciudad de Buenos Aires, it also developed a practical guide to neutral hiring processes, shared with both internal and external audiences.

In 2024, the organization relaunched its diversity and inclusion policy with a renewed commitment to human rights and high labor standards, and introduced an equity, diversity and inclusion consultancy service, supporting more than 50 clients. Demand has grown in 2025, with more than 60 clients engaging with the service and three purchasing a full consultancy package.

belgium

Randstad Belgium's Equity Charter provides each brand with a dedicated equity coach. These coaches support consultants in responding to biased job descriptions or inappropriate client requests, while also advising clients on how to build more inclusive workplaces. All consultants receive sensitivity training and regular awareness campaigns encourage clients to assess talent on skills and potential rather than personal characteristics such as age, gender or appearance.

To extend reach, Randstad Belgium shares articles and videos on internal platforms and maintains a dedicated intranet section on discrimination and equal treatment, alongside a helpline for additional support. These efforts are helping to shift perspectives among Randstad teams and clients, reinforcing skills-based hiring as the standard across the Belgian labor market.

brazil

Randstad Brazil hosts benchmarking events at its offices, bringing clients together to debate equity, diversity and inclusion and share best practices. Strategic partnerships also extend impact: a collaboration with DIO, a technology qualification startup, supports talent from underrepresented groups in building or advancing careers in tech, while candidate services partner Scooto exclusively employs mothers and operates on a flexible, family-compatible model. In 2025, Randstad Brazil's local equity team filled 912 job openings exclusively for people with disabilities and also strengthened internal expertise through bias training, characterization report analysis and Brazilian Sign Language (Libras) instruction.

canada

Randstad Canada conducts in-depth market demographic analyses to strengthen strategic planning and support more targeted recruitment for underrepresented groups. This stronger data foundation is enabling the organization to pursue data-driven initiatives that help both Randstad and its clients build workforces that better reflect the communities they serve.

chile

In 2025, Randstad Chile focused its equity, diversity and inclusion efforts on four areas: inclusion of people with disabilities, support for the migrant population, LGBTQI+ inclusion and gender equity. To expand opportunities for people with disabilities, the organization increased hiring through partnerships with 25 community-based job placement agencies, with a management model spanning team training, follow-up and the implementation of reasonable adjustments to support long-term job sustainability.



Chile — women

france

In 2025, for the fourth consecutive year, Randstad France renewed its commitment to l'Autre Cercle's inclusion Charter, reinforcing its dedication to improving working conditions for LGBTQI+ talent. This commitment extended beyond the workplace: in May, Randstad France sponsored a float at Pride in Bordeaux, resulting in a 46% increase in applications to the Bordeaux branch immediately afterwards.



France — AFL Diversity's Grand Prix award

To share learning more broadly, Randstad France participated in a roundtable at UNESCO titled Diversity and Inclusion: Why Companies Can Not Wait Anymore, an event held to mark the launch of AFL Diversity's Grand Prix award and attended by more than 400 people.

germany

Randstad Germany's inclusive culture approach is anchored by its Diversity Council, a cross-functional body drawing representatives from across departments, which maintains ongoing dialogue with external organizations and peer companies to stay aligned with evolving social and economic trends and share best practices. In collaboration with partner organization PROUT AT WORK, the Business Resource Groups lead Randstad Germany's participation in CSD (Pride) in Eschborn, combining visible external commitment and the internal culture-building work that underpins long-term progress.



Germany — celebrating inclusion at CSD, Eschborn

india

Randstad India partners with state governments, skill development agencies and local ecosystem organizations to reach underserved and diverse talent pools across a vast labor market. These partnerships bring job opportunities directly to job seekers through talent pooling, job drives and employment enablement initiatives.



India — prioritizing skills for women

italy

Randstad Italy's targeted inclusion initiatives are designed to transform diversity into a competitive advantage for client organizations as well as drive broader social change. A flagship example is Randstad Back2work, a program that bridges the gap between correctional facilities and society by providing employment pathways and restoring professional identity to incarcerated individuals. Operating under the Smuraglia Law, both within facilities and at partner company sites, the program supports reintegration while helping to reduce reoffending rates among those who gain regular employment. In 2025, the project involved 9 correctional facilities across various Italian regions, leading to the placement of approximately 50 people within client companies and training programs that engaged around 100 incarcerated individuals.



Italy — power-working

japan

In 2025, Randstad Japan hosted a symposium on the future workplace at the Expo 2025 Osaka/Kansai Dutch Pavilion, exploring how organizations can accelerate employee happiness and growth. The event also featured immersive technology experiences simulating developmental disabilities and menstrual pain, fostering a deeper understanding of diverse workplace needs among attendees.



Japan — Expo 2025

Randstad Japan's support for LGBTQI+ inclusion expanded significantly during the year. These efforts were recognized with a Gold rating in the PRIDE Index 2025 for the fifth consecutive year, the Rainbow certification for cross-sector collaboration for the third consecutive year, and the D&I Award for best place to work for the fourth consecutive year.



Japan — Tokyo PRIDE 2025

netherlands

Randstad Netherlands responds to growing pressure on LGBTQI+ inclusion — reflected in declining community safety, belonging and workplace equity — by keeping this issue prominent for clients, partners and talent. A key initiative in 2025 was a strategic partnership with Stichting Pride Utrecht, through which Randstad Netherlands represented the business sector at the Utrecht Pride Knowledge Market, engaging directly with the community to demonstrate the role that organizations play in driving LGBTQI+ progress. More than 100 individuals were engaged at the event, helping to bridge the gap between community needs and corporate policy, while ties with other corporate partners were strengthened to build a collective front for workplace safety and belonging.



Netherlands — Utrecht PRIDE

portugal

Randstad Portugal's equity, diversity and inclusion team works across all departments to ensure inclusivity is built into everyday processes, providing training to equip colleagues with the skills to apply equity and belonging principles in their interactions with clients and talent.

Since 2024, Randstad Portugal has been a member of GRACE — Responsible Companies, a leading business association focused on organizational responsibility and sustainability. In 2025, this involvement extended to active participation in five working groups with peer companies on equity, diversity and inclusion topics.

In September 2025, the team partnered with ILGA, Portugal's longest-standing association advocating for LGBTQI+ rights, to host an LGBTQI+ Recruitment Fair on Randstad premises.

The event offered a safe space where LGBTQI+ individuals could connect with inclusive employers committed to hiring on the basis of skills and potential. Fifty-seven participants attended, with ILGA Portugal noting the partnership had delivered concrete impact and opportunities for the community, and expressing confidence that the event would lead to meaningful outcomes in participants' professional lives.

sweden

Randstad Sweden helps counter systemic barriers and societal prejudice that exclude many individuals from the Swedish labor market by co-founding Universal Design in the Workplace (UUA), an initiative focused on building flexible organizations where the right to inclusion is respected. Through an active role on UUA's board, the organization contributes to seminars, training programs and policy influence to drive lasting change.

Recognized for its expertise in LGBTQI+ inclusion and belonging, Randstad Sweden also delivers seminars for clients and institutions to promote understanding and share best practices — contributing to a more equitable labor market across the country.

gender equity

global

Advancing gender equity and women's empowerment is a core strand of Randstad's strategy, spanning internal culture, client partnerships and broader market influence. As a signatory to the UN Women's Empowerment Principles (WEPs), Randstad's CEO has made a public commitment to gender equity in the workplace, marketplace and community, embedding this agenda at the highest level of the organization and reinforcing the value of multi-stakeholder collaboration in driving meaningful change. Randstad is also a member of WEConnect International, a global network connecting women-owned businesses to qualified buyers worldwide. The initiatives in this section reflect the breadth of that commitment, including structured career development, and equality planning and community partnerships supporting women facing the most significant barriers to employment. For more information on internal equity initiatives, refer to the global equity report.

germany

Gender equity has been a central focus for Randstad Germany for many years, and in 2025, the organization placed particular strategic emphasis on women's economic independence. The Women's Business Resource Group published position papers highlighting the necessity of financial security and autonomy for women, using online calculators to illustrate the long-term impact of financial independence on pension and retirement outcomes. These papers were widely distributed and culminated in a radio interview that extended the reach of the conversation beyond the organization. Randstad Germany's Women's Career Plan, initially developed in 2023, has also been presented at a range of external events, with an explicit call for other organizations to adopt similar commitments.

india

Randstad India strengthens regional talent pipelines through state-level partnerships and targeted outreach. In Andhra Pradesh and Kerala, memoranda of understanding with APSSDC and the state government, respectively, connect industry-ready candidates with employer demand. In Odisha, a targeted job drive for a manufacturing client — delivered through a strategic NGO partnership — resulted in 22 women being onboarded, meaningfully expanding female workforce participation in the region. In Haryana and Uttar Pradesh, participation in state-led job fairs yielded more than 100 candidates shortlisted for manufacturing clients, while in Himachal Pradesh an interactive session with more than 50 principals and placement officers extended job opportunities into institutional networks across the state.



India — expanding women's participation in work

netherlands

In 2025, Randstad Netherlands participated in research with Utrecht University on the effectiveness of diversity signaling in recruitment, focusing on women facing structural barriers to labor market access and progression, particularly those from non-Western migration backgrounds experiencing long-term unemployment. The findings revealed that general equity, diversity and inclusion statements do not significantly increase applicant numbers. Emphasizing autonomy and flexibility within job descriptions proved to be a more effective driver for attracting diverse talent. These insights are now informing Randstad Netherlands' recruitment strategy. Building on an earlier pilot delivered in partnership with the municipality of Almere, which provided 60 women with tailored support including flexible training, personal guidance and language assistance, Randstad Netherlands is now applying the learnings from that program to shape similar initiatives in other municipalities, broadening access to inclusive employment opportunities for women facing comparable challenges.

portugal

Randstad Portugal addresses structural gender inequality — in access to employment, pay, parenting protection and work-life balance — through its Gender Equality Plan. This comprehensive framework integrates measures to promote equality between women and men internally and underpins its role as a thought leader in the labor market. Going beyond legal compliance, the 2025/2026 plan embeds gender equality across all areas of the organization: eliminating sex-based discrimination, guaranteeing equal opportunities and fostering a culture that values equity.

Developed collaboratively across Randstad Portugal's HR, equity, diversity and inclusion, legal and marketing teams, the plan is published as a public document, positioning Randstad Portugal as a market leader on gender equality. This commitment extends to active membership of the iGen Forum, Organizations for Equality, a body operating under the governmental Commission for Equality in Work and Employment (CITE). Since May 2022, Randstad Portugal has participated in the iGen Academy and organized national events to raise awareness of gender disparities, translating policy commitment into visible, practical action across the Portuguese labor market.

spain

Randstad Spain addresses the underrepresentation of women in several roles and sectors through an equality plan that focuses on access to employment, career progression and training, fair remuneration, work-life balance, and the prevention of sexual harassment and gender discrimination.

Within its Recruitment Process Outsourcing team, Randstad Spain also works directly with clients to embed best practices, including guaranteeing at least one woman 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 more inclusive workplaces within client organizations.

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 2025, we placed 11,000 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 advances disability inclusion and belonging through a holistic strategy built on strategic alliances with key stakeholders, including participation in the Buenos Aires government's Collective Action for Disabilities initiative. The approach combined equity, diversity and inclusion consultancy for clients with employability programs delivered in partnership with the Secretary of Disabilities in Buenos Aires, reaching 55 participants at labor fairs.

To strengthen access to opportunities, the organization delivered employability workshops through the CILSA digital skills bootcamp, launched its first employability workshop for people with disabilities in Barrio Mugica and conducted eight LinkedIn and job-entry sessions (virtual and in-person) with BA Discapacidad, reaching 245 participants, including tailored sessions for deaf participants to ensure accessibility.

These initiatives have resulted in meaningful impact: 15 clients supported in developing inclusive recruitment processes, over 100 participants across three editions of disability-focused job fair workshops by 2025, four scholarships awarded to women with disabilities through CILSA, and the creation of an internal cross-functional working group to proactively identify and promote talent with disabilities to clients.



Argentina — collective action for disabilities

australia

Randstad Australia addresses the significant underrepresentation of people with disabilities in the workforce by partnering 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.

As a result, 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. This reflects Randstad Australia's ongoing commitment to inclusive hiring and workplace equity.



Australia — launching the Recruitable program

belgium

Randstad Belgium is shifting beyond standard recruitment toward a more inclusive, knowledge-based approach to better support people with disabilities, who continue to face structural barriers in the labor market. The organization focuses on deep learning and strategic collaboration, including a partnership with Emino, a company specializing in disability training. Through this partnership, best practices are shared directly with internal teams, and Emino job coaches are paired with Randstad recruiters to refine and foster more inclusive hiring processes.

By engaging a broad network of people with disabilities and drawing on its own specialized employability coaches, Randstad Belgium helps talent navigate the path to employment. These efforts enable the organization to more effectively attract, hire and support people with disabilities, demonstrating a concrete commitment to building a more inclusive and accessible workplace.

brazil

Randstad Brazil identified that two primary barriers — limited equity literacy among management and the difficulty of sourcing diverse talent at scale — were preventing organizations from building truly inclusive teams. To overcome these hurdles, a two-pillar strategy was implemented: expanding the talent pipeline and providing leadership education. The organization enhanced its resume database through targeted outreach and inclusive training programs to increase the visibility of underrepresented talent, particularly people with disabilities. Simultaneously, management received tailored resources to reduce unconscious bias, while the specialized recruitment team underwent training in reading characterization reports and Libras (Brazilian Sign Language). This dual approach led to a measurable increase in equity awareness and a higher volume of diverse hires across operational, technical and strategic positions.

Throughout 2025, the local equity team successfully completed 912 job openings exclusively for people with disabilities nationwide. By integrating proactive recruitment with specialized internal training, Randstad Brazil has effectively expanded the talent pool and advanced a more inclusive workplace culture.

chile

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

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 — inclusive training in action

france

Randstad France supports the professional integration of people with disabilities through the Kliff par Randstad network, an Adapted Temporary Employment Agency and social joint venture with SOUN by Fastroad. This model offers paid temporary roles that serve as a bridge to permanent employment, enabling talent to gain experience while giving employers a structured way to assess skills before hiring.

Further strengthening this commitment, the organization signed its first disability agreement in 2021, establishing a national network of disability correspondents to promote inclusion and belonging across all internal and external partnerships.

Since launching in Saint-Denis in 2019, Kliff has expanded to seven locations, supporting nearly 4,000 individuals and helping over 1,100 people with disabilities access employment. These efforts have achieved a sustainable employment rate of nearly 25%. By combining specialized joint ventures with a nationwide network of correspondents, Randstad France continues to provide tangible tools for professional integration and safety.

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.

With a nationwide representative body for severely disabled employees, the organization prioritizes creating an open and unprejudiced environment.

Through the Inclusion Action Plan, Randstad Germany implements concrete measures, including encouraging branches to actively recruit applicants with disabilities and motivating client companies to do the same. The representative body for severely disabled employees, along with the Social Affairs department, provides tailored support throughout recruitment and employment processes. Additionally, they provide dedicated webinars in our e.campus and regularly share information in our intranet to remove barriers to the hiring of people with disabilities.

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 an opportunity-oriented approach and commitment to advancing disability inclusion and belonging, both within the company and across the broader labor market.

italy

Randstad Italy advances access to the labor market for people with disabilities through HOpportunities, a subspecialty of Randstad Professional focused on inclusive recruitment under Law 68/99. In 2025, a Memorandum of Understanding with AIPD (Italian Down Syndrome Association) and AGPD supported the successful integration of a candidate with Down Syndrome into the engineering and metalworking sector.

These collaborations prove that inclusion is achievable even in complex industrial sectors when supported by a hands-on approach and specialized expertise. In the field of mental health, HOpportunities collaborated with Fondazione Progetto Itaca to organize workshops in Bologna and Milan.

These sessions provided participants with practical guidance on targeted placement, empowering them to navigate the job market with greater autonomy. Furthermore, a renewed partnership with the Italian Cystic Fibrosis League (LIFC) led to a specialized webinar in April titled Cystic Fibrosis and Work: Practical Advice for Projecting into the Future, which reached 50 patients and caregivers. These results reflect a continuous commitment to creating meaningful job opportunities and building an inclusive workplace culture.

netherlands

Randstad Netherlands' strategic partnerships with De Hersenstichting and Onbeperkte Denkers, focus on advancing workplace inclusion for neurodivergent talent. This year, the organization hosted a collaborative webinar and provided a platform within the Onbeperkte Denkers network for colleagues to share lived experiences and promote cognitive diversity as a strength. Simultaneously, specialized divisions — Randstad Participation and Tempo-Team Participation — connect employers with qualified candidates through tailored recruitment guidance and expert support.

Together, these efforts demonstrate how targeted support and specialized partnerships can improve access to work and foster long-term labor market inclusion.

poland

For the second consecutive year, Randstad Poland participated in the nationwide virtual career fair dedicated to talent with disabilities, hosting an employer booth showcasing current job openings and enabling attendees to connect directly with Randstad recruiters. In the fair's dedicated Expert Zone, Randstad specialists also delivered one-on-one career consultations covering interview preparation, CV development, skills articulation and effective job search strategies, providing individualized guidance across the areas that matter most to job seekers navigating the labor market.

portugal

In 2025, Randstad Portugal launched the StepIN program, a 12-month initiative supported by a dedicated Job Coach providing individual support, managing reasonable accommodations and enabling leaders to adopt inclusive work practices.

To support clients, a modular consultancy offering was developed, covering initial diagnostics through to onboarding for underrepresented groups. Randstad Portugal also hosted From Intention to Action: Inclusion of People with Disabilities in the Labor Market in collaboration with GRACE, and continued its partnership with the Inclusive Community Forum by Nova SBE to co-create solutions for employability and education.

Since its launch in April 2025, StepIN has supported the integration of 53 professionals with disabilities across corporate and temporary roles. The GRACE event brought together 62 participants and 17 companies to share equity-focused strategies. Together, these initiatives demonstrate how combining internal support structures with external partnerships can translate inclusion into tangible employment outcomes.

(im)migrants and refugees

global

Work offers security, dignity and independence — especially for those who are 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 an industry leader in helping displaced people acquire skills, and as a member of the Tent Partnership for Refugees since 2019, we committed to a target of supporting 50,000 refugees between 2023–2025 through job placements, training and mentorship by offering individualized career guidance and support. In 2025 alone, we supported 39,720 refugees through job placements and training.

This report highlights various external programs focused on reskilling refugees, while our internal equity efforts are detailed in our global equity report.

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 underserved 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 is testing the Travailler en France application in partnership with France Travail to help migrants and refugees enter the labor market by connecting them directly with employers and supporting access to more stable employment pathways. This digital tool facilitates urgent job placement for refugee workers through multilingual support and direct connections with employers. Recruiting teams also participate in job fairs through the TENT partnership, while the HOPE program (Housing and Orientation Path toward Employment) addresses the dual challenges of initial employment and suitable housing by collaborating with specialized providers.

These targeted actions have yielded measurable success, with 41% of users on the Travailler en France app currently securing employment. By promoting roles in high-demand sectors and providing a holistic path toward integration, Randstad France is working to significantly improve the professional prospects and social stability of refugee workers in France.



France — job fair TENT partnership

germany

Randstad Germany continued its vocational retraining and partial qualification programs for refugees from Syria, Ukraine, Afghanistan and Iran to ensure long-term career sustainability.In 2025 alone, 6,316 refugees and more than 1,000 Ukrainians were placed into employment, with 70 Ukrainians receiving specialized career coaching. These efforts earned the Best Practice for Labor Market Integration award from the Germany — Land of Ideas competition. By combining policy advocacy with hands-on vocational training, the organization continues to drive workforce readiness and systemic change on a national level.

italy

Randstad Italy supports migrant and refugee integration through the Randstad Without Borders program (Randstad Enterprise), active since 2017. The program bridges the gap between clients and talent from diverse cultural backgrounds by offering free training in language, digital literacy, job-search techniques and safety, as well as specialized technical skills when needed.

In 2025, the IT-BRIDGE project was launched, a multi-stakeholder project co-funded by the European Social Fund Agency. Operating throughout 2025 and 2026, it supports young migrants in Italy and Spain. Randstad Enterprise provides language courses, intercultural training and job orientation to the participants. The Care Pro Project was continued in 2025, including 25 migrants in the health sector.

Over the year, Randstad Without Borders supported 1,872 migrants, of whom 665 were refugees. We provided training to 1,370 individuals through 118 free courses offered. Meanwhile, for the sixth year in a row, Randstad Italy and Randstad Services received the Welcome. Working for the refugee integration logo from UNHCR, with Randstad Enterprise also earning the We.Welcome logo for advancing refugee employment and inclusion.

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.

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 the country's labor market.

Through Randstad Care, the organization 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 such as the 2025 Women's Refugee Mentoring Program, supported by 44 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. These efforts are now being expanded to include additional refugee populations, further broadening access to employment.

generations

global

At Randstad, we champion inclusive, equitable education and lifelong learning for all generations, especially youth and seniors. In 2025, we placed 533,300 people under 25 and 243,000 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

Randstad Belgium tackles youth unemployment through Randstad RiseSmart Employability and Randstad Young Talents. In partnership with Belgian social institutions, RiseSmart provides specialized coaching and job guidance for NEET populations. Simultaneously, Randstad Young Talents — spanning 34 institutions since its start at KU Leuven — connects students with study-relevant side jobs and starter positions to ease the transition from school to work.

These initiatives help young people land their first jobs and create study-related roles. The market also coaches students and delivers workshops. By providing early-career opportunities, the organization continues to drive meaningful labor market integration and long-term youth development.



Belgium — Young Talents

france

Recognizing the challenges facing NEETs — those not in employment, education or training — integrating into the labor market, the Fondation Randstad 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. 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, Randstad France's Institute des Métiers et des Compétences supports Randstad and its clients in both general and tailored programs. In 2025, over 514 apprentices were trained in business, communication, marketing, HR, IT and support roles. With more than 2,893 graduates to date, it continues to deliver stakeholder benefits, including improved sourcing, training and new career opportunities.

italy

Randstad Italy expanded the Randstad Box concept into the Motor Valley district, providing over 30 courses in its first half-year to support the automotive industry and strengthen the transition from education to employment. In collaboration with the city of Parma (Youth Capital for 2027), the initiative structured 33 separate events to train students in hard and soft entrepreneurial skills. This ongoing collaboration seeks to shape the professional mindset of more than 300 students, ensuring the city's entrepreneurial heritage continues through the next generation of talent.

Nationally, the organization consolidated its partnership with Enactus, with Randstad Italy's Strategic Talent Partnership Director, Brunella Airaudo, serving as Vice President of Enactus Italy to guide sustainable innovation through youth engagement. This partnership facilitates the transition into the workforce by providing university and ITS (Higher Technical Institute) teams with the skills to develop high-impact social and environmental projects.

Through this experiential journey, approximately 200 students have enriched their technical and soft skills. The 2025 Enactus National Competition, hosted at Randstad Box, allowed teams like the ITS Technologies Talent Factory to pitch business projects to expert juries. By fostering a network of students, professors and 20 corporate partners, Randstad Italy continues to bridge the gap between education and professional growth.



Italy — Milano 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, providing practical experience, strengthening resumes and opening pathways into the labor market. In addition, The organization also hosts university workshops on topics such as job interview preparation and, with a strong focus on the digital sector, works to attract more women into IT and promote gender equity.

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 only 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 "silver workers" in addressing demographic shifts and skilled labor shortages, aligning with national political priorities.

To support this, an exclusive partnership was established with the Senior Expert Service (SES) to connect qualified professionals from the SES network with opportunities at client companies. A joint event held at the Eschborn headquarters in 2025 served to deepen this partnership.

Furthermore, with the introduction of the Aktiv-Rente in Germany, working beyond retirement age has become significantly more attractive, prompting a continued strategic focus on this area.

By reintegrating older and retired professionals, the organization taps into a valuable talent pool to help bridge the skilled labor gap. These efforts provide clients with access to specialized expertise, contributing to the overall stability and growth of the German labor market.

hungary

Randstad Hungary upholds the principle of equal opportunity by ensuring fair treatment for senior talent aged 50 and above. This includes actively addressing and counteracting age-related discrimination that may arise during the recruitment process.

The organization emphasizes professional experience as a core value when communicating with clients. To better support these efforts, it has been tracking employment outcomes for senior talent since Q4 2024 to monitor and improve integration results.

In 2025, these efforts resulted in the successful placement of 64 candidates over the age of 50 with partner companies. By focusing on experience-led recruitment and data monitoring, Randstad Hungary continues to promote a more inclusive labor market for the country's senior professionals.

italy

Randstad Italy supports companies in managing an aging workforce through consultancy and training focused on three pillars: guidance for know-how transfer, innovation through AI and digital upskilling and inclusion to build an age-positive culture. In 2025, it launched 48 projects across five sectors involving nearly 300 senior workers and achieving a 98% satisfaction rate. By transforming aging into a strategic asset, Randstad Italy is helping to strengthen intergenerational collaboration in the workplace.

spain

Randstad Spain counters systemic age-related barriers by providing comprehensive equity training to its own workforce and delivering targeted reskilling and upskilling programs for older candidates. The organization also advocates directly to clients for the unique value and deep experience of senior professionals, helping to foster a culture of respect.

These initiatives resulted in the placement of 16,159 individuals over the age of 50. By focusing on both professional development and client advocacy, Randstad Spain successfully opened new doors for experienced talent.

flexible work solutions

global

We are committed to providing and maintaining a healthy and safe work environment and promoting mental health and well-being in the workplace. In addition to our health and safety policy, the global health and well-being guideline aims to support Randstad and its employees in accessing 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 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 who are balancing personal and professional responsibilities. Paternity leave is extended to 28 days — far exceeding the country's 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 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 are core focuses at Randstad Australia, with inclusive policies designed to support every stage of life. The organization 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 that enables both individuals and teams to thrive.

brazil

Randstad Brazil offers the longest family leave in the country — six months for mothers and 20 days for fathers — applying equally to biological and adopted parents. To support this period, new parents receive a Birth Kit to welcome the baby. Additionally, the organization utilizes Scooto for candidate services, a company that exclusively hires mothers to promote flexible work.

These benefits reflect a broad commitment to family inclusion and belonging at every stage, as well as supporting professional opportunities that remain compatible with motherhood.

canada

Randstad Canada prioritizes employee well-being and recognizes the importance of balancing work and personal life. Its Disconnect from Work policy enables employees to refrain from work-related communications outside working hours, while 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 — acknowledge the realities of caregiving and personal challenges.

In addition, the LifeWorks program, included in employees' insurance packages, supports parents during maternity leave and offers free legal consultations and therapy sessions for immigrants and refugees. Together, these initiatives enhance well-being and provide meaningful support for both personal and family needs, helping to foster a positive and inclusive work environment.

czech republic

Randstad Czech Republic supports work-life balance by regularly offering part-time and flexible roles to employees on maternity leave, as well as parents and caregivers, and by providing a child-friendly workplace that enables effective work management. Its Flexible at Work initiative, operating under the auspices of the Czech Ministry of Labour and Social Affairs, focuses on creating opportunities and access to work for parents and caregivers. Together, these efforts expand opportunities for diverse groups and foster an inclusive, supportive environment.

france

Randstad France supports a healthy balance between professional and personal responsibilities through a range of initiatives. All employees receive a home office budget, and employees with disabilities can access 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, Randstad France provides 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, offering negotiated rates for services such as childcare, tutoring, cleaning, pet-sitting and home assistance, along with administrative support. A partnership with Prof Express, a tutoring platform, also provides employees' children with free homework and revision help.

germany

Supporting employees in balancing work and family life is a priority at Randstad Germany. During parental leave, the company maintains contact with employees who wish to stay connected, strengthening the bond between them and the organization. It also offers individual work-time solutions, hybrid models and flexible schedules, including mobile working. At the Eschborn headquarters, parent-child offices provide short-term childcare support. The company offers financial assistance and partners with aduna.care for care needs and Betreut.de for services such as childcare, pet care, senior care and household help. In addition, Randstad Germany contributes to preschool childcare costs, offers part-time options for managers and enables "Workation" from other EU countries.

Together, these initiatives support employees in managing work and family responsibilities and foster a family-friendly work environment. By providing geographical flexibility and practical childcare solutions, Randstad Germany enables employees to better align their professional duties with their personal lives.

hong kong sar

Randstad Hong Kong SAR goes beyond statutory requirements by offering flexible medical leave for shorter durations, recognizing that employees may only need a day or two to recover. This allows people to prioritize their health without undue pressure and is especially helpful for employees with disabilities who may require brief periods of leave to manage their conditions, fostering a more supportive work environment.

hungary

Randstad Hungary provides flexible solutions for parents that exceed legal requirements, including hybrid work and flexible hours for those with caregiving responsibilities. While the local Labor Code allows part-time work for mothers until their children are three, the organization enables parents to work part-time — from as little as eight hours per week — for as long as they wish. Support for those on parental leave includes a newsletter with organizational updates and invitations to company events. Upon returning, employees can engage in flexible projects, access missed professional training and choose four-, six- or eight-hour work schedules. Additionally, parents can work from home when caring for sick children, and HR offers a formal integration discussion six weeks after their return to work.



Hungary — supporting parents

These initiatives lead to improved family support and greater work-life balance. By offering flexibility that exceeds statutory mandates and providing ongoing integration support, Randstad Hungary ensures parents remain connected and supported throughout their transition back to the workforce.

india

Randstad India provides flexible work practices including extended work-from-home options, flexible work weeks and project adjustments. Comprehensive parental and caregiver benefits are extended to both fixed-term contractors and full-time employees, featuring 26 weeks of maternity leave, 12 weeks for adoption and surrogacy, six weeks for miscarriage, two weeks for paternity and 12 weeks of parental leave. To support LGBTQI+ employees, the organization provides coverage for sex-reassignment procedures, equal benefits for same-sex partners and time off for life-changing surgeries.

Such policies enable employees to manage key life transitions without compromising their careers, improving well-being and retention. In 2025, these practices were recognized by the Economic Times, which named Randstad India among the country's top 50 best workplaces for women, reinforcing its leadership in equity, diversity and inclusion.

italy

Randstad Italy supports parenthood through initiatives promoting the well-being of all mothers and fathers. In 2025, the training course Being Parents Today was launched for all family forms and their partners to encourage shared parental responsibility, attracting 400 attendees to the first session. To assist those returning from leave, the Parenting: Discover Your New Best Self course supported 80 parents in 2025. These efforts are reinforced by significant financial actions: Baby Randstad, a monthly nursery school contribution of € 250; Randstad Baby Sitting, providing reimbursements up to € 330 per month; and Randstad Grow Up, a welfare bonus of € 1,000 at birth and for each year until the child's sixth birthday (€ 7,000 total per child) to support the birth rate.

In 2025, the nursery benefit was granted to 341 colleagues for a total of € 591,738.80, while the babysitting reimbursement totaled € 17,115.00. The Grow up bonus was requested by 571 colleagues, resulting in a total contribution of € 748,000.00. These combined measures help parents reconcile their professional and parental identities through direct financial and educational support.

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 guide 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 59% — up from 43% in 2023. Randstad Japan also offers flexible working hours and remote options, allowing parents to better manage their time and location, ultimately increasing productivity.

netherlands

Randstad Netherlands supports working parents with enhanced benefits. A designated, lockable room is available for breastfeeding mothers during 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.

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

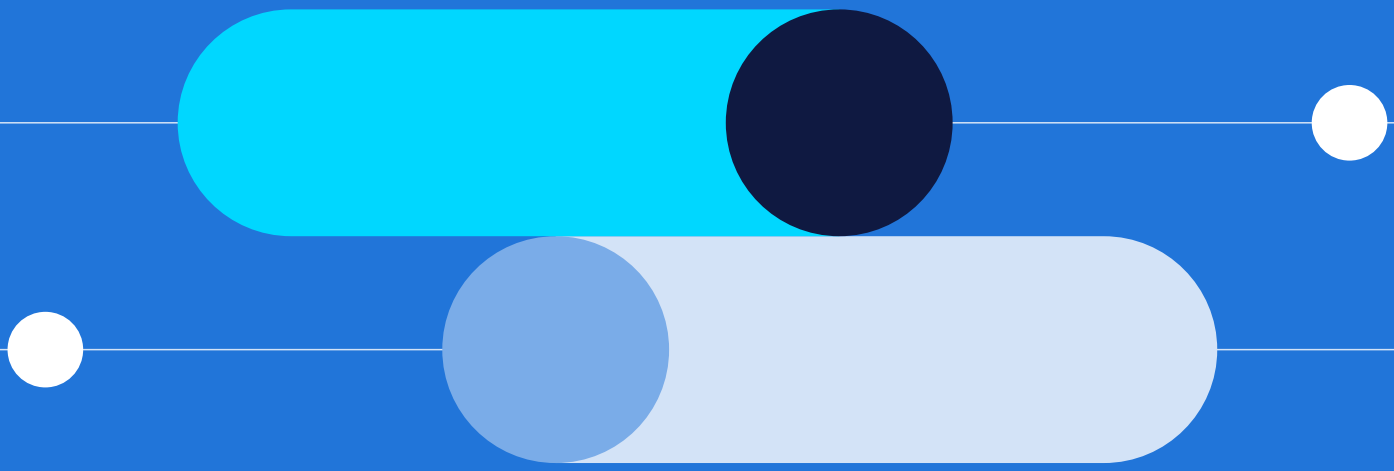
Randstad Spain supports family life by offering a range of benefits designed to help employees balance work and caregiving responsibilities. A € 410 annual Kindergarten payment is provided for each child under the age of three, easing early childcare costs. Parents benefit from flexible maternity and 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 by providing 100% salary continuation after five years of service, exceeding the statutory 80%. The standard leave of 14 to 16 weeks can be extended with managerial approval through paid vacation or unpaid leave.

These measures provide greater financial security and flexibility, contributing to a more supportive and inclusive workplace.

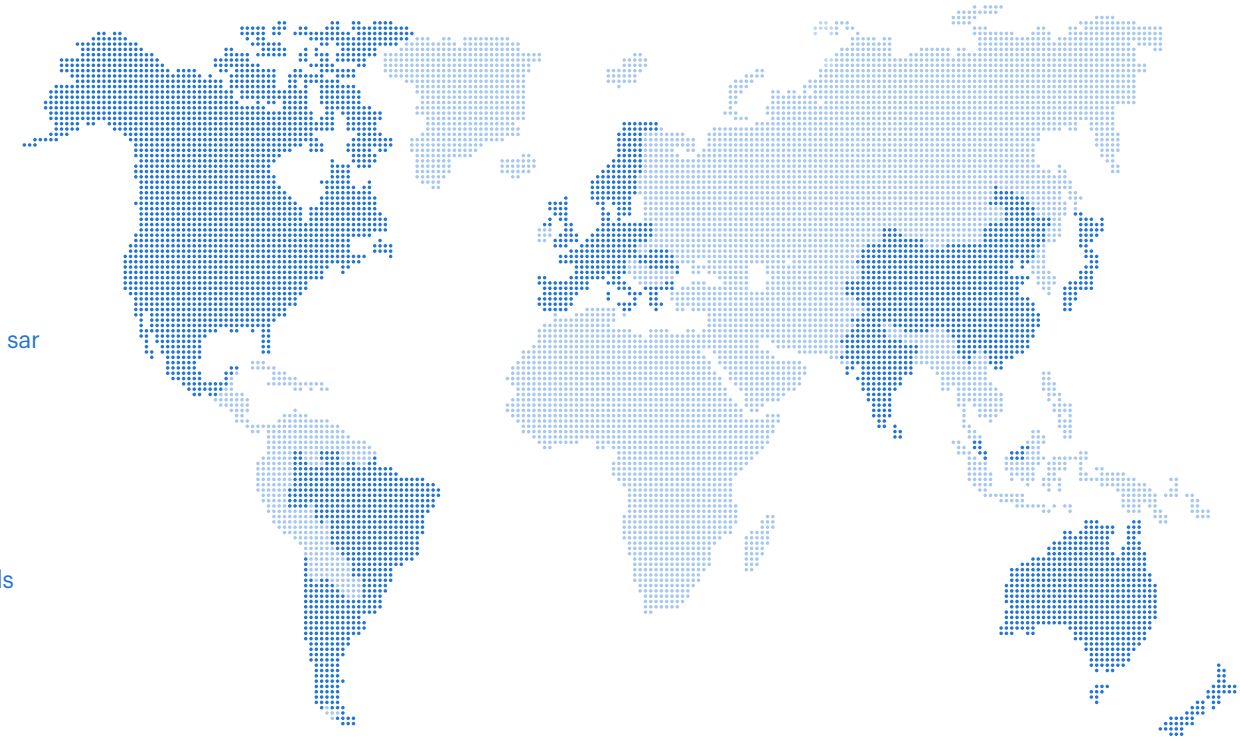
partner with integrity.



partner with integrity.

surveyed markets

1. argentina
2. belgium
3. brazil
4. chile
5. denmark
6. france
7. germany
8. greece
9. hong kong sar
10. hungary
11. india
12. italy
13. japan
14. malaysia
15. netherlands
16. norway
17. portugal
18. singapore
19. spain
20. sweden
21. turkey
22. united kingdom
23. united states



key non-financials closely aligned with global sustainability strategy:

8.4
understanding of business principles (2024: 8.4)

8.5
awareness of misconduct reporting procedure (2024: 8.4)

7.7
employee engagement score (2024: 7.7)

0.11%
injury rate (talent) of overall days worked (2024: 0.10%)

partner with integrity.



Randstad upholds high standard business ethics, IT security and health and safety standards. Business ethics at Randstad encompasses a commitment to integrity and adherence to core values, business principles (our code of conduct) and policies that ensure compliant, fair and responsible behavior. This includes a commitment to fair competition and strict compliance with anti-bribery and corruption laws. We are committed to a healthy and safe working environment throughout our organization and also promote this to clients where talent are active. We prioritize data protection, information security, and commit to ethical AI by implementing robust policies and procedures to safeguard the personal information of all our stakeholders, and mitigate cyber threats.

health and safety

Ensuring the health and safety of talent is a top priority at Randstad, which is hardwired into our global Health and Safety Policy. The policy establishes clear aims to promote health and safety, aiming for a continuous decline of harm. These objectives include minimizing harm by identifying, prioritizing and controlling risks, providing talent with adequate information and training regarding preventive measures, and ensuring effective injury management to support recovery and return to work. Furthermore, we promote high-quality preventive activities in coordination with our clients and require that talent proactively participate in health and safety matters to ensure their own welfare and that of others.

We conduct regular safety training sessions, promote health and wellness programs and perform safety audits to mitigate workplace hazards. These measures are designed to maintain a safe and supportive work environment. We implement best practices in health and safety throughout our workforce worldwide.

argentina

In 2025, Randstad Argentina faced the challenge of managing occupational accidents and illnesses among temporary workers during a national economic recession, particularly within business sectors that historically account for the highest accident percentages. To address this, the organization implemented a multi-stakeholder approach that integrated health and safety professionals, clients and insurers to maintain a prevention strategy based on workplace analysis and site-specific recommendations. The organization conducted over 100 site visits focused on specialized training and audits, while updating safety metrics to align with international industry standards.

The results of this rigorous management in 2025 were highly successful, maintaining the same incidence rate as in 2024, despite prevailing economic challenges. Most importantly, the organization reported zero fatal accidents during the period. By successfully aligning metrics with the insurance carrier, Randstad Argentina can now benchmark monthly performance against market standards, ensuring the continued resilience of prevention programs into 2026.

belgium

Randstad Belgium addresses the multifaceted needs of its workforce with a strategy that covers physical, mental, emotional and personal challenges. To ensure physical security, safety advisors provide on-site support by identifying risks and approving specific jobs, supported by an online platform that delivers safety instructions and introductory videos for talent.

Mental and emotional health is supported through Vitality workshops that encourage healthy lifestyles and a specialized burnout prevention program that trains both employees and managers to recognize early warning signs. Additionally, the Employee Assistance Program provides staff and their children aged 14 and older with access to free, confidential counseling, mindfulness and legal or financial assistance, backed by a 24/7 anonymous telephone line.

This integrated approach has yielded tangible improvements in workforce protection, allowing the organization to maintain safety rates that remain consistently below industry averages. Beyond the metrics, these initiatives have fostered a resilient internal culture of well-being, ensuring that the market supports its people in both their professional and personal lives.

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. The company also promotes physical activity by encouraging participation in events such as running and cycling, and has created internal wellness groups focused on physical, emotional, financial, social and workplace well-being. Together, these initiatives are helping to build a healthier, more supportive work environment.

chile

Randstad Chile identified the need for an extensive plan to strengthen occupational health and safety across the daily work environment. To achieve this, in 2025, the organization held specialized training sessions to educate teams on diverse factors ranging from ergonomics and nutrition to sun protection and mental health. A cornerstone of this strategy is the collaboration with the Mutual de Seguridad, a strategic partner for occupational safety, providing free and mandatory programs for all personnel. These sessions cover critical areas such as risk prevention, the proper handling of emergency equipment, mental health support and emergency response protocols.

To support mental health and well-being, a psychological emergency channel was introduced to provide immediate support during critical moments, alongside dedicated Human Capital spaces for personal and professional development.

These efforts have successfully cultivated a workforce that is more informed, health-conscious and proactively engaged in its own well-being. By integrating holistic health topics with mandatory safety training, the market has directly improved occupational protection, resulting in a more resilient workforce and a notable reduction in the likelihood of absenteeism due to work-related illnesses.

denmark

Randstad Denmark aims to provide comprehensive health and 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 and safety emergencies.

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

france

Randstad France is committed to establishing a safe work environment that prioritizes both physical safety and mental well-being. To achieve this, the company has implemented a comprehensive training strategy: in 2025, all 673 employees received specialized safety training, including the Prev'acteur Partner and Risk programs. For talent, Randstad France uses a dedicated digital platform to raise awareness of specific risks through evaluations and safety handbooks. It also promotes safety directly at client sites through webinars and annual events such as World Safety Day — which in 2025 focused on Prevention in Action for Musculoskeletal Disorders — alongside road risk challenges and seasonal prevention workbooks. This support is further reinforced by a 24/7 helpline for employees and their families, offering access to psychologists, social workers and legal advisors.

These initiatives have resulted in a 19% increase in safety training participation compared to the previous year. By integrating proactive site animations with high-touch support services, we have enhanced safety awareness and overall well-being across our entire workforce. The availability of tailored assistance for managers and comprehensive resources for all staff ensures that Randstad remains a leader in fostering a healthy, protected work environment.

germany

Randstad Germany prioritizes employee health and safety through an integrated approach focused on prevention and rapid response. Safe working conditions are ensured through regular client site inspections, mandatory e-learning and a dedicated app for reporting near-misses to raise awareness before accidents occur.

In the event of serious incidents, safety specialists collaborate directly with clients on-site to prevent recurrence, supported by IT-based protocols and the organization's DIN ISO 45001:2018 certification. Beyond physical safety, it provides occupational health services via Werksarztzentrum Deutschland and an Employee Assistance Program for psychological support. In addition, Health Days are hosted to promote well-being through ergonomics consultations, stress management and nutritional guidance.

Randstad Germany's commitment to international standards and proactive reporting has led to measurably safer workplaces and lower accident rates across its operations. Meanwhile, the combination of rigorous technical audits with holistic health services has strengthened the overall well-being of talent. These efforts reflect Randstad Germany's ongoing success in building a culture where safety is not just a policy, but a core component of the company's workforce protection strategy.

greece

Randstad Greece believes workplace safety requires going beyond basic legal requirements to meet international standards that foster a deep-rooted, proactive safety culture. The organization successfully acquired and renewed the ISO 45001 certification, and to ensure these standards are lived every day, integrated health and safety self-learning sessions into the onboarding process for all new employees. The benefits package was also enhanced to include on-site access to an occupational physician and high-quality private health insurance, while collaborating with external partners for regular compliance reviews and training updates.

The renewal of the ISO 45001 certification underscores an adherence to international excellence and has enabled effective risk reduction. These efforts have created a safer, healthier work environment, demonstrating a measurable commitment to employee well-being and safety excellence across operations.

hong kong sar

Randstad Hong Kong SAR recognizes that a healthy work environment is essential for long-term success and has adopted a strategy that supports both physical and mental recovery. The organization has implemented a range of well-being initiatives, including a dedicated Wellness Room in its new office to provide a tranquil, private space for employees to de-stress and recharge. It also offers comprehensive mental health support through a partnership with Optum Health, which provides a 24/7 Employee Assistance Program for any personal or work-related concerns. In addition, an internal employee fitness club committee organizes regular sports and wellness activities, encouraging an active lifestyle and a stronger sense of community.

Together, these initiatives have created a more supportive workplace by giving employees practical tools to manage stress and prioritize their well-being. By focusing on holistic health, Randstad Hong Kong SAR helps ensure its workforce remains resilient and engaged.



Hong Kong SAR — sports activity

hungary

Randstad Hungary offers comprehensive well-being support to internal employees, placing a strong emphasis on both physical protection and mental resilience. To ensure talent have the best possible care, the organization provides private health insurance that includes options for family coverage. Beyond traditional medical support, Randstad Hungary prioritizes mental well-being through a dedicated Well-Being Team that facilitates weekly Mindful Minutes sessions — providing a space for reflection and stress reduction — and distributes regular newsletters focused on current well-being topics to keep the workforce informed and engaged with their own health.



Hungary — healthy pursuits

india

Randstad India launched a multi-dimensional wellness strategy, headlined by the Be Kind to Your Mind movement and supported by 24/7 expert consultations through an Employee Assistance Program. Structural changes were introduced to protect employee time, including daily Me Time blocks and Clear Your Calendar Fridays twice a month to enable deep work without meeting interruptions. These measures are supplemented by interactive sessions with doctors and nutritionists that offer practical lifestyle advice. Together, these initiatives have helped build a culture where employees do not have to struggle in silence, providing continuous emotional support to the core team and over 13,000 external workers. By prioritizing balance and providing tangible tools to manage stress, Randstad India enables people to meet their goals more sustainably and feel better supported in their roles.



India — interactive lifestyle sessions

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, providing detailed risk assessments and emergency plans to all branches and headquarters. Regular health and safety training sessions ensure consistent knowledge for all employees, while the Flex Workers digital training platform extends vital safety content directly to talent.

To streamline these processes, Randstad Italy adopted a digital HSE management system according to ISO 45001 certification. This system incorporates PDCA-based digital analysis for issues arising from audits, incidents and improvement reports. Since 2023, there has been a stronger focus on stress-related risk assessments, mental health and psychological support. From a compliance perspective, the digital assignment infrastructure allows for standardized safety education that is independent of the specific risks associated with individual client locations.

Additionally, Randstad Italy actively engages clients to support their responsibilities regarding risk assessment forms, contract obligations, and training management. These initiatives foster a proactive safety culture, ensuring a secure and supportive environment for all Randstad Italy personnel.

japan

Randstad Japan views workplace safety and well-being as fundamental human rights that must be respected with dignity. Mandatory annual medical and stress checks for both employees and talent are central to the organization's approach, with a strategic focus on follow-up care and fit-for-work guidance. Front-line industrial doctors play a critical role in this ecosystem, enhancing health literacy through monthly health and safety committees. In addition, Randstad Japan collaborates with the global Randstad WHS community — learning from peers in Australia, India, Spain and the Netherlands — to incorporate international best practices into local operations.

These rigorous legal and internal mechanisms have helped embed a culture of "decent work" across operations. Their impact was underscored in 2025 when the supervisor of the Randstad Onsite Business Division received the Outstanding Safety Supervisor award from the Minister of Health, Labour and Welfare, recognizing the company's track record in preventing occupational accidents at client factories and reinforcing its position as a leader in workforce protection.



Japan — teaching health literacy

malaysia

Randstad Malaysia is committed to proactively addressing employee health and well-being by removing barriers to essential care. To achieve this, it has partnered with Generali to provide complimentary on-site health screenings, including vital checks that allow employees to monitor their physical health conveniently within the workplace. Recognizing that well-being extends beyond physical safety, the organization has also implemented an Employee Assistance Program to provide dedicated mental health support and professional counseling for our workforce.

These initiatives have successfully fostered a healthier, more supported workforce by providing easy access to both preventative medical screenings and emotional resources. This commitment to holistic well-being has empowered our employees to take charge of their health, demonstrating Randstad Malaysia's dedication to maintaining a resilient and thriving work environment.

netherlands

Randstad Netherlands' dedicated well-being and equity team oversees a strategy built on three pillars: strengthen, prevent and guide. A central component of this is the organization's Recharge360 program, an online platform and app providing content on nutrition, energy management and meditation. To encourage physical activity, Randstad Netherlands formed various Randstad sports teams — including one with over 220 members — and provided access to healthy lunch walks and on-site workout areas. These initiatives are designed to make vitality a natural part of the daily work routine.



Netherlands — the running team

Together, they have successfully embedded a culture of healthy living into the company. Notably, 68% of Randstad Netherlands' Dutch employees actively engage with the Recharge360 platform. Furthermore, work-life balance has moved from a peripheral topic to a key element of the company's Great Conversation discussions, demonstrating a fundamental shift in how talent prioritize their health and performance.

norway

Randstad Norway supports employee health and well-being through a strategy built on accessibility and rapid response. It provides comprehensive health insurance to all employees, enabling swift access to medical assistance and specialized treatment when needed. Physical health is further promoted through discounted memberships at a network of health and fitness centers, encouraging a proactive lifestyle.

To ensure organizational resilience, a professional crisis team is in place to support the company and its people during health and safety emergencies, providing expert guidance when it is most critical. These measures have created a supportive work environment where employees can address health concerns early and maintain a high standard of well-being. By combining quick access to medical care, fitness resources and expert crisis support, Randstad Norway helps its workforce stay healthy and engaged while strengthening a resilient workplace culture.



Norway — cycling day



Spain — formally accredited as a Healthy Company

portugal

Randstad Portugal launched the #wemissyou program to provide personalized support for employees returning from long-term leave, alongside the Inside Out program, which offers nutrition and financial mentorship. Together, these initiatives help maintain high levels of employee engagement and professional growth after extended absences and, in 2025, further strengthened Randstad Portugal's organizational culture.

singapore

Randstad Singapore reinforces its commitment to holistic well-being through accessible preventive care, resilience training and continuous wellness resources. To help people stay healthy, the organization offers complimentary corporate health screenings at an on-site clinic, providing convenient access to preventive care.

In partnership with AIA, Randstad Singapore hosts quarterly resilience programs featuring webinars and practical sessions to build mental and emotional strength, and this year launched AIA Vitality, which motivates employees to manage their fitness through weekly challenges and a points-based progression system. These efforts are further supported by quarterly wellness days, health talks and a 24/7 Employee Assistance Program provided by Optum Health for confidential personal and professional support.

Together, these initiatives have fostered a supportive and thriving work environment. By integrating technology-driven fitness challenges with accessible clinical care and emotional support, Randstad Singapore has built a healthier and more resilient workforce better equipped to navigate the demands of the modern labor market.

spain

Randstad Spain goes beyond legal requirements in workplace health and safety by working to build a culture of well-being. The organization adheres to the Luxembourg Declaration and plays an active role in both the European Network for Workplace Health Promotion and the Spanish Network of Healthy Companies, applying standards for physical and mental health that go beyond the statutory minimum. Participation in these networks provides access to specialized training and shared best practices with other leading organizations, enabling the continuous evolution of its health and safety approach. This sustained commitment has resulted in formal accreditation as a Healthy Company, establishing an ongoing framework for high health standards and reinforcing a safe, supportive working environment.

sweden

Randstad Sweden prioritizes employee safety and well-being through a multifaceted approach centered on both prevention and rapid response. To maintain internal safety protocols, it has deployed Work Safety representatives across the country to monitor operations. For personal health, employees receive comprehensive health insurance for swift medical care, alongside an annual fitness allowance to promote active lifestyles. A professional internal crisis team has been established to ensure the organization is prepared for the unexpected, ready to provide immediate support and guidance in the event of any health or safety emergency.

The implementation of these diverse measures has created a secure and highly supportive work environment. These initiatives demonstrate Randstad Sweden's dedication to holistic well-being, resulting in a workforce that feels protected and valued across all levels of the organization.

turkey

Randstad Turkey places a high priority on holistic well-being through a comprehensive and accessible benefits package. The organization provides high-quality private health insurance with an extensive network of hospitals, further enhanced by on-site access to a workplace physician for consultations and electronic prescriptions. To support mental health and work-life balance, it offers three days of paid compassionate leave without requiring medical documentation. Physical health is supported through a partnership with MultiSport, providing flexible fitness options, while workplace safety is ensured through regular audits and compliance reviews conducted with external health and safety partners.

By combining premium healthcare access with flexible well-being benefits, Randstad Turkey has created a high standard of workforce protection. Commitment to these integrated efforts ensures that the company maintains the highest standards of safety and support, fostering an environment where employees can thrive both personally and professionally.

united kingdom

Randstad UK addressed the challenge of increased employer responsibility under the new Worker Protection Bill by implementing a comprehensive strategy to provide safer working environments. Its internal Respect at Work framework ensures clear anti-harassment policies and delivers specialized training for leadership and HR teams. The organization also mandated annual awareness training for all employees and talent via e-learning to ensure a baseline of understanding across the enterprise.

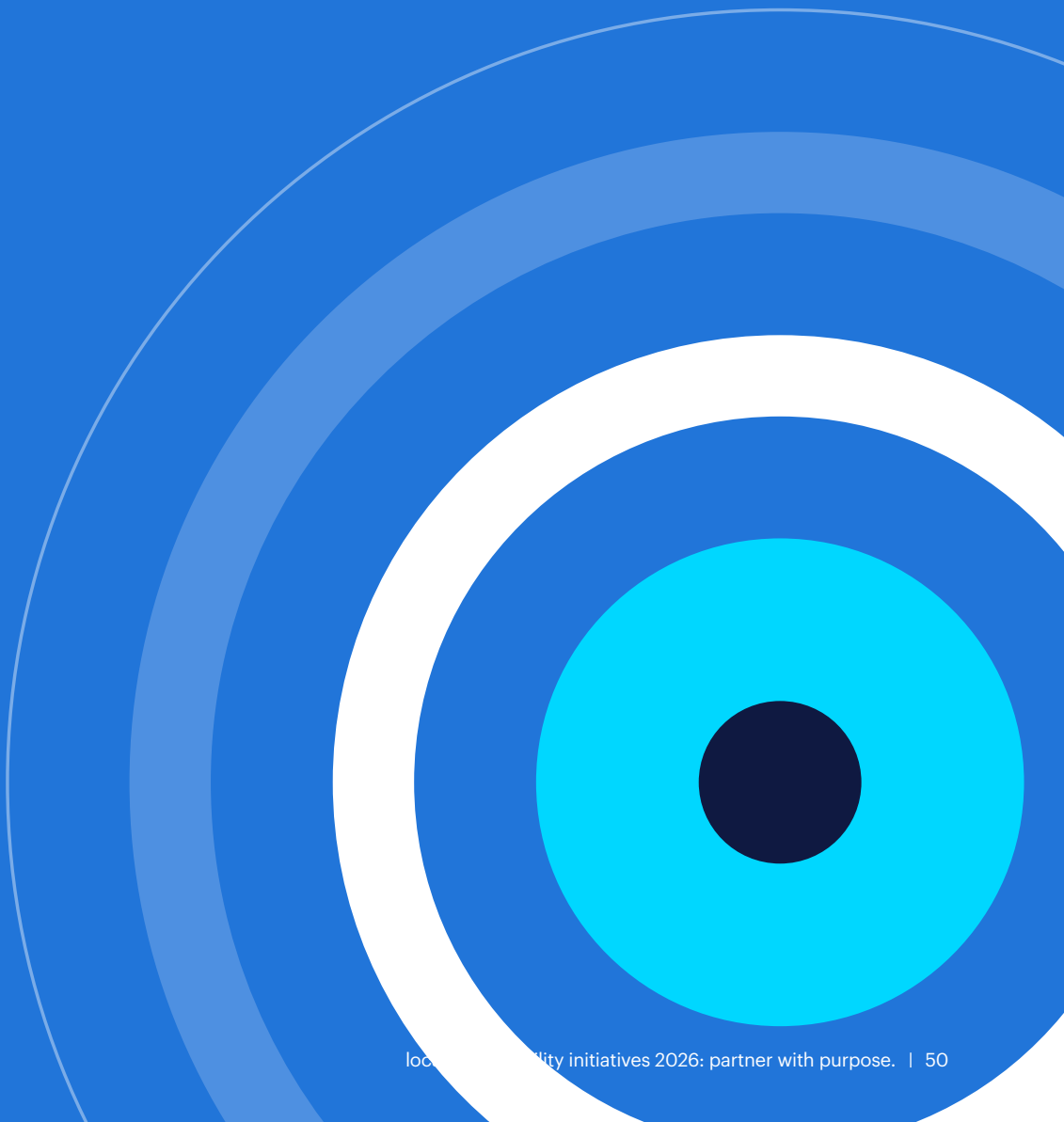
Externally, Randstad UK developed a guide to the legislative changes and collaborated closely with clients to review risk assessments and co-develop tailored solutions. This involved partnering with expert trainers to deliver informative webinars and the provision of discounted follow-up training to 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 and more inclusive workplaces for all.

united states

Randstad US addresses the complexity of workplace hazards by fostering strong safety partnerships and clearly defining safety responsibilities between talent and clients. A dedicated, field-based risk management and safety team works directly with operations, taking a multi-stakeholder approach to accident prevention. This collaboration includes client companies, talent, and health and safety professionals, all contributing to proactive safety. Behavior-based safety campaigns have been implemented, while an online resource hub and quiz help organizations assess safety needs and costs.

Additionally, Randstad US prioritizes employee well-being through a comprehensive wellness program with a dedicated manager and a network of wellness champions who integrate healthy practices into daily work. These initiatives have established the organization as a thought leader in manufacturing and logistics staffing. By providing accessible health resources and leveraging evidence-based strategies, the program promotes a healthier workplace through advocacy and peer inspiration. The result is a more resilient workforce and a strengthened safety culture that protects both talent and their families.

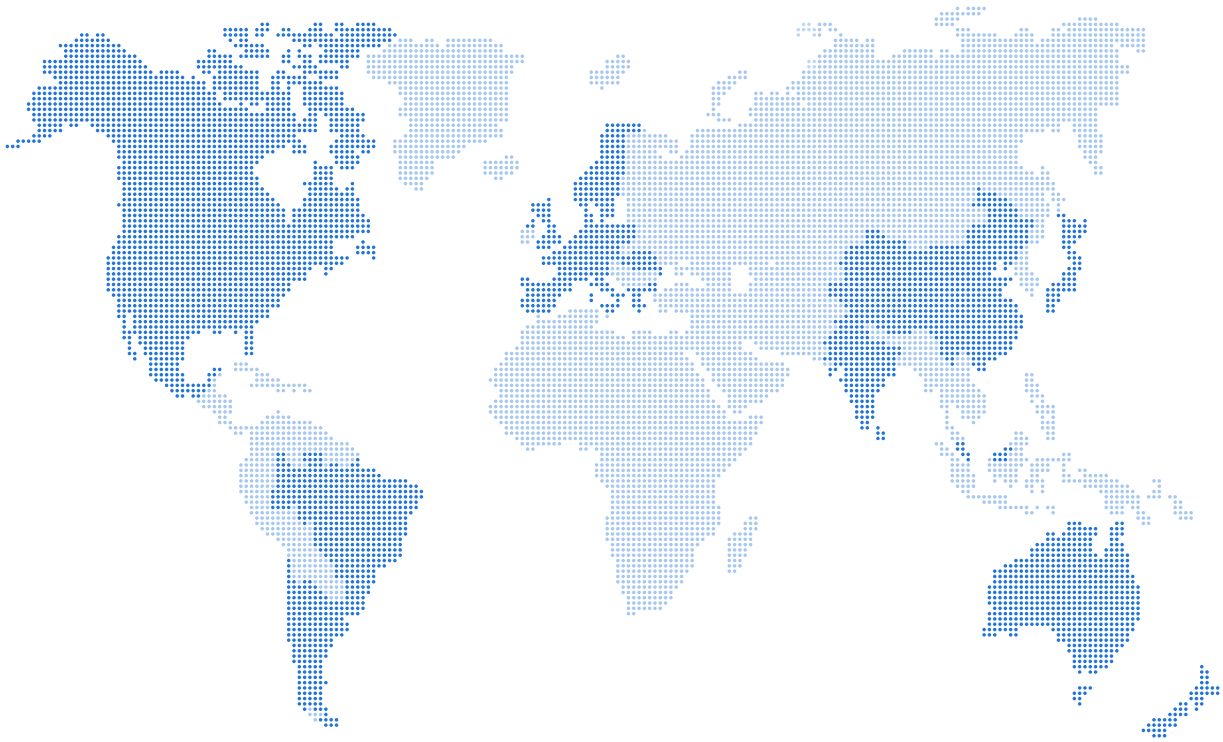
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surveyed markets:

1. france
2. germany
3. hungary
4. india
5. italy
6. netherlands
7. norway
8. portugal
9. spain
10. sweden



key non-financials closely aligned with global sustainability strategy:

39.8
CO2e metric ton (x 1,000)
scope 1
(2024: 46.9)

0.7
CO2e metric ton (x 1,000)
scope 2
(2024: 0.9)

149.3
CO2e metric ton (x 1,000)
scope 3
(2024: 155.9)

36%
decrease in total CO2e footprint
(compared to base year 2019)
(2024: 32%)

100%
electricity from sustainable sources
(2024: 100%)

partner for a better planet.



At Randstad, we are realistic about the scale of our own environmental footprint. While our direct impact is limited, our commitment to climate action is unwavering. With our net zero strategy, we actively implement practices to minimize our climate impact and contribute positively where we can make the most difference in the world of work. We leverage Randstad's operations and influence to create a sustainable, healthy, and safe working world.

net zero

As part of our commitment to reduce carbon emissions, we submitted our reduction pathway to the Science Based Targets initiative (SBTi), which approved and validated our targets in 2025. We aim to achieve at least a 57% absolute reduction in Scope 1 and 2 CO2 emissions and a 30% absolute reduction in Scope 3 emissions by 2030, compared to a 2019 baseline. Our long-term goal is to reach net zero by 2050, for which we commit to reducing absolute Scope 1, 2 and 3 greenhouse gas (GHG) emissions by 90% from the 2019 base year.



Global — supporting local clean up projects

global

Sustainable mobility and travel, renewable energy and buildings, and supplier engagement form the foundation of our holistic approach to reducing GHG emissions, ensuring that we address emissions at multiple points within our operations. In addition, our employee engagement team drives internal awareness and activation through the Net-Zero Ambassador Program.

In 2025, Randstad reduced its carbon footprint by 36% compared to 2019. All of our electricity now comes from sustainable sources (100%), and our reduction ambitions have been validated and approved by the Science Based Targets initiative. The global Net-Zero Ambassador Program included ambassadors from around 20 countries, who led local projects such as clean-ups, tree plantings and inspirational events. Together, we planted almost 100,000 trees through our global tree-planting campaign.

Employee-led activities further reinforced this impact. Globally, 64 colleagues participated in the Digital Clean-Up event, during which 237 GB of data was deleted, translating to an estimated annual saving of 474 kg of CO2.



India — tree planting

france

Randstad France is addressing key climate challenges such as managing decentralized e-waste across more than 500 branches, reducing digital energy waste from cloud storage and decreasing emissions from talent commuting.

In alignment with Randstad's global net-zero strategy, the organization reduced office space by 6%, cut air travel kilometers by 56% and began transitioning its vehicle fleet toward electric power, supported by a "silver-label" cycle-friendly headquarters. It used World Sustainability Week to contact over 100,000 talent about carpooling challenges via BlaBlaCar Daily, while standardizing e-waste collection across all branches through a specialized association and training 500 employees via Climate Fresk workshops.

Digital clean-up efforts saved an estimated 1 ton of CO2 by eliminating unnecessary cloud storage, including the systematic deletion of CVs older than two years, and with around 80 branches already active in the new e-waste process, these measures are helping to institutionalize more sustainable habits across the French workforce.

germany

Randstad Germany aims to achieve net-zero emissions by 2038, with the target of a 57% reduction by 2030. In 2025, it became the first HR service provider in Germany to achieve EMAS certification — the world's most demanding environmental management system, requiring rigorous external audits and full transparency to drive continuous improvement.

To reach these goals, the company is implementing a sustainable mobility policy, targeting a fully electric vehicle fleet by 2030 and offering discounted bikes to employees and talent.

Since 2018, it has used 100% renewable electricity, while its travel policy prioritizes climate-neutral rail and restricts air travel. Building energy efficiency is managed through the upGreat program, optimizing temperature settings and prioritizing energy-efficient offices.

Supplier relationships follow a code focused on environmental protection and human rights. At the community level, the Planet Heroes ambassador network, launched in 2022, engages 50 employees in sustainability initiatives such as waste collection and tree planting.

Together, these measures significantly reduce Randstad Germany's environmental footprint and support the transition to a greener economy.

hungary

Randstad Hungary has reinforced its commitment to sustainability through the launch of its new Budapest office, located in a nearly-zero-energy building with BREEAM Excellent certification. The facility was designed to minimize environmental impact via energy-efficient infrastructure and eco-conscious operations. Green mobility is a key focus, with the organization ending the purchase of diesel vehicles, installing electric car charging stations and providing dedicated bike storage to encourage cycling. Internally, the office has implemented strict waste separation for materials like used batteries and bulbs, while transitioning to fully digital payroll and administrative processes to eliminate unnecessary paper waste.

These proactive workplace practices significantly reduce energy consumption and greenhouse gas emissions. By integrating digital alternatives and sustainable infrastructure into daily operations, Randstad Hungary has created a highly efficient environment that aligns with global environmental responsibility standards.



India — increasing sustainability awareness

india

To tackle the growing issue of plastic pollution in urban centers, Randstad India launched its second Insta Bag Machine in Bengaluru as an innovative community circularity initiative. This recycling system allows the public to exchange a plastic bottle for a free, reusable cloth bag, effectively discouraging the use of single-use plastics. This initiative successfully reduced local plastic waste and increased sustainability awareness, demonstrating Randstad India's commitment to environmental responsibility at every level of operation.



India — reducing plastic pollution

italy

Randstad Italy strengthened its environmental impact by centralizing governance under the HSE Department, ensuring all local operations align with the global SBTi roadmap. In line with the global Net Zero strategy to achieve net-zero emissions by 2050, Randstad Italy implemented a series of strategic projects in 2025. The company continued to use green energy, certified through Guarantees of Origin (GO), across all branches and its Milan headquarters, covering 99% of its electricity needs from renewable sources.

The corporate car list was updated to remove all diesel engines, transitioning exclusively to petrol, plug-in hybrid and electric (BEV) models. Randstad Italy also established a circular protocol for branch closures by donating usable furniture to local schools and NGOs to extend asset lifecycles, and implemented a centralized collection system for complex waste such as toners, lamps and medical waste, ensuring full regulatory compliance.

In 2025, the organization strengthened its sustainability profile through Randstad Research, the Randstad Group's research hub in Italy specializing in in-depth labor market analysis. By leveraging this expertise, Randstad led the UNI working group that defined core competencies for strategic emerging roles, such as the Circular Economy Manager. The resulting professional standards were officially unveiled at Ecomondo 2025.

Furthermore, Randstad Research spearheaded key educational and institutional partnerships. The center joined forces with Siderweb and RICREA to identify the specialized expertise required for recycling within the steel packaging supply chain, and collaborated with SustainAbility Hub to align business profitability with environmental responsibility through professional training and targeted webinars. In addition, to address the significant environmental footprint of the transport sector, Randstad Research hosted an internal training session for employees to promote a "green logistics" mindset, balancing environmental efficiency with worker well-being.

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.



Netherlands — organizing clean-up events

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 Randstad Forest. These efforts foster a reduced footprint, circular practices and a culture of responsibility.

norway

Randstad Norway is working to minimize its climate impact and holds ISO 9001 and ISO 14001 certifications, with a strong focus on environmental awareness. Key measures include reducing paper use, adopting LED lighting and renewable energy, tracking employees' carbon footprints via a web-based tool and improving waste separation. Sustainability training is provided, business travel is limited, and new office locations are selected with strong environmental criteria, often meeting high BREEAM standards.



Norway — net zero ambassadors with framtidshavet

During office relocations, Randstad Norway prioritizes reusing and donating furniture and materials to schools and charities, and co-locates with consulting firms to optimize resource use. Eight net-zero ambassadors drive initiatives such as second-hand clothing exchanges and repair workshops, encouraging employee engagement and sustainable habits.

Together, these actions reduce environmental impact, strengthen awareness and promote more sustainable workplace practices across the organization.

portugal

During 2025, Randstad Portugal consolidated its headquarters into a shared facility to improve operational efficiency and space utilization. By vacating a 10-floor property, the organization significantly reduced its environmental footprint through lower utility consumption. The new office leverages AI and machine learning to optimize HVAC energy use, automatically adjusting to occupancy levels and weather conditions.

While energy suppliers already provide 100% renewable electricity, Randstad Portugal achieved an 11.6% reduction in global energy consumption in 2025 through these optimization measures. In line with its green mobility commitment, the organization also expanded its sustainable fleet by 77% year-over-year, accelerating the transition away from combustion engines. Throughout 2026, Randstad Portugal remains focused on further initiatives to reduce its environmental impact across all operational areas.

spain

Randstad Spain took decisive steps to foster environmental stewardship through both operational innovation and community engagement. A primary focus was the incorporation of 100% renewable diesel into the corporate vehicle fleet. This sustainable fuel choice represents a significant shift in logistics, reducing net CO2 emissions by up to 90% compared to conventional diesel.

Complementing this operational shift, Randstad Spain engaged its workforce in the Basuraleza initiative in collaboration with the LIBERA project. Through organized waste collection days in natural areas, talent actively participated in the fight against littering, contributing to the preservation of local biodiversity while raising awareness of the long-term environmental impact of waste.

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.

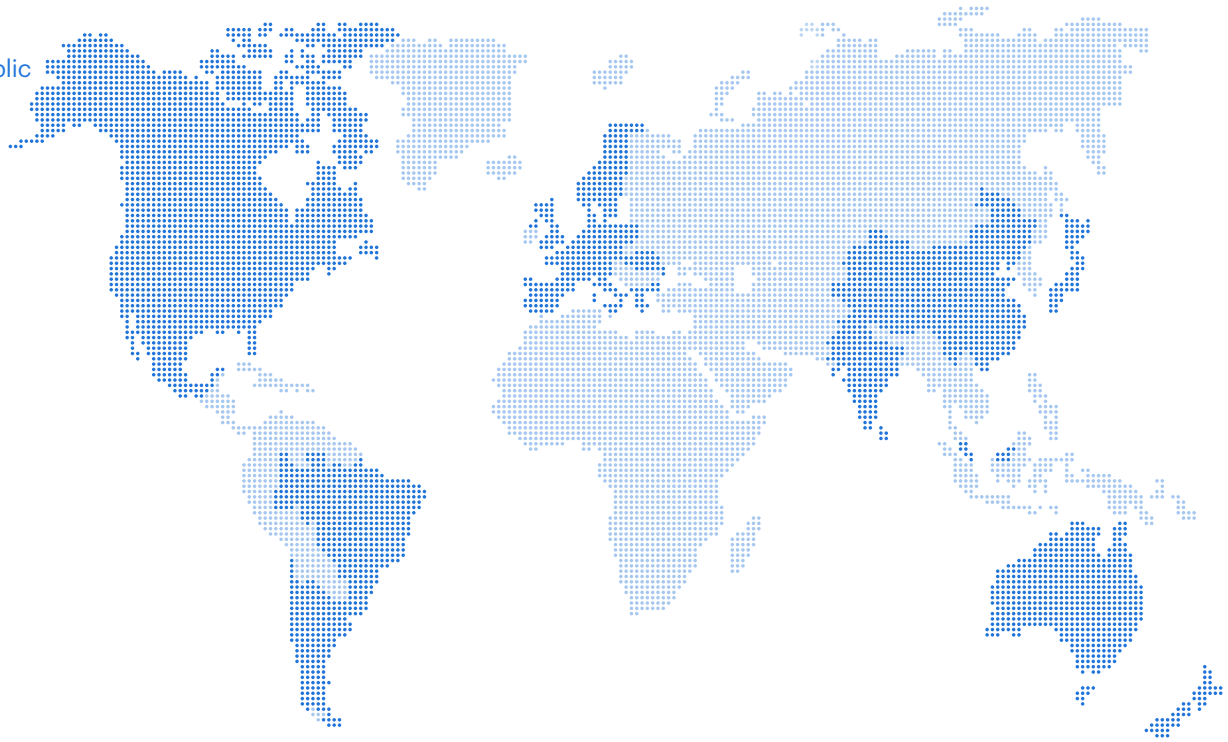
These ongoing efforts not only minimize its ecological footprint but also reinforce a culture of environmental awareness and accountability throughout the organization. Randstad Sweden's dedication to certified, results-driven practices reflects its long-term commitment to sustainability and responsible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

other impacts for society and communities: corporate citizenship.

other impacts for society and communities: corporate citizenship.

surveyed markets:

1. argentina
2. czech republic
3. france
4. germany
5. greece
6. hungary
7. india
8. italy
9. netherlands
10. norway
11. portugal
12. spain
13. uruguay



key non-financials closely aligned with global sustainability strategy:

€ 2.7 million
amount spent on philanthropy
(2024: € 2.0 million)

10,124
vso volunteer hours
(2024: 12,777)

90
vso volunteers
(2024: 90)

2,041
work lives impacted by vso projects supported by randstad
(2024: 7,455)

823
people placed into jobs through vso projects supported by randstad
(2024: 1,426)

27,100
randstad corporate volunteer hours
(2024: 30,800)

5,300
randstad corporate volunteers
(2024: 5,900)

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, and pro bono consulting with heart.



volunteering with heart

Corporate volunteering gives all talent 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 133 in-person activities across 14 countries. In 2025, more than 5,300 Randstad employees contributed nearly 27,100 volunteer hours to their communities — a powerful demonstration of our collective impact. We aim to increase this number even further in 2026.

VSO

Randstad has a longstanding global partnership with VSO, focusing on empowering marginalized people with sustainable work. 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 2025, VSO and Randstad's volunteers supported over 2,041 people across three countries, with more than 823 young people securing employment or becoming self-employed.



The Kilimanjaro Challenge team of 2025

One partnership initiative is the VSO mentoring program, in which Randstad employees mentor youths from East Africa remotely during their career development — 86 colleagues participated over the course of the year.

A total of eight volunteers spent 9,280 hours overseas, and 82 volunteers contributed another 844 hours remotely in 2025. 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 addition, the Active Citizenship through Inclusive Volunteering and Empowerment (ACTIVE) program, funded by the UK Government, aimed to promote youth development, volunteering and engagement in Cambodia. In Kenya, Randstad volunteers contributed to the IKEA Foundation-funded From Waste to Work project, which promoted green entrepreneurship in the waste sector, targeting youth. Activities included Youth Business Clubs, technical and business training, seed investments and protective equipment and community buyback centers. The project exceeded targets, enrolling 4,249 youth — 41% of them female — and recovering 4,451 tonnes of waste. Training improved decision-making, leadership, and income diversification for 72% of participants, while community events and partnerships strengthened awareness and market access.

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 work. Randstad volunteers contributed by offering training in waste recovery, financial literacy, and entrepreneurship. These interventions equipped participants with practical skills, networks and income-generation opportunities. Although the program initially targeted 200 women, it ultimately reached over 300 people by fostering collaboration with male-dominated groups and encouraging men's active support for women's empowerment. This inclusive approach strengthened economic resilience, built social capital and contributed to reductions in gender-based violence, demonstrating the value of targeted, gender-sensitive interventions for safer, more inclusive participation of women in the waste sector.

In Tanzania, the Boosting the Blue Economy project tackles youth unemployment in the country's coastal regions. Working with partners including FETA, VETA and SIDO, the project provided career guidance and employability training and linked TVET graduates with private companies for internships and employment. Key results included 192 youth gaining employment; 1,352 SMEs accessing business opportunities and services; 112 women using solar-drying facilities; 512 youth receiving career guidance in the blue economy; and restoration of 3,000 mangroves. As a result, the project not only boosted individual skill development and job prospects but also fostered private-sector engagement and sustainable economic growth in coastal communities.

Additionally, the She Leads Blue initiative addresses the challenges faced by young women in the blue economy sector. Sponsored through the 2025 Kilimanjaro Challenge, where Randstad employees raised € 101,077, this project enabled young, talented women to thrive through training, alongside access to market and capital, branding skills and storage facilities. Women who participate in this program have increased their income and confidence.

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 2025 was € 2.7 million (2024: € 2.0 million).

vso sports event

Randstad's 2025 sports event, #movetochange, was a global initiative in partnership with VSO, bringing colleagues together through physical activity to raise awareness of youth employability. Nearly 4,000 employees participated, resulting in a € 43,480 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 to enhance prospects for 230,000 young people through investments in decent work and income. The fund focuses on West Africa/Sahel, the Horn of Africa, North Africa and the Middle East, with Randstad providing technical assistance through pro bono consulting and volunteers. In 2025, CFYE, active in 11 countries, reached 217,000 jobs created, matched and improved.

employee-led initiatives

Employee-led initiatives are independently created by Randstad employees, including volunteering and fundraising activities. These projects are actively supported and encouraged, and employees are motivated to develop new ideas. This chapter highlights a small selection of the many volunteering activities organized across Randstad markets.

argentina

In 2025, Randstad Argentina's volunteering program supported vulnerable groups with job search guidance. A network of 173 volunteers contributed 504 hours, reaching 6,060 individuals through 130 activities.

Partnerships with NGOs like Fundación Pescar and Fundación Empujar provided mentoring for low-income youth. Impact expanded through Potrero Digital workshops and a collaboration with Fundación Espartanos, delivering soft skills training to over 30 incarcerated individuals.

Since 2023, the Samsung Innovation Campus partnership has supported digital skills for women. In 2025, the team supported selection and held four employability sessions, reaching 90 people with over 15 hours of support.

Since 2022, an educational program with the Buenos Aires Ministry of Education has equipped 43 students with essential work skills, supported by 19 volunteers dedicating 96 hours. Additionally, a dedicated team provided administrative guidance to 10 local businesses in Barrio Mugica to help scale their operations.



Argentina — volunteering to support vulnerable groups

czech republic

Randstad Czech's university and high schools collaboration program aims to boost youth employment by partnering with Czech High Schools and Universities. Through these collaborative programs, students are systematically prepared for their entry into the labor market. This preparation is primarily delivered through specialized workshops and guest lectures, where our experts share practical insights and current market trends. By integrating these hands-on educational experiences, the initiative ensures that graduates possess not only theoretical knowledge but also the practical skills and networking opportunities necessary to succeed in a competitive workforce.

france

Randstad France recognizes the challenges faced by women in the labor market and promotes financial independence, leadership and a sense of legitimacy across all professions. To address these challenges, the Fondation Randstad has co-created and supported voluntary programs. A central initiative in its first year was the Dare Mixity call for projects, open from June to September 2025, through which companies, charities, institutions and consortia were invited to submit proposals aimed at either raising awareness of gender imbalance in these fields or directly supporting women into employment within them. By the end of 2025, six projects had been selected, ranging from introducing young girls to careers in aeronautics to building digital skills among refugee women.

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



France — Fondation Randstad



Germany — employees on the Ehrensache program

germany

Randstad Germany empowers its workforce to actively shape their communities through initiatives that reflect its core values. A key pillar is the Ehrensache program, which, since 2010, has provided financial support for non-profit projects where employees are personally involved in their spare time. Through an internal advisory board, colleagues can apply for funding and turn their volunteering commitments into collective impact.

Complementing this, Du bist ein Talent has been bridging the gap between school and the professional world since 2008. Randstad Germany mentor teams partner with local schools to support students during their final three years, guiding them in talent discovery and career orientation. In addition, every employee in Germany is entitled to one paid volunteering day per year. In 2025, 279 employees contributed 1,978 hours to community projects.

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 top Hungarian universities. The organization also offers a trainee program and runs a project group called Corvinus. Randstad Hungary's CEO regularly visits the university to give lectures. 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 addressed employability barriers in 2025 by leveraging employee expertise to support marginalized communities and urban ecology. Seven volunteers conducted specialized workshops for over 35 LGBTQI+ students, focusing on professional communication, CV building and report writing to boost workplace readiness. Simultaneously, to combat the effects of urbanization and climate change, 85 employee volunteers led a plantation drive across Bengaluru, Hyderabad and Pune. By planting saplings in partnership with local institutions, they strengthened community participation in sustainability and contributed to greener urban surroundings.



India — tree planting drive

italy

Randstad Italy has established a robust ecosystem of social impact through its long-standing partnerships with key non-profit organizations. In 2025, 280 colleagues contributed 1,540 hours to initiatives focused on social inclusion and environmental protection.

Furthermore, Randstad Italy promotes long-term employability through the Palestre Digitali project in partnership with Accenture. Since 2016, the initiative has empowered 1,850 humanities graduates by addressing the digital skills gap, with 80% securing internships within six months of completing their studies.

Domestic violence survivors face significant barriers to economic independence. To support them, Randstad Italy and the Brescia Women's Anti-Violence Center launched an initiative combining educational expertise with Randstad's Without Borders capability. Volunteers and educators received training in skills assessment, coaching and CV development using inclusive language. Future phases will include financial and digital literacy workshops, alongside post-placement mentorship, to ensure long-term autonomy and social inclusion.



Italy — FutureSpark

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.

Working in partnership with the Ajax Foundation and Johan Cruijff 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, providing 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.

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, the organization 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

In 2025, Randstad Portugal significantly scaled its Volunteering With Heart Program, prioritizing continuous social impact aligned with equity, diversity and inclusion. This concerted effort resulted in 1,300 volunteer hours from 495 participants, supporting 12 social partners.

Through the Ready to Work program, volunteers provided professional mentorship and led 21 workshops for 210 participants. Notably, eight of these sessions were dedicated exclusively to people with disabilities, focusing on CV building, digital literacy and career planning.

To ensure the quality and ethics of social interventions, the organization launched a Volunteer Training Program. In 2025, 278 employees completed the first module, equipping them with essential skills in communication, inclusion principles and social sensitivity.

spain

Since 2004, Fundación Randstad has worked to ensure equal employment for people with disabilities. In 2025, the third edition of the Brecha Digital program addressed the digital divide by refurbishing donated computer equipment, providing technology access and specialized training to enhance participants' autonomy and employability.



Spain — volunteering



Spain — Fundación Randstad

To combat stereotypes, Fundación Randstad launched La Revolución de lo Humano, a campaign promoting inclusive employment. In October 2025, an inclusive sports event celebrating the global Month of Heart expanded to seven cities, bringing together 428 participants — including employees, family members and beneficiaries — and helping foster a culture of inclusion nationwide.

Randstad Spain also tackles employment barriers for refugees through strategic partnerships. In collaboration with TENT, it launched the 2025 Women's Refugee Mentoring Program, supported by 44 mentors.

uruguay

Since 2023, the sustainability team in Randstad Uruguay has implemented a detailed strategic plan rooted in a robust volunteering program. In collaboration with various NGOs, the initiative delivers employability workshops designed to empower vulnerable populations.

This high level of commitment led to a landmark achievement in 2025, where the team successfully doubled its social impact. Remarkably, 96% of the internal staff participated in volunteering activities throughout the year. These efforts resulted in 62 volunteering hours that directly impacted the lives of 620 individuals, providing them with the tools and guidance necessary to navigate the labor market more effectively.

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
- Randstad Spain
- Randstad Portugal

we would love to hear your thoughts and comments,

let's start a conversation.

Please do not hesitate to contact us by email: corporate.communications@randstad.com

Visit our website:
www.randstad.com/about-randstad/sustainability

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partner for talent.