

randstad global policy

# human rights and fair labor conditions policy.



# index.

index.	2
1. purpose.	3
2. what we do and expect from our internal and external stakeholders.	4
2.1 employees and talent	4
2.2 management	5
2.3 business partners: clients, suppliers, sub-vendors and other third parties	5
3. randstad's leading principles.	5
3.1 human rights and fair labor conditions: working conditions	6
fair working hours	6
remuneration	6
contracts & ensuring compliance with local applicable employment standards	6
freedom of association	6
collective bargaining	7
employability	7
3.2 human rights and fair labor conditions: occupational health & safety	7
protection of health & safety	7
3.3 human rights and fair labor conditions: other work related rights	8
equity, diversity and inclusion	8
non-discrimination and equity in opportunities	8
respect in the workplace; no harassment and abusive conduct	9
privacy, data protection and AI	9
no modern slavery	10
no child labor	10
respect for local communities	10
3.4 differences with local law	10
4. human rights due diligence.	11
5. complaint & reporting procedure.	11
5.1 when in doubt or in the event of questions	11
5.2 reporting (suspected) violations	11
annex 1 - relevant principles, guidelines, declarations and conventions	13

# human rights and fair labor conditions policy.

February 2025

Function: global legal, global HR, global sustainability

Document number/Version: v.3.0

Confidentiality classification: C1 - public

Publication location: randstad.com

## 1. purpose.

Randstad is a global talent leader with the vision to be the world's most equitable and specialized talent company. As a partner for talent and through our specializations, we provide clients with the high-quality, diverse, and agile workforces they need to succeed in a talent-scarce world. We help people secure meaningful roles, develop relevant skills, and find purpose and belonging in their workplace.

Through our daily interaction with clients and talent, and our continuous dialogue with governments, employers, and labor organizations, our ambition is to contribute to global societal needs. We are committed to preventing and mitigating adverse human rights impacts that are caused by or linked to our operations and services, and addressing such impacts if they occur. Randstad aims for a labor market where all people, regardless of their backgrounds or circumstances, can participate in healthy and safe working conditions, have equitable opportunities, are up- and reskilled and receive adequate and fair wages for their work.

Randstad is a signatory of the United Nations Global Compact and respects and supports all its principles, including those regarding human rights and labor. Randstad supports the 'Protect, Respect and Remedy' Framework, including the Guiding Principles on Business and Human Rights as endorsed by the UN Human Rights Council. For Randstad, our company's corporate responsibility to respect human rights also means adherence to the International Bill of Human Rights and the fundamental rights set out in the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work (see the annex for these and other relevant documents).

The relevant ILO principles and rights related to labor, which are also supported by our core values and embodied in our Business Principles, are the following:

1. freedom of association and the effective recognition of the right to collective bargaining;
2. the elimination of all forms of forced or compulsory labor;
3. the effective abolition of child labour;
4. the elimination of discrimination in respect of employment and occupation; and
5. a safe and healthy working environment.

In this policy, we set out the leading principles with regard to the human rights and fair labor

conditions for Randstad, all our employees, directors and officers (hereafter: employees), and the talent we serve, as well as the expectations we have of our external stakeholders. These are closely aligned with our core values: to know, to serve, to trust, simultaneous promotion of all interests and striving for perfection.

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

1. We know and comply with international human rights principles, Randstad's internal policies and procedures, and the laws that govern our business.
8. We treat others fairly, act with care and consideration, and respect human rights. We do not tolerate intimidation or harassment in any form.
9. We respect the right to privacy, ensure that confidential information is kept confidential, and we do not abuse the confidential information of others.
11. We value diversity and inclusion. We are committed to equal opportunities and do not discriminate on the grounds of age, skin color, disability, gender identity, marital status, nationality, race, ethnic origin, religion, cultural background, sexual orientation, or any other irrelevant or illegal characteristics.
14. We regard health and safety in our business as the utmost priority. This includes both our own employees and our talent (temporary workers).

## 2. what we do and expect from our internal and external stakeholders.

As we position ourselves as the Partner for Talent and with the vision to be the world's most equitable and specialized talent company, this underscores our commitment to placing talent at the core of our operations. We aim to be the preferred destination for talent, solidifying our role as an integral partner in executing our clients' talent agenda.

When working for Randstad, we expect our colleagues to understand and promote the importance of our human rights responsibilities in general, and fair labor conditions more specifically, in relation to all stakeholders, both within the Randstad Group and in any external business relationships. This includes colleagues, talent, clients, suppliers and all other stakeholders with whom employees come into contact as part of their job.

We are committed to protecting those groups of people that are more vulnerable in the labor market. Vulnerable groups include not only those who are recognized by the relevant human rights legislation (women, LGTBTI+, disabled, racial & ethnic minorities etc). Vulnerable groups may vary per country and/or region, and may also include those from war-torn, economically depressed and developing regions, migrant workers and the long-term and/or systemically unemployed.

### 2.1 employees and talent

Randstad's own employees are supported in taking all reasonable measures to avoid Randstad being involved in or contributing to human rights violations in our operations, services, or business relationships with their colleagues, as well as with talent, including contractors, self-employed, and any others we place or serve. All talent can expect to be protected from any human rights violations on the part of Randstad, and we equally expect them to respect our standards.

All new Randstad's own employees receive information related to this policy upon hire, and in refresher training, which includes training on human rights principles and fair labor conditions in so far as they are relevant to their work.

## 2.2 management

Management, including our directors and officers, have additional obligations. They are responsible for acting in accordance with Randstad's core values and ensuring compliance with this policy. This also means being responsible for supporting the compliance efforts of those reporting to them, explaining our principles to their teams, and ensuring compliance within their area of responsibility, which necessarily requires active communication.

## 2.3 business partners: clients, suppliers, sub-vendors and other third parties

We hold all our business partners - clients, suppliers, sub-vendors and other third parties - to the same standards when it concerns employees and talent and their human rights and working conditions.

When we interact with business partners, especially with sub-vendors that provide services to Randstad for any of our Specializations (Operational, Professional, Digital and Enterprise) and/or our clients, we expect them to act in accordance with all relevant human rights and working conditions as this relates to talent (job seekers and placed workers) and Randstad's own employees.

When dealing with our suppliers, they are also required to adhere to our [Global Supplier Code](#), which further outlines all relevant human rights and working conditions.

Where applicable, we reserve the right to request from our business partners all relevant information on issues that may impact the working conditions of our talent, and we will review, evaluate and discuss any potential human rights issues and suspected breaches. In the event of non-compliance, Randstad will discuss how future compliance can be ensured, any existing risks can be mitigated, and consequences can be addressed.

We expect any business partner to cooperate with any lawful investigation of a suspected breach. Breaches of human rights principles may result in Randstad ceasing to do business with the business partner concerned. The same will apply to any other party we may engage with, such as joint venture partners, consortia partners, lobbyists and other intermediaries, governments and local communities.

Where possible, we aim to support our clients in achieving their own human rights principles, especially in the areas of equity, diversity and inclusion, health and safety, and non-discrimination. We do so, for example, by training, coaching and thought leadership (see also: <https://www.randstad.com/workforce-insights/future-of-work/>)

# 3. randstad's leading principles.

Given the nature of our services, certain human rights and labor conditions stand out, because they are likely to have the greatest negative impact through Randstad's activities and business relationships. These are the so-called salient human rights risks. Together with our internal and external stakeholders, we have therefore identified the most important human rights risks and labor conditions to focus on.

We group these in 3 material topics: working conditions, health & safety and other work related rights. These are outlined below.

## 3.1 human rights and fair labor conditions: working conditions

### fair working hours

Working hours shall not exceed the maximum set by local law, applicable collective bargaining agreements and ILO standards. This includes ensuring that own employees and talent have adequate time off for rest and leisure.

Working overtime should be the exception, and as agreed for the assignment with the client and talent prior to or during the assignment, as permitted by law, and subject to the applicable compensation.

We understand that some of our talent need flexibility in their working hours depending on their other priorities and commitments.

We realize that in our industry full-time contracts are not always an option for, or desired by, either our clients and/or talent. Working hours we offer to talent may vary per client and per assignment, as this is in the nature of the flexible workforce solutions we provide. Nevertheless, we shall actively engage in conversations with talent on their working hours to see how we can align their preferences with the available assignments and client requirements.

To best manage expectations on working hours, our contracts with talent - whether these are very flexible or fixed hour contracts - will be clear on this, and always in accordance with applicable legislation.

### remuneration

Remuneration for own employees and placed talent must be consistent with the provisions of international standards and local (national, federal, state, etc. - as applicable) labor legislation, including non-discrimination and equal pay (which can be "user pay" for placed talent) where required. Where they exist, this includes national minimum wages and/or minimum wages as set up in applicable collective labor agreements, and ILO standards. In all other cases, we take a general legal compliance approach and advocate for living wages.

Our ambition is that all own employees and talent have access to fair and decent jobs that provide living wages; this means a wage level that is necessary to afford a decent standard of living for workers and their families, taking into account the country's circumstances and calculated for the work performed during the normal hours of work. This is calculated in accordance with the ILO's principles of estimating the living wage, and is to be achieved through the wage-setting process in line with ILO principles on wage-setting<sup>1</sup>.

### contracts & ensuring compliance with local applicable employment standards

Randstad commits that it will adhere to all other employment standards that have not yet been identified in the paragraphs above, at least in compliance with local legislative minimum requirements.

We will provide timely and clear information on the employment conditions, including the term of the contract, the working hours, remuneration, expected flexibility and termination/notice requirements.

### freedom of association

We respect the right of employees to establish or join a trade union or similar body and be represented by them. Employment will not be subject to the condition that a person may not join such a body or must terminate their membership.

---

<sup>1</sup> For more information on the ILO Governing Body adopted conclusions on living wages, including the endeavor to operationalize the concept of a living wage, please view the following ILO Governing Body report (2024): [Report of the Meeting of Experts on wage policies, including living wages](#)

In addition, Randstad respects employee participation. We support national works councils, where applicable, as well as our Randstad European Works Council, and engage in dialogue with trade union representatives, both on a national and international level. We shall not make talent available to a client for the purpose of replacing any workers of that client company who are legally on strike.

### collective bargaining

Randstad has long been an advocate of enabling flexible workforce solutions while adequately protecting workers' rights in terms of remuneration, social security, and opportunities for growth and development.

Randstad strives to establish constructive dialogues and to bargain in good faith in its contacts with trade unions or legitimate and relevant representative organizations. We invest in social dialogue and conclude collective labor agreements where possible and relevant. This is closely linked to our core value of *simultaneous promotion of all interests*. Either on our own account and/or through recognized industry bodies, we actively call for decent, clear, transparent and fair rules and regulations in all the markets in which we operate.

### employability

Ongoing skills development is essential for employability and sustainability in any workforce. Our training programs are tailored to meet the needs of our employees as well as of our talent and clients in individual employment markets. We aim to be present at all stages in a person's career.

Our commitments include the promotion of lifelong employability, improving digital equality and elevating career navigation and development. We aim to offer valuable training to all talent, to support them in finding secure and meaningful roles. This is further elaborated in our *talent training, upskilling and reskilling: statement of commitment*.

## 3.2 human rights and fair labor conditions: occupational health & safety

### protection of health & safety

We are committed to providing and maintaining a healthy and safe work environment and promoting mental health and well-being at work. All own employees, talent and others that are under our control or working in our offices are expected to comply with all relevant legal and regulatory requirements, as well as with internal policies and procedures.

Our core aim is for zero fatalities & continual decline of harm. Although the legal responsibilities and liabilities with regard to the different stakeholders may vary per country, unsafe jobs are never an option. We will do all that is reasonably practicable to prevent personal injury and illness and to protect own employees and talent (placed and job seekers), clients, suppliers and visitors, from foreseeable work hazards. In accordance with our [Global Health & Safety Policy](#), we are committed to complying with all applicable legal requirements and local standards. Where possible, we proactively work with our stakeholders to continuously ensure and improve health & safety at work. Where relevant for their work and workplace, we will ensure our own employees and our talent receive the required health & safety information and/or training prior to or upon starting an assignment. Our guiding principle is that all decision-making is also based on protecting the inherent safety of own employees and placed talent. This includes the development and maintenance of our systems and procedures, the provision of resources, and the continuous improvement of our business practices.

## 3.3 human rights and fair labor conditions: other work related rights

### equity, diversity and inclusion

Equity is at the heart of our company and includes a deep appreciation for diversity - in both people and ideas. We celebrate the richness of different cultures, perspectives, and global experiences, knowing that they break down barriers and fuel the creation of high-performing, well-rounded teams. Our culture of inclusion ensures that every individual feels valued, respected, and empowered to contribute. By recognizing and embracing the unique strengths of each person, we unlock their full potential and set the stage for their greatest achievements for our company, clients and society.

Inclusion is more than just a statement—it's a driving force behind our innovation and success. It cultivates an environment where one has a strong sense of belonging. Our commitment goes beyond words to active, visible support for all communities including the LGBTQ+, disabled, professionals across generations, ethnically and gender diverse groups. We believe that true inclusion requires a holistic approach, ensuring equal opportunities, and fostering the conditions for extraordinary performance and growth.

The details of our approach to equity, diversity and inclusion can be found in our [Randstad Group Equity, Diversity & Inclusion Policy](#).

At Randstad, we are uniquely positioned to champion diversity as a means of creating new opportunities for employment and economic development on a global scale.

### non-discrimination and equity in opportunities

We are committed to equal employment opportunity and prohibit discrimination, whether direct or indirect<sup>2</sup>, on the basis of any status protected by applicable law in all phases of employment. All employee and talent actions and all terms, conditions and privileges of employment, including, but not limited to, recruitment, hiring, job assignments, transfers, promotions, compensation, benefits, layoffs, returns from layoffs, terminations, and access to training, shall be made without regard to race, color, religion, ancestry, national origin, age, sex (including pregnancy), sexual orientation, gender identity or expression, marital status, disability, veteran status, service in the uniformed services, citizenship status, genetic information or any other status protected by applicable federal, state or local law.

We firmly believe that individuals have the right to be treated fairly and with respect. We actively promote good internal and external business relationships and understand that our success is directly linked to the diverse backgrounds, skills and experiences of our own employees and talent. This also applies to our relationships with clients, suppliers and other business partners.

It includes ensuring that our clients avoid discrimination in relation to our talent, whether job seekers or placed workers and Randstad colleagues, and it allows our own employees to cease doing business with a client in the event of discriminatory practices.

We challenge any client who might try to place an unlawfully discriminatory job order, and we do not place discriminatory job advertisements: we either make it lawful or we decline the request.

It may not always be clear that a request is discriminatory towards a particular group. For example, fluency requirements in a particular language should reflect the actual level of proficiency required for the requested position and/or as set in local legislation. It may be a requirement for workplace safety or for a specific cooperative work assignment in which a common language is needed to promote efficiency. Orders and requests for language fluency or characteristics will be carefully scrutinized to ensure that they do not unlawfully deter or specifically target any particular group.

---

<sup>2</sup> **Indirect discrimination** is a policy or practice that appears to be neutral, or the same for everyone, but which, in operation, results in a particular person or group being adversely affected or excluded from a benefit, and which policy or practice cannot be objectively justified.



We have a zero-tolerance policy for any proven discrimination, whether by our own employees or talent, or whether by a business partner. Proven discrimination will result in some form of disciplinary action for own employees or talent, or termination of a business partner relationship.

We expect own employees to discuss any doubts internally with colleagues and/or their manager, and/or to reach out to Randstad Legal for support.

## respect in the workplace; no harassment and abusive conduct

We value respect in the workplace and do not tolerate any form of harassment, including sexual harassment, or abusive conduct. All forms of harassment and abusive conduct are prohibited, whether related to a prohibited ground or not, and will not be tolerated. Harassment and abusive conduct of an individual or group based on any prohibited ground or grounds may also constitute discrimination.

Workplace harassment is any unwanted and/or unlawful behavior, including any conduct or comment, that is physically or psychologically abusive, vexatious, demeaning, humiliating or embarrassing to another individual, and that is known, or ought reasonably to be known to be unwelcome.

Abusive conduct is defined as severe and pervasive intentional conduct, unrelated to Randstad's or its business partners' legitimate business interests, that a reasonable person would find to be hostile, offensive or demeaning.

Harassment and abusive conduct may take many forms, including, but not limited to, abusive language, derogatory remarks, insults, ridicule, nicknames; yelling, cursing, shunning, gratuitous criticism, threatening gestures, staring, or creating/sharing offensive depictions of another; physical abuse such as pushing, punching, tripping, or purposely impeding another's path; sabotage or undermining of a person's work performance or work area; using social media, email, instant messaging, text messaging, or any other type of digital technology to torment, threaten, harass, embarrass or otherwise target another.

Sexual harassment refers to sexual behavior that is not welcome and is offensive. Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct that is based on an individual's sex or is of a sexual nature constitutes sexual harassment when submission to such conduct is a term or condition of employment or if the conduct unreasonably interferes with an individual's work or performance or creates an intimidating, hostile or offensive working environment.

We encourage the prompt reporting of complaints of harassment or abusive conduct so that appropriate remedial action can be taken. Any behavior inconsistent with our policies or business principles may result in disciplinary action, up to and including termination.

## privacy, data protection and AI

We respect the right to privacy of our own employees and our talent, as well as of all other stakeholders. We believe that individuals deserve to be treated with dignity and respect, and that their privacy should be protected from arbitrary interference.

We expect own employees and business partners to treat all personal data in an appropriate and lawful manner, respecting the rights and interests of each individual. For this purpose, [Randstad's Group Data Protection Policy and related documents](#) set out the minimum compliance standards for collecting and processing personal data, and provide consistent safeguards for the handling of personal data by Randstad.

We ensure that the personal data we handle is collected and processed fairly and lawfully and used in a manner appropriate for the purpose for which it was collected. We take all necessary measures to ensure the accuracy, security and confidentiality of stored personal data, and do not keep it longer than is required to fulfill its business purpose. Particular care is taken when transferring personal data to third parties, including our clients, to ensure an adequate level of protection for such personal data.

Randstad is committed to the ethical and responsible use of AI. We are cautious with its application to ensure it serves the best interests of our stakeholders and mitigates possible risks associated with the technology, especially in the areas of bias and discrimination. Our use of AI is in part

intended to help make interactions with clients and talent more personal, relevant, and meaningful. We ensure that critical decisions - i.e. decisions that produce legal effects concerning individuals or similarly significantly affect them - always require human oversight. We ensure that the AI systems we use treat individuals fairly and respect principles of non-discrimination, diversity and inclusiveness as reflected in applicable laws. Our way of working with AI is set out in more detail in [Randstad's AI principles](#), and is further elaborated in internal policies and procedures.

Through our privacy statements, we inform all relevant data subjects of the ways in which we handle their personal data.

### no modern slavery

We take a zero-tolerance approach to modern slavery: no form of forced labor, such as slave, bonded, indentured, or prison labor, will be used or offered, nor do we engage in human trafficking. Randstad companies shall never - directly or indirectly - engage in recruitment, transportation, transfer, harboring or receipt of people through force, fraud or deception, with the aim of exploiting them for profit. Our processes around talent engagement ensure our employees are alert to the signs of exploitation, in order that we may take the necessary action promptly and effectively, should it be identified. Randstad has adopted and continues to develop a proactive approach to prevent, respond to and remediate the risks of modern slavery within our workplaces.

Work must be voluntary and placed talent and own employees shall be free to leave work or terminate their employment with reasonable notice, provided they abide by local legal requirements. Randstad companies shall never charge directly or indirectly (e.g., through subcontractors) any fees or related expenses to job seekers, placed talent and own employees for registration or recruitment, whether for a temporary assignment or a permanent position. Lodging or deposits is never required, and no one shall be deprived of their identity papers, diplomas or training certificates upon starting or terminating work for Randstad or its clients.

### no child labor

We do not engage in child labor<sup>3</sup>, either directly or indirectly, and always adhere to the legal age requirements in all countries in which we operate. We will act in accordance with the minimum age requirements in our markets. When working with our clients we always check the age of our talent prior to any assignment. Our suppliers and other relevant business partners have to commit to our supplier code prior to contracting to ensure to the extent possible that we do not indirectly engage in child labor.

### respect for local communities

We are committed to being a good corporate citizen, and our companies are encouraged to contribute directly or indirectly to the general well-being of the communities in which we work, while at the same time minimizing disruptions. Randstad strives to recruit qualified local personnel where this is commercially possible. We undertake community initiatives in line with our [Corporate Citizenship and Philanthropy Policy](#).

## 3.4 differences with local law

Where this policy, our procedures and external commitments are more stringent than local laws, we aim to operate in accordance with our more stringent standards. If stricter requirements apply under local laws, such stricter requirements will always prevail over those set forth in this policy. Where local legislation provides alternative definitions and descriptions to the ones used in this policy, these may be included in the local version of this policy.

Where local law prohibits us from upholding certain aspects of this Human Rights Policy, we shall comply with these local laws while seeking to respect human rights & fair labor conditions. Any

---

<sup>3</sup> The term 'child labor' is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to their physical and mental development. It refers to work that is mentally, physically, socially or morally dangerous and harmful to children, and interferes with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely or requiring them to attempt to combine school attendance with excessively long and heavy work.

local initiatives that could potentially result in “positive” or “reverse” discrimination should be carefully checked to ensure compliance with applicable local legislation.

## 4. human rights due diligence.

Human rights are an integral part of our core values and business processes. They are always taken into account during our strategy-setting process, and are respected in our daily operations, as appropriate to our involvement, the nature and context of our operations, the extent to which human rights issues are likely to occur, and the impact they may have (severity and likelihood).

Randstad's due diligence processes are designed to identify and assess actual and potential adverse human rights impacts. Furthermore assessments are integrated into process analyses including tracking of the effectiveness of control structures. Finally we communicate on how we manage identified impacts.

Our global Risk & Control framework (comprising of ‘tone at the top’, performance management, concepts and best practices, risk & control activities, and reviews & audits) ensures that Randstad follows human rights principles worldwide. The design of this framework balances behavioral, preventative, detective and monitoring measures that safeguard compliance with human rights.

Local markets and global functions assess the components of the risk & control framework periodically (at least once a year). In addition, internal audits are carried out to evaluate and complement these self-assessments. The results of all these assessments, including improvement plans, lead to a Group-wide in-control benchmark discussion in meetings of both the executive board and the audit committee.

We support our business partners in following human rights principles. We continuously discuss with our clients and suppliers any salient human rights issues. Based on criticality and applicable law, Randstad may inspect the clients' facilities to ensure compliance with relevant regulations, such as health and safety. In addition, we may decide to audit the supplier, and in case of non-compliance, Randstad will discuss appropriate improvement plans. Continued non-compliance will result in termination of the contract.

## 5. complaint & reporting procedure.

### 5.1 when in doubt or in the event of questions

Trust and simultaneous promotion of all interests are part of our core values. Anyone who has questions or is in doubt about whether a situation may be in conflict with this policy should reach out to us. Our own employees can talk to their manager, a Human Resources representative, Randstad Legal, the local integrity officer or other local officers, such as an identified confidant or ombudsman. Our talent should reach out to their Randstad contact person or their manager or any other function as appointed locally (e.g., confidant). Job seekers, clients and suppliers should reach out to their Randstad contact person.

Further guidance on how to contact Randstad can be found on [randstad.com](https://www.randstad.com) and [Randstad's local websites](#). Randstad's global director compliance & integrity can be reached via [complianceofficer@randstad.com](mailto:complianceofficer@randstad.com).

### 5.2 reporting (suspected) violations

Any employee, talent (both job seekers and placed workers), business partner, or other stakeholder who reasonably suspects or has witnessed a violation of this policy is expected to raise their concern in accordance with the [Randstad Group Misconduct Reporting Procedure](#). Preferably, they do so as described in 5.1 above, directly to local management and through established operational

channels. However, if for any reason this is likely to be ineffective or inappropriate, or if they fear retaliation, use can be made of the Randstad Group Integrity Line.

The Integrity Line consists of a secure webpage and telephone hotline, available 24/7, and operated by an independent external provider. Reports can always be made in the local language. The Integrity Line allows for communication between the complainant and Randstad, also when the reporter wants to remain anonymous.

Reports received through this Integrity Line are forwarded to the relevant Local Integrity Officer, who ensures that any report is dealt with quickly, fairly and lawfully, locally. If the report is related to local management, it will be followed up by the Central Integrity Officer and the Global Business Risk & Audit Function. All concerns are treated in confidence, and with the complete assurance that there will be no retaliation against anyone filing a complaint in good faith. Although we encourage reporters to share their identity (as communication with the reporter greatly facilitates any investigation), reports can also be submitted anonymously when making use of the Integrity Line.

Where misconduct is proven, management will take prompt and appropriate corrective action.

See our [Misconduct Reporting Procedure](#) on [randstad.com](https://www.randstad.com) for all relevant details and further information.

# annex 1 - relevant principles, guidelines, declarations and conventions

United Nations Global Compact:

<https://www.unglobalcompact.org/what-is-gc/mission/principles>

ILO Convention 181 on private employment agencies:

[https://normlex.ilo.org/dyn/nrmlx\\_en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100\\_INSTRUMENT\\_ID:312326:NO](https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312326:NO)

ILO Declaration on Fundamental Principles and Rights at Work:

<https://www.ilo.org/declaration/thedeclaration/textdeclaration/lang--en/index.htm>

ILO eight fundamental Conventions:

1. Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
2. Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
3. Forced Labour Convention, 1930 (No. 29)
4. Abolition of Forced Labour Convention, 1957 (No. 105)
5. Minimum Age Convention, 1973 (No. 138)
6. Worst Forms of Child Labour Convention, 1999 (No. 182)
7. Equal Remuneration Convention, 1951 (No. 100)
8. Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

<https://www.ilo.org/international-labour-standards/conventions-protocols-and-recommendations>

United Nations Guiding Principles on Business & Human Rights:

[https://www.ohchr.org/documents/publications/GuidingprinciplesBusinesshr\\_eN.pdf](https://www.ohchr.org/documents/publications/GuidingprinciplesBusinesshr_eN.pdf)

United Nations Human Rights, Protocol to Prevent, Suppress and Punish Trafficking in Person:

<https://www.ohchr.org/en/professionalinterest/pages/protocoltraffickinginpersons.aspx>

Employment & Recruitment Agencies Sector Guide on Implementing the UN Guiding Principles on Business and Human Rights

<https://op.europa.eu/en/publication-detail/-/publication/7fa3f4c2-9f0f-46df-b698-cdd627cabe31>

World Employment Confederation Code of Conduct:

[https://wecglobal.org/uploads/2019/07/2017\\_WEC\\_Code-Conduct.pdf](https://wecglobal.org/uploads/2019/07/2017_WEC_Code-Conduct.pdf)

WEC Corporate Members & UNI Global Union Memorandum of Understanding:

<https://www.wecglobal.org/topics-global/social-dialogue/>

## document control

corporate policy title	human rights and fair labor conditions policy
owner	Executive Board
author	global legal, global HR, global sustainability
creation data of v.1	May 2019
confidentiality level	C1 - public
description	Randstad's leading principles with regard to human rights and fair labor conditions for Randstad and all stakeholders, including own employees, talent, management and business partners

version number	modified by	modifications made	modification date	status
v.1.0	global legal, HR, sustainability,	policy creation	27/05/2019	inactive
v.2.0	global legal, HR, sustainability	update, adding modern slavery, and examples to the internal version	22/06/2021	inactive
v.3.0	global legal, HR, sustainability	update and adding fair labor conditions, restructuring, new house style	31/01/2025	active

