



shaping a safe
and healthy

world of work.



randstad

human forward.

contents.

3 randstad's commitment to health and safety

4 talents and employees

5 our objectives

6 management & accountability

7 monitoring & evaluation

7 communication

8 consultation & participation

9 when in doubt and/or when to report



randstad's
commitment

to health
and safety.

Randstad is committed to providing and maintaining a healthy and safe working environment, including mental health and wellbeing. We will do, all that is reasonably practical to prevent personal injury and illness and to protect our talents, employees, clients, visitors and anybody that is directly affected by our operations from foreseeable work hazards.

All Randstad Group companies are committed to complying with all relevant legal and regulatory requirements, as well as with internal policies and procedures. Health & Safety is an integral part of our Human Rights policy. All employees, talents and others that are under our control or working in our offices are expected to complying with all relevant legal and regulatory requirements, as well as with internal policies and procedures.

Our core aim is for zero fatalities & continual decline of harm. Protecting the inherent safety of our talents and employees is our highest priority. Therefore the development and maintenance of our systems and procedures, the provision of resources and the continual improvement of our business practices are closely monitored.

Looking after our people is embedded in our core values and it is an integrated part of our Tech & Touch and sustainability approach. Our commitment to Health & Safety is derived from our sustainability framework that includes 'to provide the best jobs for talents' and 'to be the employer of choice for our employees'. These two pillars demand a clear vision and approach to health,

safety and wellbeing.

Randstad's values and business principles shape the way we work to achieve our vision of being the number one recruitment and HR services company. This policy is consistent with and supportive of Randstad's Business Principles, particularly principles 1 and 14:

"1. We know and comply with international human rights principles, Randstad's internal policies and procedures, and the laws that govern our business.

14. We regard health and safety in our business as the utmost priority. This includes both our own employees and our talents."

As market sector leader, Randstad continuously strives to be an attractive employer, as well as to be number one in people practice. The success of Randstad Group depends on qualified, motivated talents and employees working in healthy and safe environments.

Sander van 't Noordende, CEO

talents and employees.

This policy covers both our talents and employees in all our businesses across the globe.

Randstad strives to create a healthy and safe working environment, including wellbeing at work, for all stakeholders: included in this policy are talents, employees, clients and visitors including contractors. Although the legal responsibilities and liabilities with regard to the different stakeholders may vary per country, unsafe jobs are NEVER an option.

All talents and employees across the labor market have a right to a healthy and safe work environment. The health and safety risks vary from sector to sector by industry.

Randstad aims to develop appropriate health and safety measures based on the risk assessment in conjunction with key stakeholders of these different sectors, and taking into account the national legal responsibilities. Health and safety ("H&S") measures should also include the necessary precautions to be taken when talents and employees travel to areas indicated as unsafe by authorities.





our objectives.

Our goal is to promote health and safety, aiming for a continuous decline of harm.

1

We commit to minimizing harm by identifying, prioritizing and controlling risks to health, safety and wellbeing in accordance with the principles of reasonably practicable and foreseeability.

2

Every talent and employee is to act safely at all times, to ensure their own welfare and that of others in the workplace, to avoid accidents and incidents and to promote health and to reduce risks.

3

The promotion of health and safety measures is an objective throughout every level of the business.

4

All workplace parties should be accountable in performing their job in a safe manner and in making efforts to reduce workplace accidents and illness.

5

Promote and coordinate with our clients a high quality of preventive activities, in order to ensure adequate health and safety protection of all talents and employees whether they work at our clients' sites or at the group's facilities.

6

We provide all talents and employees with adequate information and training regarding health and safety preventive measures.

7

Responsibilities and accountabilities are identified, monitored and reviewed at all levels as part of our integrated H&S framework.

8

Care for effective injury management and support for our talents and employees to quickly recover and to be able to return to work.

9

Talents and employees of Randstad will proactively participate and be involved in H&S matters.

10

All countries will have an H&S operational structure in place fit to their specific local circumstances to be able to reach these goals.

11

We maintain a global integrated Health and Safety Framework in line with national and international standards.



management

& accountability.

A local Health and Safety (H&S) Head (or Officer) is appointed per operating company, country or region, as suits the local organizational structure.

The local H&S Head has the operational responsibility to develop the H&S organization, with the support of the local Managing Director being ultimately responsible for H&S level. The H&S Head ensures compliance with local legal and internal H&S requirements and with the global policy. All local policies are aligned with this global policy. Measures to prevent incidents, accidents and illnesses are developed and implemented by those responsible for operations at local level.

As an integral part of managing the business, managers at all levels are responsible and accountable for managing workplace health and safety with strong leadership and credibility as per local relevant law and regulations. They lead by example and ensure that employees are aware of and are actively involved in Health & Safety programs and initiatives.

Concurrently, every talent and employee is responsible for H&S at the workplace. Talents and employees are expected to engage with H&S activities, contributing to a sustainable zero-accident culture.

Randstad promotes wellbeing, health & safety. We provide guidance and promote sharing of best practices on H&S throughout the Randstad Group by working together on these duties with the local H&S Heads in the various countries.

monitoring & evaluation.

Our Health and Safety framework contains key performance indicators (KPIs). Sickness rates, work-related accidents or incidents (including lost-time) and work-related fatalities are tracked both for talents and employees. When accidents happen in spite of efforts to ensure safety, an investigation will be undertaken to establish the cause. As far as reasonably practicable, additional measures are established to prevent recurrence.

This policy is documented, implemented, maintained and reviewed periodically, to ensure that it remains relevant and appropriate to the organization.

Group company specific H&S policies will be reviewed annually or sooner following any significant changes requiring an earlier review.

OpCo specific KPIs will be set annually by the H&S leads, these will be reported on locally and at the global H&S managers forum. The purpose being to share good practices across the group and to learn from incidents.

communication.

H&S should be part of daily communication practices at the local tier and through all levels of the Randstad organization.

At the local level it should be decided how and when the policy is best shared with talents, employees, clients and other stakeholders. It should be part of the induction process for new employees and (where deemed appropriate) also for new talents.



consultation

& participation.

The success of the integrated H&S framework depends on the involvement of all stakeholders.

Topics where talents and employees have to be involved in are:

- Hazard identification, risk assessments and determination of controls.
- Incident investigation and follow-up.
- Leader/Worker participation programs.
- Employee engagement programs.

Talents and employees are informed about the participation mechanisms and structure in which they are involved, including who is/are their representative(s) on H&S matters as part of the local H&S policy.

If necessary, Randstad can consult relevant external parties about pertinent H&S matters.

At a local level, Randstad works together with its clients on the improvement of H&S, prevention of accidents and incidents. This entails, as a minimum, the exchange of information on H&S issues and general working conditions related to the workplace of the clients.

The local H&S Heads are the drivers for the development and review of the global H&S policy and objectives. They enable consultation & participation of talents and employees (representatives) in H&S matters and are responsible for developing a structure enabling cooperation with clients on H&S subjects.

Randstad holds H&S with the utmost importance, therefore there is an expectation that all talents and employees will adhere to this global H&S policy along with all country specific H&S policies, procedures and rules; failure to comply can lead to disciplinary procedures.

when in doubt and/or when to report.

When in doubt on any aspect of this policy or the relevant local H&S policy, talents and employees can raise their concern with their manager, or - for talents - their consultant, or reach out to the local H&S Lead. Alternative options may be available at the local level. Transparency must always be part of the Randstad culture. It determines how we look after each other and stay safe.

In case of serious H&S issues, where raising a concern in line with these regular reporting lines is not an option or does not feel safe, the Randstad Group integrity line (see [Randstad Group Misconduct Reporting Procedure](#)) may offer an alternative. The integrity line allows for secure and confidential reporting, both by phone and online.

A policy cannot describe all circumstances and rules. As an employee, you should use your common sense and professional judgment at all times.



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