

RANDSTAD GROUP SUPPLIER CODE

Introduction

Sustainability has been one of Randstad's core values since the company was founded: we operate in such a way that the interests of all parties, directly or indirectly involved in our business, are served simultaneously. As an industry leader in HR services with a mission to 'shape the world of work', we recognize the need to do business with integrity. Randstad is a signatory to the United Nations Global Compact and respects and supports its ten principles regarding human rights, labor, environment and anti-corruption (<http://www.unglobalcompact.org/aboutthegc/thetenprinciples/index.html>). The principles regarding labor are those outlined in the ILO Declaration on Fundamental Principles and Rights at Work: freedom of association, and the right to collective bargaining, elimination of all forms of forced or compulsory labor, effective abolition of child labor, and elimination of discrimination in respect of employment and occupation (<http://www.ilo.org/declaration/lang--en/index.htm>).

We are committed to make the Global Compact principles part of our strategy, our culture and our day-to-day operations. The ten principles are regarded as part of our Business Principles (<http://www.randstad.com/corporate-governance/our-principles/business-principles>).

Supplier Code

This Supplier Code aims to ensure that the procurement of goods, works and services takes place in a socially responsible manner and in conformity with our Business Principles; it therefore gives rise to obligations for our suppliers. Compliance with this Code is an important factor in the decision on whether we enter into and/or continue a relationship with a supplier. Randstad reserves the right to amend the Code.

Monitoring

Consultation will be held with suppliers periodically in order to verify compliance with the Code. If there should be reason to do so, Randstad can have an audit conducted in this area at the supplier, either by itself or by a third party designated by Randstad. If a supplier is not (yet) able to comply with the provisions of this Code, Randstad will discuss with that party what measures need to be taken in order to guarantee compliance with the Code in the near future.

Legislation

The supplier must follow all international, national and local legislation with regard to the environment, health and labor. The supplier must hold all relevant permits or must obtain these permits within three months after being granted an assignment. If local sector standards and/or international guidelines are stricter than legislation in effect locally, the supplier must comply with these stricter requirements.

Management systems and certification

Randstad prefers suppliers who use certified quality management systems and standards (for instance, ISO 9001 and 14001). Suppliers must be able to submit the following information:

- Relevant information on the impact of the business operations on the environment, health and safety.

- What quantifiable objectives the company has formulated in this area and in what time frame it aims to achieve these.
- Interim information relating to the degree to which the company is making progress on achieving the objectives set.

Human rights and Child labor

The supplier must respect human rights and children's rights in accordance with international treaties and provisions and must be able to demonstrate that all its products and services are created without any violation of human rights and without the use of child labor.

Employees

The supplier must respect and support principles regarding labor in line with Randstad's standards as outlined in the Introduction. We regard health and safety in our business, both for our corporate and temporary workers, as the utmost priority, and we expect the same from our suppliers.

The supplier must also ensure that employees who come to Randstad locations are aware of the contents of this Code and the company rules in effect at Randstad (including the environmental rules).

In addition, the supplier is also responsible for ensuring that its employees working for business units of the Randstad Group have the qualifications and knowledge appropriate for the job.

Environment

Randstad prefers suppliers that take targeted actions with respect to a number of environmental aspects:

CO2 emissions

A preferred supplier aims to minimize the use of fossil fuels and to keep CO2 emissions as low as possible. The emission levels of vehicles used in the context of the contract with Randstad satisfy at least locally prevailing fuel-economy and emission-limiting standards or, in the absence of such standards, the most recently applicable European Emission Standards (Euro norms).

Waste

Within the framework of the applicable legislation, a preferred supplier has a procedure for the safe separation, handling, storage, transport, use/re-use and removal of waste.

Prevention of pollution

A preferred supplier has clear objectives for reducing environmental pollution. New technologies to reduce environmental pollution are implemented unless the supplier can demonstrate that the implementation would be disproportionately burdensome.

Anti-bribery

In accordance with our business principles, we do not offer, pay or accept bribes.

We decline gifts or hospitality that could create undue influence or the appearance of undue influence.

Subsuppliers/subcontractors

The supplier must ensure that its suppliers and subcontractors for their part also respect the principles set out herein.