

randstad group policy

# global environmental policy.



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## principles

Realizing that the world's natural resources are limited and fragile, Randstad considers environmental protection to be consistent with its overall goals and values and an important consideration in its total activities. This commitment to environmental protection is reflected in our core value "Simultaneous promotion of all interests" and our business principles; in our sustainability framework, validated through a materiality analysis; and in our policies, programs and practices for conducting operations in an environmentally as well as economically, responsible manner.

Furthermore, Randstad recognizes that effective environmental management can positively impact corporate profitability in several important ways. First, programs designed to make efficient use of natural resources often minimize operating costs. Second, environmental quality programs help sustain and enhance Randstad's presence and reputation in domestic and international markets. Third, compliance programs minimize risk and potential legal liability.]

In light of the above principles, the following corporate environmental policy has been established.

## our policy

Environmental protection is a management responsibility, as well as the responsibility of every employee of Randstad. This policy concerning environmental protection addresses aspects of Randstad's operations which can potentially impact the environment.

Our environmental pledge means that we will:

- Comply with all applicable environmental laws and regulations
- Establish long-term environmental goals and champion local and company-wide green initiatives
- Reduce our carbon footprint by:
  - Reducing our consumption of natural resources
  - Reusing in-house materials
  - Redirecting recyclable waste products for reclamation management
  - Purchasing recycled and environmentally friendly materials
- Establish ourselves as environmentally responsible neighbors in the communities where we operate
- Motivate employees to assume personal accountability for protecting the environment
- Assist the clients we service with their green initiatives

In order to fulfill our pledge, we ask that every employee support this policy by reporting environmental concerns and suggesting improved practices. Randstad shall seek to:

- Conduct its operations and provide its services in compliance with applicable laws, regulations and standards concerning environmental protection, and provide a mechanism for self-monitoring through its integrated reporting system.
- Establish corporate environmental objectives and targets relevant to the environmental impacts of its activities and a means to measure progress against these objectives. These objectives and targets shall be reviewed and revised as necessary.
- Continually improve environmental management policies, programs and performance based on the results of our periodic reviews and taking into account regulatory developments, customer needs, technical developments, scientific understanding and community expectations.
- Minimize the environmental risks to our employees and the communities in which we operate.
- Promote employee awareness of environmental concerns, actions and responsibilities.
- Promote the adoption of environmental protection goals and practices by suppliers acting on behalf of Randstad, strongly encouraging improvements in our suppliers' practices and logistics to make them consistent with those of Randstad.
- When making an acquisition, investigate how the target company manages taking environmental care as part of our due diligence process.
- Do what we can to limit our ecological footprint, by conserving energy, using sustainable energy sources, waste management, reducing water and paper usage, while reusing or recycling and limiting our business travel wherever possible.

