

global inclusion and belonging.

report 2024

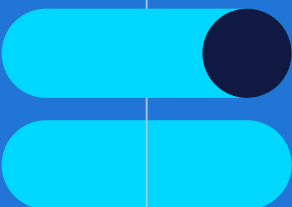
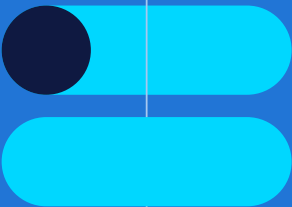


randstad

partner for talent.

table of contents.

03	introduction
09	people
39	talent
46	clients
53	communities and partners
62	conclusion





introduction.

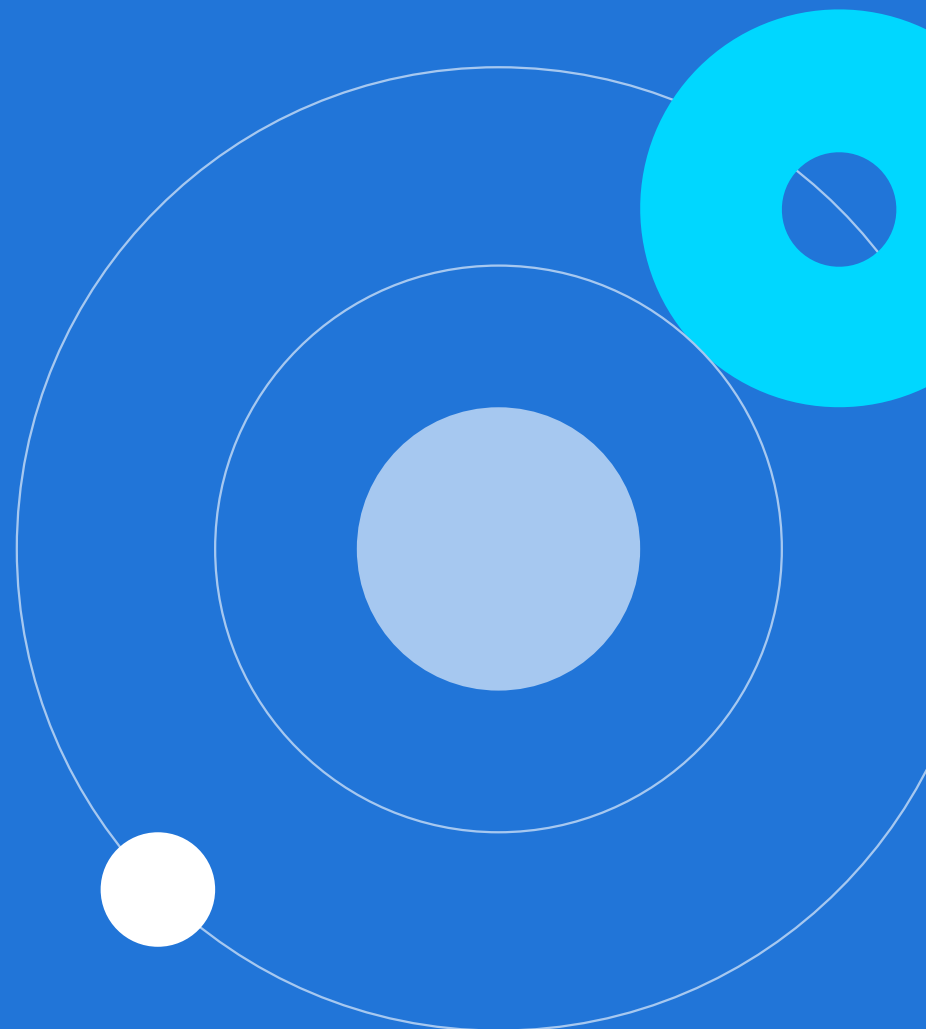
with inspiration and action: making space for all.

Randstad's 2024 annual inclusion and belonging (I&B) report highlights our unwavering commitment to creating a space where every individual, regardless of their background or identity, feels valued, respected and empowered to thrive. We continue to place talent and equity at the heart of everything we do. Through the past year, we focused on leading with purpose and empowering our leaders and employees alike to have the belief that every action we take counts towards reaching our aspirations of true inclusion and belonging.

In today's dynamic and talent-scarce market, it is essential to tap into all available talent pools to provide our clients with exceptional staff, while offering our people not just a job, but a fulfilling and meaningful career. This means fostering inclusive work environments where everyone feels a sense of belonging and can reach their full potential. Because when people are their whole true selves, they perform better.

As we reflect on 2024, we recognize the inspiration and actions that contributed to our vision to becoming the world's most equitable and specialized talent company. Our people and leaders around the world participated in and led moments of inclusion and actions of equity and access for all. Through our global-local strategy focused on people, talent, clients, communities and partners, we strived to ensure that every individual felt valued and respected.

This report will share stories, moments and reflections on our inclusion and belonging journey. How we make our core value of simultaneous promotion of all interests real for every individual in Randstad, among our clients and talent. As you go through this report, we hope you will share in our success and aspirations for becoming the world's most equitable and specialized talent company.



a message from
sander van 't noordende
chief executive officer
driving talent equity



Talent scarcity remains one of the most pressing challenges across global labor markets. With shrinking workforces and increasing skills gaps, businesses must tap into the full potential of all talent to stay competitive. Given this, we believe that equity is key - ensuring that opportunities are accessible to everyone and that organizations can build future-ready teams.

With operations across 39 markets, we see firsthand how equity, inclusion and upskilling are critical to address talent scarcity and shape the future of work. In 2024, we made significant strides in advancing our Partner for Talent strategy, reinforcing our commitment to becoming the world's most equitable and specialized talent company.

That's why we invested in over 4 million training hours, equipping talent with the skills they need to succeed in an evolving job market. As highlighted in our [2025 Workmonitor report](#), 44% of workers would not accept a job without future-proof skilling opportunities, underscoring the urgency of workforce development.

Equity is a business imperative. By integrating equity into our specialized business model, talent strategy, and workforce solutions, we ensure that every individual has the opportunity to succeed. Together, we are shaping a more inclusive, resilient, and productive world of work.

a message from
myriam beatove moreale
chief human resources officer
building best teams



Randstad's ambition is to be the world's most equitable and specialized talent company. One of the strategic commitments we've made is building the best team in the industry, as we believe this is a critical enabler of our Partner for Talent strategy. To do this, we have a strong people strategy that is focused on bringing the best out of our people.

In today's talent-scarce market, fostering equal opportunities for all is more important than ever. Our [2025 Workmonitor Report](#) reveals that 8 in 10 professionals consider a sense of belonging and community a key factor when choosing an employer. This insight highlights the relevance of our efforts to build inclusive environments where every individual can thrive.

By seamlessly integrating our people strategy with our business strategy, we create a level playing field for all. A key milestone in 2024 was the launch of our new global EVP, "Together We Grow." This represents our unified commitment to employees in the areas that they identified as important: culture, purpose, growth, well-being and reward. This dedication is recognized by Forbes, where Randstad was named one of the World's Best Employers in 2024.

We take great pride in our strong people-centric culture and we remain committed to fostering a workplace where all talent have equal opportunity to thrive and grow.

a message from
audra jenkins
global chief equity officer
championing inclusion and belonging



In 2024, we moved beyond building a strong foundation for equity and took a transformative leap - actively driving inclusion across workplaces and communities in every market we operate in. Our approach is built on four key pillars: [people](#), [clients](#), [communities](#), and [partners](#), ensuring that equity is not just a principle but an actionable commitment that creates real impact.

people

At the core of our commitment is an engaged and accountable executive leadership team, embodying our values through operational excellence. Our Global Equity Committee plays a pivotal role in embedding equity into our broader business strategy, ensuring equal employment opportunities are accessible to both our Randstad employees and the talent we serve.

clients

Our clients trust us to deliver highly qualified, diverse talent. By leveraging cutting-edge technology and deep industry expertise, we connect them with the right people while ensuring our sourcing and engagement strategies reflect local cultures, compliance standards, and evolving workforce expectations.

communities

This report highlights the remarkable impact our teams have made in building inclusivity. As our [2025 Workmonitor Report](#) reveals, 76% of talent expect their organization's values and purpose to align with their own. Belonging is the cornerstone of equity - it fosters fair opportunities for success and creates environments where people feel valued and empowered.

partners

Our global partnerships strengthen our mission to become the world's most equitable and specialized talent partner. In 2024, we collaborated with leading non-profits such as Disability:IN, WeQual, Out & Equal, and Made by Dyslexia, among others. These organizations offer invaluable expertise, equipping all of our people with the knowledge and tools to navigate the complexities of a global workforce.

As we step into 2025, we boldly reaffirm our commitment to inclusion, belonging, and unlocking opportunities for all. When people are empowered to participate in shared success, we inspire our people, clients, communities, and partners to envision—and create—a world where everyone is valued, welcomed, and empowered to thrive.

overview of our global inclusion and belonging strategy.

Our global inclusion and belonging strategy promotes equity at work for all. In alignment with our human rights and fair labor conditions policy, we work to create a fairer labor market where decent jobs offering prosperity and security are available to everyone. Our focus reflects fairness and equity within our workplace culture and in our engagement with talent, clients, partners, and the community; thereby, promoting a culture of equity and inclusion for all individuals.

[Read our human rights and fair labor conditions policy here](#)

Internally, we prioritize creating an inclusive workplace where everyone can thrive and that is why we ensure our business resource groups, and our global inclusion actions can support the needs of all of our employees. We utilize our global strategy to locally adapt our approach to true inclusion and belonging, so that everyone feels represented and valued.

Randstad complies with all applicable local labor laws and regulations in the jurisdiction of employment, which may supersede any company-wide policies or guidelines. In the event of any conflict between local labor laws and company policies, the applicable local laws will take precedence, and Randstad is committed to ensuring compliance with such laws to protect the rights of its employees.

people (internal)

Championing equity, being a voice for all people, driving a culture of respect and belonging.

talent (external)

Highlighting diverse talent perspectives and embedding equity into our core business of putting people to work.

clients

Amplifying interactions to drive and deepen client engagement, supporting them with their inclusion and belonging aspirations.

communities and partners

Strengthening partnerships and expanding our influence in the communities we operate and serve in. Acting as global thought leaders on critical inclusion and belonging topics.



people.

being a voice for all our people, fostering a culture of respect and belonging.

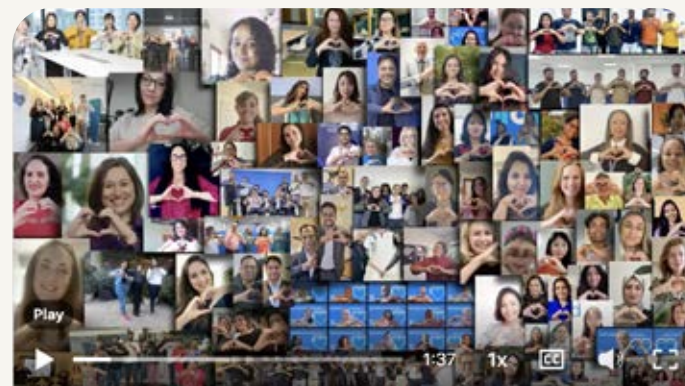
At Randstad, we want to be the world's most equitable and specialized talent company. This begins with fostering a sense of belonging among our employees, ensuring that each individual, irrespective of their background, identity, or experience, feels welcomed and valued. We believe that when individuals can truly be themselves, they are able to reach their full potential. Realizing our full potential means that as a company, we are more productive, innovative and successful.

Our commitment to inclusion is reflected in our diverse workforce and the communities and business resource groups (BRG) we have built within our organization. This pillar highlights key inclusion moments and events organized by our global business resource groups, as well as engagements and programs hosted by the global equity team, or local and regional teams, that shine a light on a wide range of topics related to inclusion and belonging. These initiatives aim to create a workplace where everyone feels empowered to contribute and thrive.

our global business resource groups (BRG)

women's inclusion network (WIN) BRG

The women's inclusion network (WIN) BRG aspires to strengthen and encourage an equitable and inclusive workplace for women and allies. In 2024, to recognize International Women's Day, members of the WIN BRG and other colleagues across Randstad shared how they want to be seen and valued in the workplace and beyond.


[watch the video](#)


screen grab of video of Randstad's International Women's Day campaign featuring Randstad's women employees and allies

The WIN BRG's executive sponsor and Randstad's global CHRO, Myriam Beatove Moreale shared a powerful message for WIN members and all other employees in recognition of International Women's Day 2024. She spoke about advocating for women and everyone in the workplace, and being involved in this in many different ways, like being part of the BRG activities, and offering support as a mentor.


[watch the video](#)


video featuring WIN BRG member Ankama and WIN BRG executive sponsor Myriam in conversation

global pride BRG

The global pride BRG 's purpose is to strengthen and encourage an equitable and inclusive workplace for LGBTQI+ and allies. During the global Pride Month in 2024, an inspiring video was brought together shining a light on our LGBTQI+ colleagues and allies, together building a safe and inclusive place for everyone.


[watch the video](#)


screen grab of video of Randstad's Pride Month campaign featuring Randstad's LGBTQI+ colleagues and allies

a message from marc-etienne julien chief executive north america

for pride BRG



As a market leader, we are committed to listening to and respecting every perspective within our employee and talent communities. Research shows that today's workforce increasingly seeks a strong sense of community in both their workplace and the work they do. When individuals truly feel they belong, they can fully contribute to the company's success and realize their full potential.

Now more than ever, fostering and sustaining inclusive workplaces and communities is not just the right thing to do—it is a business imperative. As the executive sponsor for the [global Pride BRG](#), I remain dedicated to building a workplace where everyone feels valued, respected, and empowered to thrive. True inclusion is a continuous journey, and every day, we strive to create meaningful moments of belonging for our people and talent in everything we do at Randstad.

alliance for disabilities and allies BRG

The alliance for disabilities and allies (ADA) BRG strives to strengthen and encourage an equitable and inclusive workplace for individuals with disabilities and allies. To recognize International Day for Persons with Disabilities, we asked our colleagues to think about ways to make our workplaces and beyond more accessible, through a pledge campaign. We also provided a virtual card with simple but impactful ideas for inspiring accessibility. We rounded up the International Day for Persons with Disabilities observance with a panel discussion that spotlighted topics like accessibility as a strength and the role of AI in advancing equity for all.



[watch the video](#)





a message from michael smith chief executive randstad enterprise

for alliance for disabilities and allies BRG



Randstad is committed to becoming the world's most equitable and specialized talent company. Our goal is to ensure that every individual knows they have a place here, and we are continuously expanding our talent pools to create opportunities for all who seek meaningful work. We take pride in being a trusted partner for talent, celebrating their unique strengths and empowering them to thrive. Through the [Alliance for Disabilities and Allies \(ADA\) BRG](#), I am reminded of the progress we have made in fostering a more accessible and inclusive workplace, as well as the important work that still lies ahead.

We remain dedicated to guiding our people through the ever-evolving labor market, supporting them at every stage of the talent lifecycle. By spotlighting the contributions of our employees and talent, we provide them with access to continuous learning and growth—ensuring they don't just find a job, but build a fulfilling career with Randstad.

generations BRG

The Generations BRG aspires to strengthen and encourage an equitable and inclusive workplace for individuals across multiple generations. In 2024, the generations BRG hosted inspiring conversations to celebrate sisterhood and friendship across generations, especially for women.



photo collage by generations BRG promoting friendships and sisterhood across multiple generations in the workplace

a message from herman nijns - chief executive southern europe, united kingdom and latin america

for generations BRG



At Randstad, we continue to make significant strides each year in expanding access to skill development. As highlighted in our [annual report 2024](#), we have taken meaningful steps to enhance employability, build critical skills, and create opportunities for those on the margins of the formal labor market. This commitment is especially vital for both experienced professionals seeking to adapt to a rapidly shifting landscape and emerging talent preparing to enter the workforce.

As the global sponsor for the [Generations BRG](#), I gain valuable insights into the expectations of our multi-generational workforce and the evolving needs of talent. We take pride in our unwavering focus—both as a company and across our global markets—on creating opportunities for our people. By leveraging our expertise and global reach, we strive to provide careers that align with everyone’s values, aspirations, and professional growth.

new@randstad BRG

The New@Randstad BRG strives to strengthen and encourage an equitable and inclusive workplace for new joiners in Randstad. Through the year, the BRG hosted short events for new joiners and people managers across multiple time zones, to introduce them to the culture of inclusion and belonging in Randstad.

The flyer is titled "new @ randstad community for new joiner". It invites participants to a global BRG introduction event. Key details include:

- Event Details:** Date: 19th July, 2024.
- Time Zones:**
 - EMEA & NAM & LATAM:** 4.00 pm CET, 3.00 pm GMT, 10.00 am EST.
 - APAC:** 12.30 pm India, 3.00 pm Singapore, China, Malaysia, 4.00 pm Japan, 5.00 pm Australia.
- Hosted by:** Randy van der Heijden (EMEA) and Pradeep Reddy (APAC).

On the right side of the flyer, it says: "invite from new@randstad BRG for the global BRG introduction event".

a message from Miriam van der Heijden chief marketing officer

for new@randstad BRG



In an evolving world of work, we know it is important to strike a balance between preserving our cherished traditions and embracing new ideas and approaches. This ensures that we remain grounded in the values and culture that have defined our success, while also being adaptable, innovative, and forward-thinking. This balance is crucial for fostering an environment where all employees feel valued, heard, and motivated to contribute to our collective success. I find this deeply aligned with our purpose of the New@Randstad BRG.

We want to honor and nurture the Randstad spirit, and our promise to equitable workplaces for all. We do this by leveraging our connections with both colleagues who have experienced Randstad for many years, and those who are new. Because when we work together, we can build a better future for all of us.

multi-ethnic voices BRG

The Multi-Ethnic Voices BRG's purpose is to strengthen and encourage an equitable and inclusive workplace for ethnically diverse workers and allies. During 2024, the BRG hosted an inspiring mini event with several book recommendations from its members, followed by the launch of the summer reading list of 3 global leaders of Randstad.



a message from Jesus Echevarria chief operating officer

for multi-ethnic voices BRG

At Randstad, authenticity is at the core of our culture of inclusion and belonging. It is deeply embedded in all that we do, guided by our core value of simultaneous promotion of all interests. We want to promote equity for all, ensuring that inclusion and belonging are lived experiences for everyone, at every level.

As leaders, we're committed to fostering an inclusive workforce, one that truly reflects the rich and diverse communities we operate in and serve. We welcome talent from all backgrounds and strive that everyone experience the authenticity and genuineness that represents us as a workplace.

We move forward as a Partner for Talent with a commitment to fostering inclusive workplaces and meaningful work for all.

global sunrise-to-sunset events

To recognize important days of observances, Randstad hosted three global sunrise-to-sunset events for International Women’s Day, Pride Month and International Day for Persons with Disabilities. Similar to the sunrise-to-sunset events of 2023, these sessions were hosted across 2 timezones to accommodate all colleagues. The sessions kicked off with a fire-side chat with one of our global leaders; followed by an engaging panel discussion featuring Randstad internal colleagues and leaders, and Randstad clients’ speakers.

For the sunrise-to-sunset event for International Women’s Day, we delved into how real progress can be made through initiatives and strategies to promote gender equality and inclusive workplaces for all.

In the sunrise-to-sunset event for the global Pride Month, our speakers shared insights on LGBTQI+ inclusion and belongingness for all based on findings from [Randstad’s Workmonitor report 2024](#).

During the sunrise-to-sunset event for International Day for Persons with Disabilities, [our panelists leveraged Randstad's AI & Equity report](#) to spotlight how technology and artificial intelligence (AI) could be leveraged to become an enabler for people with disabilities and others.



photo of speakers from fireside chat during sunrise-to-sunset event session for EMEA/ NAM/ LATAM region for International Women’s Day



photo of speakers during sunrise-to-sunset event session for Asia Pacific region for global Pride Month

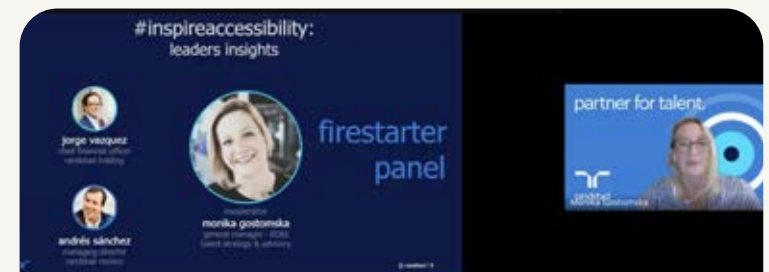


photo of firestarter panel speakers and moderator during sunrise-to-sunset event session for EMEA/ NAM/ LATAM region for International Day for Persons with Disabilities

virtual coffee sessions

All through 2024, the global equity team, along with local practitioners and supporters, hosted virtual coffee sessions. These sessions were a virtual safe space for anyone in Randstad to listen in and share about a wide range of inclusion and belonging topics. These unrecorded sessions were a great way for employees to share their feedback and ideas, and promoted respect and transparency for all.

Here is an overview of some of the topics explored during the virtual coffee sessions.

- Our global partnerships and engagements planned to benefit our employees through the year.
- The potential and challenges of generative artificial intelligence (AI) and inclusion and belonging for all.
- Promoting and sustaining psychological safety in the workplace and the role of BRGs in fostering safe spaces for bold conversations to happen.
- Encouraging inclusive etiquette in the workplace for all employees, through active listening and recognizing others' contributions.
- Spotlighting men's mental health and wellbeing and how women can support and become advocates for men's mental health.

stigmas surrounding men's mental health

- social expectations and pressure to be "strong" and stoic
- may be difficult for men to express their emotions and seek help when they need it
- disproportionate pressure on financial issues
- relationship problems and loneliness
- physical health issues which may be aggravated by the reluctance to seek help
- underlying trauma and abuse



card from a virtual coffee session highlighting stigmas surrounding men's mental health

equity@heart vodcasts

Randstad's global equity team, in collaboration with our leaders, has launched the equity@heart mini vodcast (video podcast) series as part of our ongoing commitment to becoming the world's most equitable and specialized talent company. This series aims to increase awareness and knowledge of equity, inclusion, and belonging.

In the first year of its launch, three of Randstad's leaders participated in the vodcast sharing insights on gender equity and inclusion for all, challenging unconscious bias in leadership, and best practices of promoting women leadership, role models and allies.



screen grabs of Randstad's equity@heart miniside featuring our market leaders

moments of inclusion and belonging from across our markets and businesses.

asia pacific

australia

R U OK? Day is the national day of conversation on mental health. In Randstad Australia, R U OK? Day was recognized through an intimate event collaborating with our teams, with morning tea and celebrating anniversaries and birthdays. Among Randstad Australia's leaders and employees, there is a firm belief in breaking down the stigma surrounding mental health and fostering a supportive environment for all. Conscious steps have been taken to create awareness, offer resources, and encourage open dialogue about mental well-being.

Randstad Australia conducts an annual diversity survey to promote voluntary self identification and seek feedback and ideas on driving even more inclusive practices and initiatives. In 2024, the diversity survey results showed a further increase in our employee population with disability from 5.1% in 2023 to 12% in 2024 - demonstrating our commitment to becoming the world's most equitable and specialized talent company.



event in Randstad Australia for R U OK? Day



kajetan slonina - chief executive asia pacific

Randstad's core values and mission are brought to life through our employees and the diverse talent we serve, each contributing their unique perspectives and strengths. Our inclusion and belonging strategy fosters a sense of community and respect for all, through education, reflection, motivation, and celebration of our uniqueness.

We remain steadfast in our commitment to mental health and well-being, fostering an environment where open dialogue is encouraged, and every individual is empowered to reach their highest potential. As leaders, we champion a culture of belonging, ensuring that our diverse global workforce feels valued and supported. We hold ourselves accountable for driving meaningful progress toward our inclusion aspirations, reinforcing our position as a future-ready organization.

japan

Randstad Japan's Gender employee resource group (ERG) members organized a webinar to support women on the topic of sexism and other issues, and held it on International Women's Day in March. The group invited an influencer who was selected by Forbes Japan magazine last year as one of the "30 under 30 changing the world", as a speaker through a moderated discussion with Tomoka Hayashi, Randstad Japan's chief information officer. Later in the year, Randstad Japan also delivered "kizuku" career sessions with internal female role models to talk about their experience, challenges, and how they overcame them throughout their careers. Through 4 sessions and over 1000+ employees accessing them, we received great feedback and would continue it quarterly for 2025.

To support LGBTQI+ employees and allies, Randstad Japan invited external lecturers who gave advice on the preparation of the LGBTQI+ guide to hold in-house lectures. An article written anonymously by a sexual minority employee, was published in the official channel network, which received a great response. As part of the LGBTQI+ ERG initiatives, we had a panel discussion by LGBTQI+ employees sharing their own experience.

In the "PRIDE Index 2024," an evaluation index for LGBTQI+ initiatives in the workplace, Randstad Japan received the highest level of "Gold" certification for the fourth consecutive year. In addition, for the second year in a row, the company received the "Rainbow" certification, which recognizes companies that promote collaboration across sectors to promote understanding of LGBTQI+ issues and protect LGBTQI+ rights.

The Japan team also held the first offline exchange meeting of the sign language ERG (Deaf Lounge) in October. In the same month, the Neurodiversity ERG organized a webinar to raise awareness in reasonable accommodations for individuals with disabilities.

For the first time, Randstad Japan received a "Bronze" award from the Cancer Alliance Award 2024, which recognizes organizations that support people who work while undergoing treatment for cancer.



invite for "kizuku" career session, Randstad Japan



photo of the 'deaf lounge' - with the sign language ERG, Randstad Japan

india

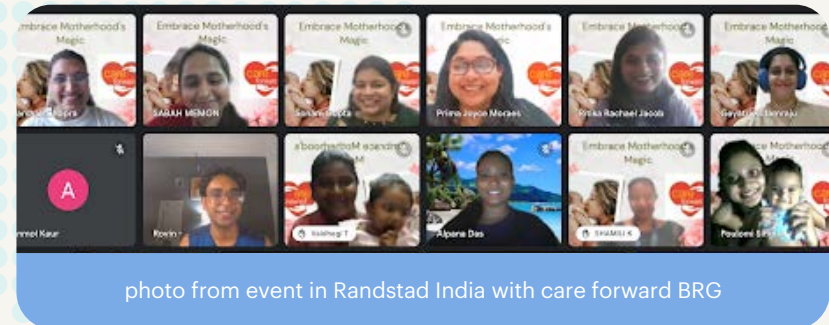
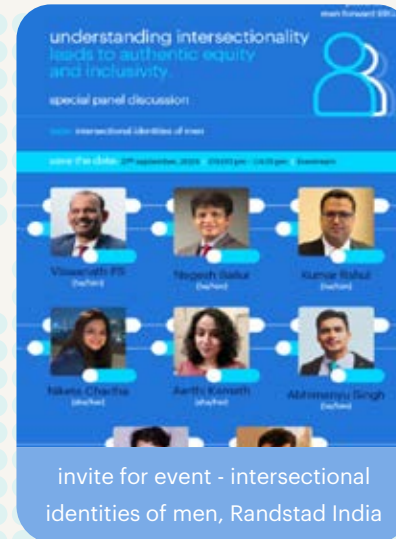
Randstad India has six (6) business resource groups (BRG) aligned to the global BRGs. The BRG in India, focused on men's mental health and wellbeing, hosted an internal event on the topic: intersectional identities of men. The session, including internal and external speakers, emphasized the importance of understanding diverse perspectives and experiences of men, from different backgrounds, experiences and identities, to foster an inclusive culture that recognizes and values individuality.

In 2024, Randstad India's women forward BRG launched the "Her आवाज़" (Aawaaz - meaning voice or sound in Hindi series, aimed to provide women at Randstad India safe spaces to share their experiences on intersectional identities, relationships, ideas of companionship, maternity, familial and caregiving responsibilities, work life balance and standards of beauty, and many other topics that women in India experience. The session was a great success with even more events planned for 2025.

The careforward BRG in India, that promotes an inclusive workplace for all caregivers, hosted an intimate conversation with new mothers, with sharing experiences and advice.

During Pride Month 2024, Randstad India and the rainbow forward BRG invited a few LGBTQI+ individuals at our Delhi, Chennai and Kolkata locations to reverse-mentor some of our business leaders, and to engage with our employees. The powerful sessions uncovered the realities and opportunities for individuals from the community and how we can together build an even more inclusive workplace and society for all.

Earlier in the year, Randstad India leaders participated in a learning session on inclusive leadership, facilitated by the regional equity lead. The program sparked conversations around the power of allyship, vulnerability and safe spaces and was recognized externally.



randstad global capability center (india)

Employees of the Randstad Global Capability Center (RGCC) joined a session on allyship and becoming a conscious and intentional ally, held across two time zones to be inclusive of all employees. The session was addressed by leaders and focused on ways of becoming an ally to all, challenging our own internalized biases and confronting situations of micro-aggressions.

Later, during International Day for Persons with Disabilities, RGCC and Randstad India, along with the Access Forward BRG, co-hosted an engaging panel discussion on promoting accessibility for all, with internal and external speakers.



photos from allyship sessions - RGCC

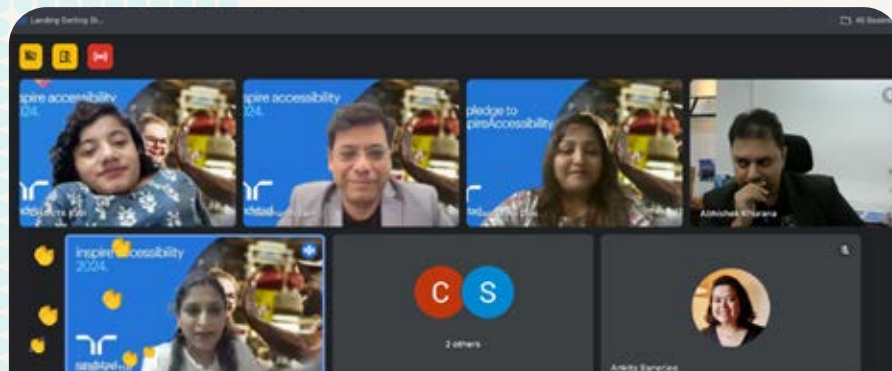


photo from event for International Day for Persons with Disabilities - Randstad India and RGCC

greater china and hong kong

In Q1 2024, the Randstad Greater China team launched the employee resource group (ERG) initiative, successfully establishing three groups: one dedicated to equity and inclusion, one focused on employee activities, and another dedicated to employee well-being. These groups have served as platforms for employees to connect, share experiences, and advocate for positive change within the organization. We conducted a year-end survey in December to gather valuable data on employee perception and engagement regarding equity and inclusion initiatives throughout the year. This data will be used to identify areas for improvement and develop a comprehensive plan for future equity and inclusion actions.

During Q2 2024, Randstad Greater China, celebrated Pride Month with impactful initiatives. The initiatives were held on the Randstad Clipper, attended by 77 people, featuring rainbow pins and wristbands, and interactive activities that promoted understanding and acceptance of the LGBTQI+ community.



Randstad Greater China - event

singapore and malaysia

Randstad Singapore hosted panel discussions and an interactive questions and answers (Q&A) session for the annual sunrise-to-sunset after-event for Pride Month in 2024. It celebrated our LGBTQI+ employees and explored ongoing efforts to enhance LGBTQI+ inclusion across our organization.

The Randstad Malaysia team embraced the spirit of Merdeka Day (Independence Day), everyone came dressed in their beautiful traditional outfits, celebrating Malaysia's rich heritage and vibrant culture.



photo from event for Pride Month - Randstad Singapore



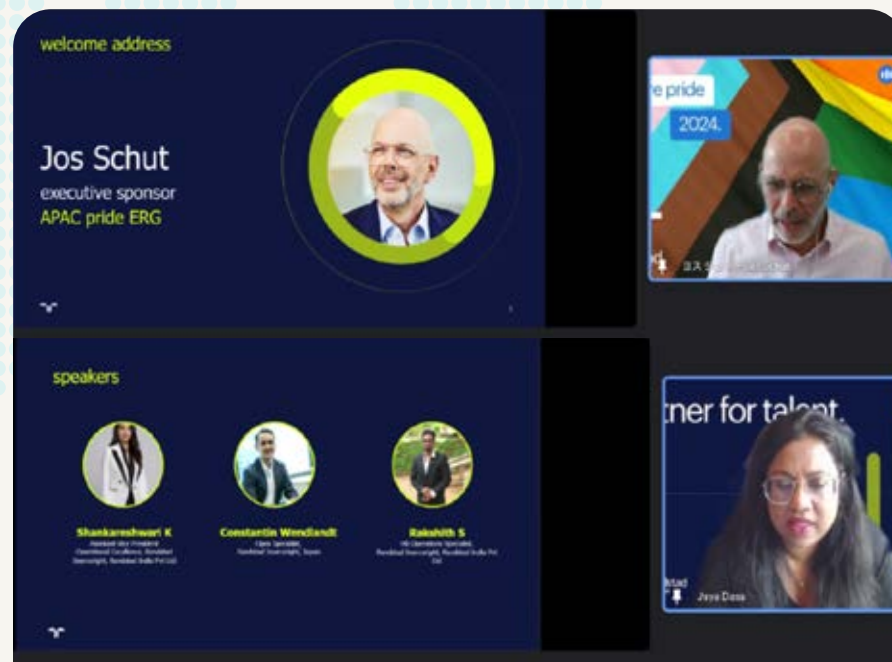
photo from Merdeka Day event - Randstad Malaysia

randstad digital (APAC)

Randstad Digital colleagues in India joined a session on allyship and learned more on how to become a conscious and intentional ally, promoting a safe space for experiences and reflections to be shared. The session was addressed by a leader from Randstad Digital and focused on ways of becoming an ally to all, challenging our own internalized biases and confronting situations of micro-aggressions.

randstad enterprise (APAC)

Randstad Enterprise APAC ERGs hosted several knowledge-sharing and networking sessions for Randstad Enterprise employees in the region highlighting important topics like professional development and leadership development for all.



photos of Randstad Enterprise (APAC) ERG events

northern europe

the netherlands

In Randstad Netherlands, like every year, our employees celebrated inclusion and belonging on the first Tuesday of October, and recognized it as Equity Week, making it bigger! This year we aimed to connect with colleagues outside of our known circle, new equity and inclusion ambassadors, and also connected our internal colleagues with clients and talents. With our equity and inclusion stand and diversity wheel we traveled through the country. The equity and inclusion wheel has questions on it, sparking interest and conversations in the internal offices (three locations) and two clients we visited.

Randstad Netherlands also helped colleagues learn about cultural diversity by highlighting cultural celebrations and traditions. In 2024 we organized two key events, one during Ramadan and the other for Diwali. The aim of these events is to create knowledge and connection for colleagues who want to connect with other colleagues. The programs had a speaker, a moment to connect with each other and learn about traditions, and at the end of the evening, share a meal together.

In 2024, we continued the inclusive leadership program launched in 2023. This program helps management and director teams understand equity and inclusion topics and inclusive behaviors. It also provides opportunities for connection, reflection, and learning.

During Pride Month 2024, Randstad ambassadors organized an informal gathering in Amsterdam, at one of Randstad's main offices. Later, on International Transgender Day of Remembrance, a session with a transgender guest speaker was hosted to promote understanding and learning for our colleagues.



photo from Diversity Week - Randstad Netherlands



photo from Ramadan and Diwali celebrations - Randstad Netherlands

switzerland

Randstad Switzerland focused on raising employee awareness on the topic of equity and inclusion by motivating employees, supervisors and leaders to participate in equity and inclusion events. Randstad Switzerland also is a member of Advance Women, an association that drives gender equality in Swiss Business, with nearly 150 Swiss companies on board.

Randstad Switzerland has been recognized by Fair-On-Pay for its commitment to gender pay equity with the highest certification level, the Advanced Label. Fair-ON-Pay honors companies that undergo and demonstrably adhere to the internal gender pay equality review. This award signifies a significant milestone for Randstad Switzerland's ongoing journey to create a work environment based on fairness and equal opportunities for all.

germany

Randstad Germany focused on inclusion and belonging for all through a host of internal and external facing initiatives. One of the key actions was through the publication of an e-learning module - 'Inclusion and Diversity at Randstad - Introduction into EDI&B'. Randstad Germany also partners with organizations supporting LGBTQI+ employees and individuals with disabilities. Putting to work over 1,200 disabled and 14,000 over 50 years of age employees, they champion age and disability equity. Randstad Germany is also committed to promote gender equality, aiming for parity in senior management by 2030.

Randstad Germany's "Women@Randstad" initiative promotes gender equity through four pillars: Career & Career Parity, Work-Life Balance, Family & Care, and Advocacy, Information & Communication. These pillars encompass targeted measures such as mentoring, flexible working arrangements, childcare assistance, and parental leave information, with the goal of achieving leadership gender parity and supporting women in their careers.

Randstad Germany's Pride BRG won the public vote during the Pride Day Contest, a highlight for LGBTQI+ inclusion at Randstad Germany. The Pride Month Action Plan Partner for talent. Partner for pride was put into action. The team actively promoted our EDI&B learning offer and the Pride e-learning developed in cooperation with Prout at Work, including encouraging active participation by employees and a raffle of Randstad Pride merchandise as prizes. Randstad celebrated Pride Month with a video release, a four-part communication series, a podcast, and Pride Candy Week. Aside from this, Randstad Germany hosted a panel discussion 'Prout Performer Networking Event 2024' and arranged a Pride Candy Bar and information desk at Randstad.



photo from the Prout at Work networking event - Randstad Germany



photo from - Pride Candy Bar and information desk at Randstad Business Festival Düsseldorf 2024

belgium

Randstad Belgium is committed to disability inclusion, particularly supporting individuals with less visible disabilities like neurodivergence. In January 2024, we partnered with Autimatic, an organization that empowers people with autism, and successfully hired six talented individuals with autism in our ICT department. These individuals played a crucial role in a complex document generation project, delivering exceptional work and exceeding expectations. Leading to the expansion of the partnership with Autimatic. This is a true moment of inclusive hiring and engagement leading to great success. [Watch the video here.](#)

Later in May 2024, Randstad Belgium hosted a week-long series of events focused on promoting equity, inclusion and belonging for all. The CEO, Annic Bosmans, launched equity and inclusion week with a diversity breakfast and an inclusion exercise. A 'living library' event followed, where attendees could converse with people who regularly experience prejudice. During the week, several workshops were offered including topics like autism, inclusion through immersion with virtual reality application - experiencing what it feels like to undergo micro aggressions and learning how to react. Other sessions included - equitable sales and What Can You Do - a workshop which helped our colleagues to reflect on the changes they can make.

The Randstad Belgium team partnered with Randstad Enterprise - Risesmart to conduct a scan to gather insights on the current workforce, focusing on recruitment and selection process. This data will inform the equity and inclusion strategy, specifically around the recruitment and selection process.

In September 2024, Randstad Belgium established a dedicated working group focused on disability inclusion. The group aims to understand the underrepresentation of individuals with disabilities within the workforce and develop a comprehensive inclusion manual to guide the creation of an accessible and inclusive environment.



screen grab of Randstad x Autimatic video



Randstad Belgium - equity and inclusion week kick-off with the CEO, Annic Bosmans



Randstad Belgium - inclusion through immersion

poland

Randstad Poland launched a team of #diversityambassadors and a Subject Matter Expert on disability employability to drive the equity and inclusion agenda. Later the Randstad Poland team celebrated European Diversity Month in May with a equity podcast, coffee, quiz and contest for employees, webinars and external speakers on topics like gender, LGBTQI+, and neurodiversity.

Later in the year, Randstad Poland also recognized Women's Health in October and Men's Health in November. Pink Day, with employees wearing pink, was in solidarity with breast cancer survivors and those currently battling the disease. Another highlight of Pink October was our participation in the virtual run, "Always Ahead of Breast Cancer." This event brought together over 50 Randstad employees who ran a collective total of 300 kilometers! The purpose of the run was to raise awareness for breast cancer prevention and encourage a proactive approach to health. There was also a webinar on breast cancer prevention, led by a clinical oncologist. As part of our broader health awareness initiative, we also conducted a webinar focusing on menopause. For men's health month, we organized a webinar, led by a clinical oncologist, focused on men's health. The webinar touched on topics such as most common cancers among men and mental health awareness.

Randstad Poland continued their education and awareness on disability inclusion. We published an internal disability employability and recruitment etiquette playbook and held a workshop for managers on managing employees with different abilities.



Randstad Polish - breast cancer awareness



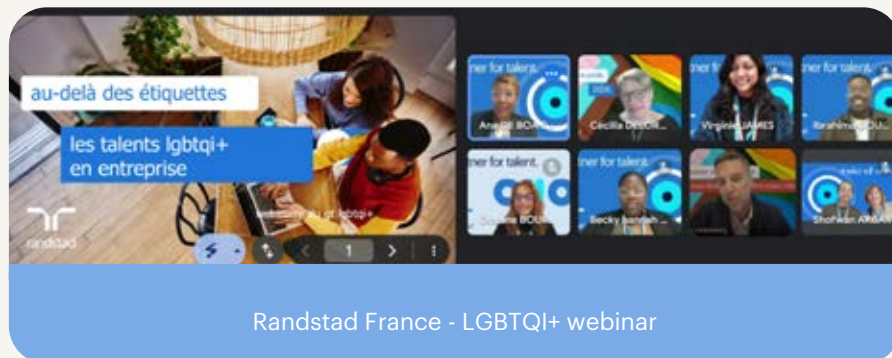
Randstad Polish - diversity ambassadors

southern europe, united kingdom and latin america

france

Randstad France fosters an inclusive environment through its internal think tank, the Committee of Social and Environmental Innovation. This committee has spearheaded initiatives such as an LGBTQI+ ally booklet and a dedicated webinar for recruiters, focusing on inclusive recruitment practices for LGBTQI+ talent. Additionally, the think tank supports the employee resource groups (ERGs) that address various equity and inclusion dimensions: LGBTQI+, women's mentorship, seniors, generations, and the environment. In 2024, key projects included an LGBTQI+ webinar, a women's mentorship program, a senior booklet, and an environmental newsletter.

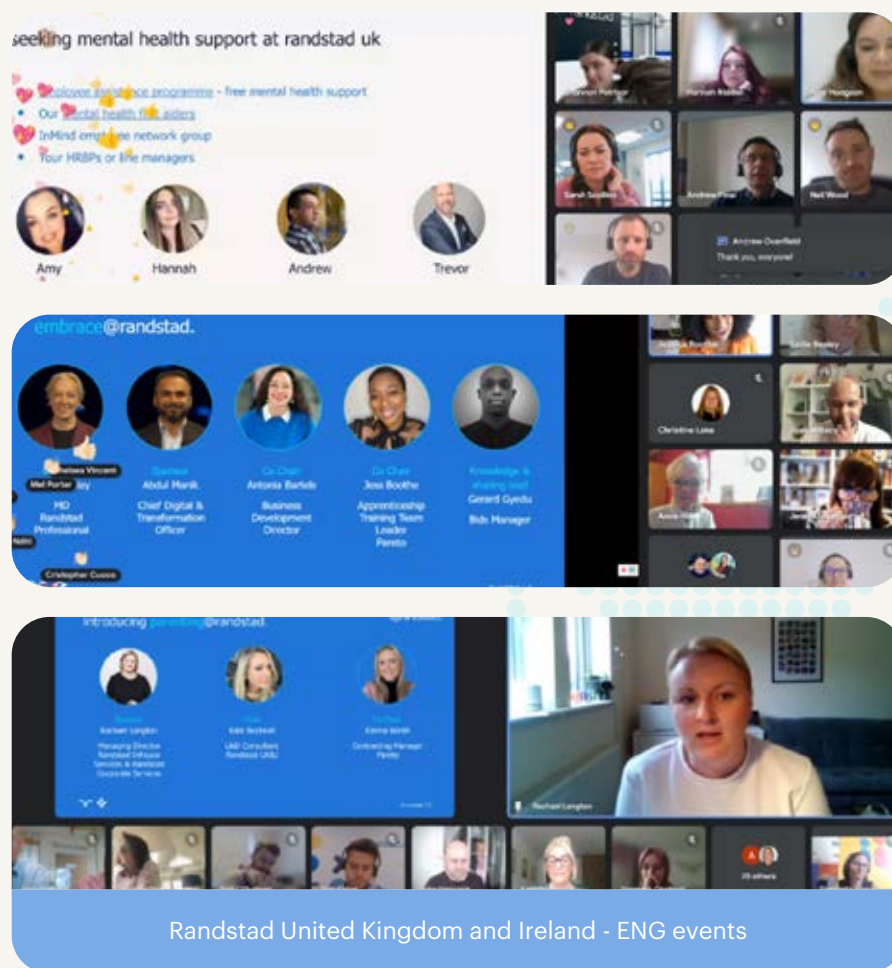
Randstad France has more than 50 mentors who are part of our various partnerships and internal initiatives, and who strive to make a positive impact on society by working with vulnerable populations. Also, senior employees can work 90% of their contracted hours during their final year of employment before retirement, while still receiving their full salary under our existing corporate work-life balance policy.



united kingdom and ireland

In 2024, Randstad United Kingdom and Ireland significantly bolstered their equity and inclusion initiatives through 7 Employee Network Groups (ENGs), which fostered a sense of community and allyship among employees with diverse identities. Over the past year, participation in the ENGs has grown by 50%, with more than 500 active members and one-third of the workforce involved in at least one ENG. Key initiatives included sharing 46 role model stories, hosting 11 equity and inclusion webinars which were attended by over 1,065 colleagues, and publishing 118 equity and inclusion-focused posts on our internal networking / communication channel, which garnered engagement from over 9,260 unique readers. Additionally, 11 monthly equity and inclusion newsletters were sent out and received 1,499 opens, engaging more than 600 voluntary subscribers and further reinforcing ongoing awareness and dialogue around equity and inclusion.

Each ENG spearheaded impactful programs that aligned with global equity initiatives. Mental health awareness was championed through webinars, storytelling, and wellness activities, while gender equity was promoted through International Women's Day and Inclusion Week events. Initiatives around ethnic and cultural equity included discussions on allyship and racial discrimination, and neurodiversity awareness initiatives provided support for employees with autism, ADHD, and dyslexia. LGBTQI+ inclusion was celebrated and championed through Pride Month and Black Pride events, and the Parenting ENG addressed work-life balance and parental support. Through all of these initiatives, Randstad United Kingdom and Ireland continues to cultivate an inclusive, equitable, and engaged workplace where all employees can thrive.



spain

In 2024, Randstad Spain was recognized for our commitment to equity and the advancement of women in leadership. We received two awards at the Equipos y Talento (Teams and Talent) Awards: the 'Diversity Leading Company' award, for our overall commitment to inclusion, and the 'Empowering Women's Talent' award, which acknowledged our 'Female Leadership Program,' an initiative focused on developing women leaders. Also, Forbes has named Ana Requena, CEO and President of Randstad Spain, as one of Spain's 100 most influential women in 2024.



Randstad Spain - Awards for commitment to diversity and the advancement of women in leadership



Randstad Spain - CEO named as one of Spain's 100 most influential women in 2024

portugal

Randstad Portugal launched two specialized training programs in 2024: 'Conscious Inclusion Path' for all employees and 'BelongIN' for leaders. These programs aimed to raise awareness about equity and inclusion and unconscious bias, and promote inclusive leadership skills. Additionally, 'Talks For Change' with social partners enhanced learning about inclusion and improved service to clients and candidates. 85 leaders were trained, and 100% of corporate employees completed the Conscious Inclusion e-learning courses. Overall, the training increased awareness of inclusion and how to promote it within the company and daily interactions. During 2024, Randstad Portugal also held 14 Talks with 7 partners and had 970 attendees.

Randstad Portugal's gender equality plan aims to eliminate gender bias and discrimination, ensuring equal pay, access to opportunities, and a discrimination-free workplace. Developed by a cross-functional team, the plan will enhance organizational culture, employee satisfaction, and competitiveness, while demonstrating social responsibility and attracting top talent. As a public document, this plan positions Randstad Portugal as an example for the market in its sector.

Randstad Portugal also provides financial aid for infertility treatments, birth gifts, and discounts on school textbooks. The company also offers paid parental leave, flexible work options for parents, and other family-friendly benefits.



photo from training program, Randstad Portugal



photo from training program, Randstad Portugal

italy

Randstad Italy is committed to promoting equal opportunities and reducing inequality. We monitor our HR processes to increase female representation in senior management and support mothers returning from maternity leave. Additionally, we offer training programs for parents and conduct annual surveys on workplace harassment. We also provide training on recognizing and preventing harassment, and raise awareness about violence against women. Four Randstad Italy companies have been certified for their commitment to gender equality. We achieved the certification PDR 125:2022, an Italian certification to assess whether the organization respects the conditions of gender equality.

Randstad Italy's multi-faceted approach to Pride Month effectively promoted LGBTQI+ inclusion. By involving employees in both internal and external campaigns, Randstad Italy fostered a sense of authentic representation and internal engagement. The establishment of ERGs further solidified the company's commitment to creating a diverse and inclusive workplace.

Randstad Italy's internal and external initiatives included the "Nothing Can Be Said Anymore" Campaign: This campaign, featuring employees in video content, used a light and ironic tone to target all employees and deconstruct gender and other stereotypes/ prejudices. [Watch video here.](#)

The team also participated in the Randstad global campaign called #InspirePride. We also were involved in Pride events across Italy, further demonstrating Randstad's commitment to the LGBTQI+ community. Randstad Italy's LGBTQI+ ERG formed in 2023, actively participated in Pride events and promoted various initiatives inspired by the concept of equity.

In 2024, the ERG "Disability col cavolo!" was born, dedicated to sharing ideas, initiatives and events related to the world of disability. The goal of this group of colleagues is to get to know the other and put themselves, even if only for a moment, in the shoes of those who live situations and experiences different from their own.



Randstad Italy - video by LGBTQI+ ERG

argentina

Randstad Argentina, as part of the engagement strategy, runs an inclusive benefit policy with gender perspective. This policy includes flex time, extended paternity leave, economic / financial support for child care among other initiatives that support work-life balance. In 2024, we updated our internal policy launching the first equity and inclusion policy in Argentina which states our principles, values and commitment towards equal opportunities to all.

In order to contribute to increased equal opportunities and work-life balance, the company implemented a 'hybrid' back-to-work schedule. Employees can choose which days they go to the office, with the option of working two days a week from home. This new way of working helps our employees in organizing their work and private life. We have extended parental leave for fathers to 28 days after the birth of their baby, whereas the legal leave for fathers is only 2 days. We have also implemented other benefits, such as allowing parents to take time off for school or kindergarten adaptation periods with their children.

Randstad Argentina also organized 2 training sessions for all our internal staff and a specified session on accessibility and inclusive communication to share best practices and key information to improve our communication channels externally and internally.



Randstad Argentina - photo of employability recognition



disability day, Randstad Argentina

brazil

Since 2022, Randstad Brazil has had a structured equity program, with 5 BRGs made up of volunteers from various areas of the company. We have an annual agenda that includes workshops, training sessions, discussion circles, and intensive internal communication via our internal communication and networking channel. Our goal is to raise awareness, provide education, and develop leadership to make our environment increasingly inclusive. Since 2024, each BRG has had a sponsor in the top management team, further emphasizing the importance of the topic.

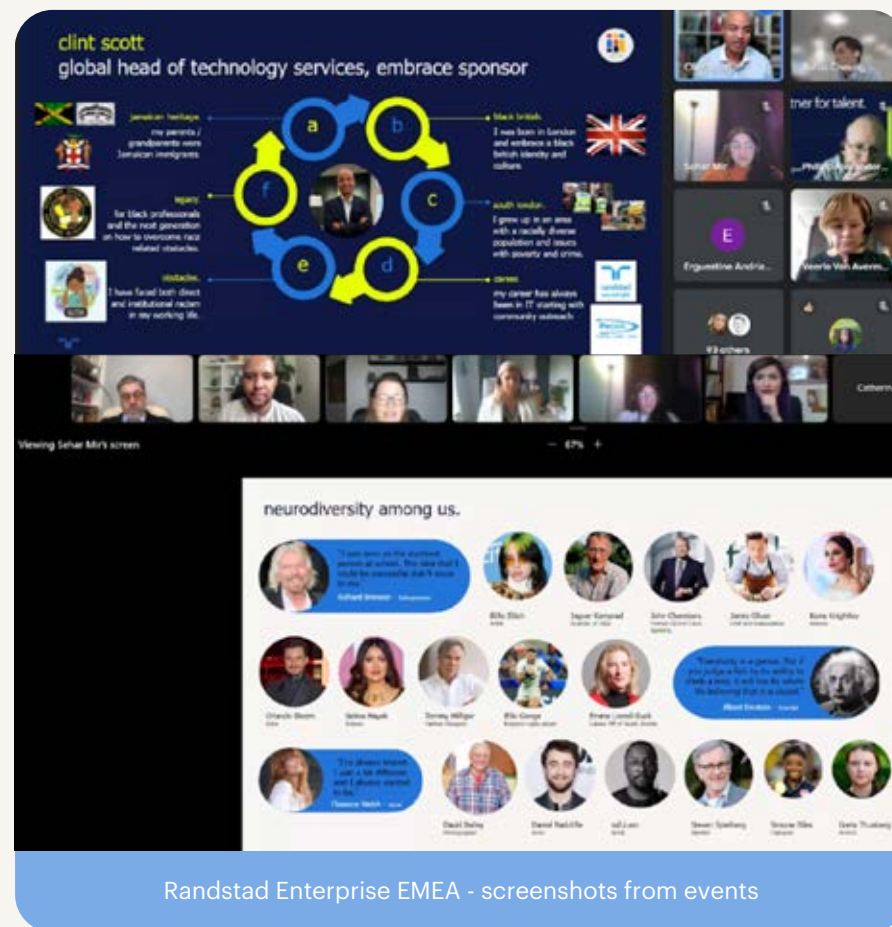


Randstad Brazil - together for an inclusion event

randstad enterprise EMEA

The Randstad Enterprise EMEA team strengthened their equity and inclusion efforts through 6 country-specific meetings involving key leaders from France, Germany, the Netherlands, the Nordics, Belgium, and Poland. With 5 active Employee Network Groups (ENGs) and 64 engaged members, initiatives spanned gender equity, neurodiversity, multi-ethnic voices, well-being, and LGBTQI+ inclusion. The team hosted 15 webinars with 1,478+ attendees, published 35 equity and inclusion posts reaching 1,967 readers, and circulated 11 monthly newsletters to 600+ colleagues, generating 2,710 newsletter opens. Additionally, 54 role model stories were published to inspire and educate employees.

Key initiatives included International Women's Day discussions on gender identity and male allyship, Black History Month events, and World Autism Month awareness programs. The Pride ENG organized an EMEA-wide webinar, management training sessions, and a Belgian equity and inclusion workshop on ethnic diversity in leadership. A cancer awareness series and Wellbeing Week focused on employee health and mental well-being. Through these initiatives, Randstad EMEA continues to embed inclusion and belonging into its culture, fostering an equitable and supportive workplace across all regions.



Randstad Enterprise EMEA - screenshots from events

north america

canada

Through 2024, Randstad Canada held multiple initiatives, through their equity and inclusion team and the business resource groups (BRG).

Randstad Canada hosted a variety of events and initiatives in 2024 to promote inclusion and diversity. A Male Ally Chat was held to normalize women's health and break the stigma around it. By engaging male allies, it sought to create a more supportive and informed workplace culture. The International Women's Day Shoebox Project initiative supported women in need across all major Randstad Canada locations, emphasizing inclusion, empowerment, and meaningful change while celebrating International Women's Day. The World Day for Cultural Diversity for Dialogue was hosted to celebrate and learn about different cultures and Black History Month to celebrate the contributions of Black Canadians. Through initiatives like this, the Multi Ethnic Voices, Immigrants, Refugee and Allies business resource group continues to strengthen inclusion at Randstad Canada, creating spaces where employees can learn, connect, and celebrate diversity.

Later through the year, Randstad Canada BRGs and the equity and inclusion team hosted several programs like - National Disability Employment Awareness Month to raise awareness and promote accessibility. The Proud business resource group hosted Trans Inclusion in The Workplace event to bring awareness around trans inclusion and open the dialogue with marginalized communities. Another event focused on Uplifting the Indigenous Community through land acknowledgment training and a cooking class. Randstad Canada's first REDI Chat in 2024 fostered belonging by encouraging employees to share personal stories on authenticity at work. The bilingual event challenged biases, highlighted diverse perspectives, and created a safe space for open storytelling. 100% of storytellers were glad they participated, and 95% of attendees gained new insights.

Other initiatives were mentorship programs to support and elevate women and other marginalized groups in the organization, equity and inclusion town-halls to communicate the company's commitment to inclusion and belonging and the path to achieve these aspirations. There was also an Inclusive Writing training to enhance inclusivity in both internal and external communications.



Randstad Canada - photo from the International Women's Day Shoebox Project

united states of america

To access the best of our people we place a high value on celebrating each other and what makes us unique. In the United States of America, we are proud of our Business Resource Groups (BRGs), which are employee-led groups formed to foster an equitable and inclusive workplace. They provide education, awareness, development, and networking opportunities that support employee engagement and retention. Our BRGs are open to all of our employees including talent that we place with our client accounts.

African Heritage BRG (AHBRG): The AHBRG fostered community and development through initiatives like the Sister Circle, a Mentor Circle for aspiring leaders, the fourth year of their Leadership Academy for youth, and collaborative efforts with Meals on Wheels and Letters Against Isolation through the Building Bridges program. They also continued their annual Race for Equity & Justice, supporting Destiny's Daughters of Promise.

Abilities in Motion (AIM): AIM focused on advocating for inclusion and employment of individuals with disabilities through awareness, training, and celebratory events, creating a "safe-space" and engaging in focused disability trainings, mentorship programs & events.

Fair Chance: The Fair Chance BRG worked to empower individuals with prior convictions by ensuring consistent onboarding policies, hosting a speaker series featuring impacted individuals and advocates, and creating a sales toolkit to promote inclusive hiring practices.

Forces 4 Business (F4B): F4B supported veterans and military spouses with resources and community, sending out communications for key holidays, hosting a successful Veteran's Day event with 109 attendees, and participating in Wreaths Across America.

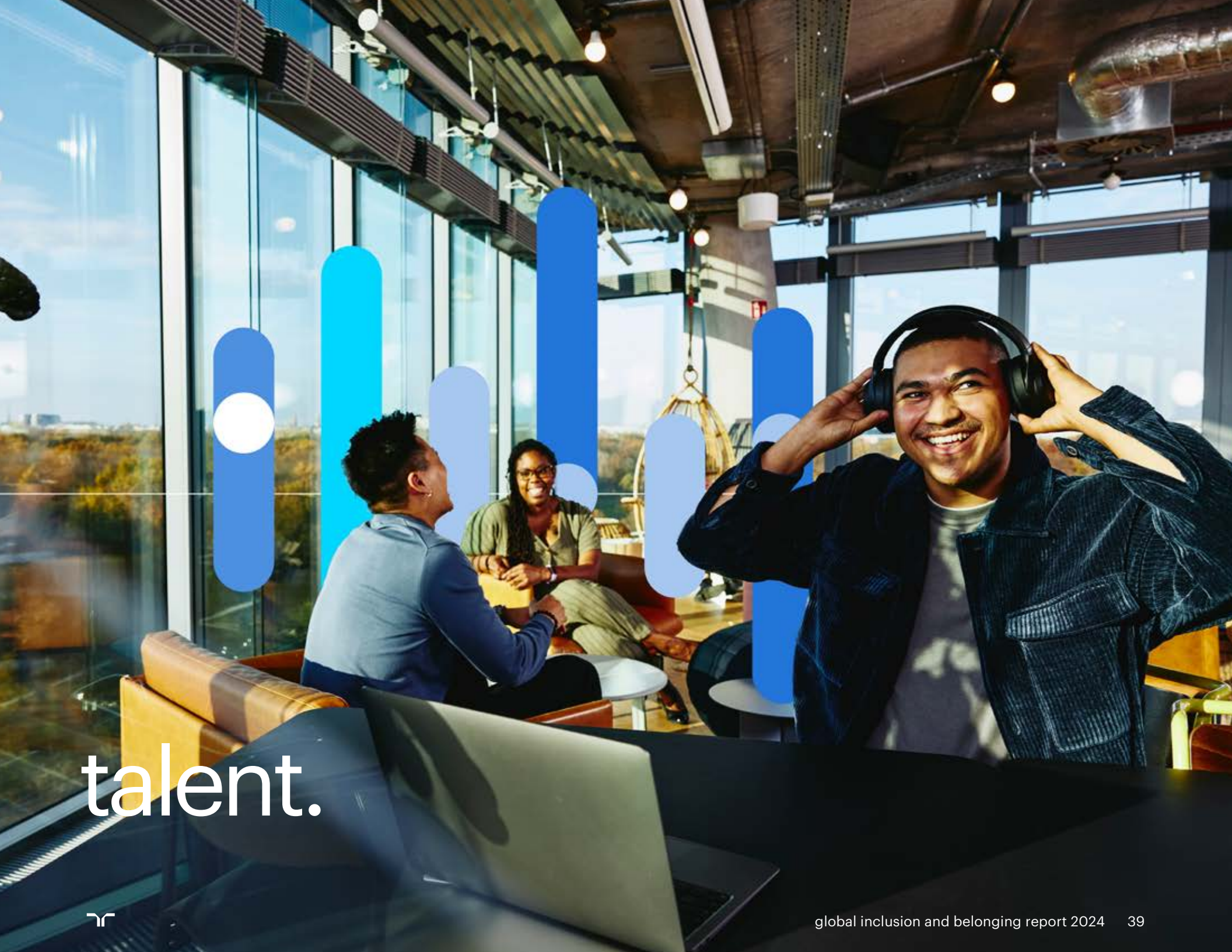
Leaders of the Future: This BRG cultivated the next generation of leaders through a highly rated mentorship program (8.8/10), expanded their partnership with Junior Achievement's 3DE, and partnered with FBLA to provide professional development guidance.

PACE: PACE fostered cultural sharing and community among Asian Heritage employees, conducting a member interest survey, hosting a Fusion Celebration, recognizing Ramadan, volunteering with Meals on Wheels and Letters Against Isolation, designing PACE t-shirts, spotlighting Asian Pacific American History Month change makers, participating in Build-a-Bike, hosting a PACE & Generations collaboration, and celebrating Diwali.

Pride: The Pride BRG aimed to create an inclusive environment for LGBTQI+ employees and allies, launching Randstad Pride Parents, presenting at the Out & Equal Annual Summit in partnership with JPMorgan Chase and Accenture, and providing a forum for open discussions.

REAL: REAL supported Hispanic/Latinx employees through membership growth to 147 members across 10 states, community outreach with Junior Achievement and the REDI team, cultural exposure events, and professional development resources like Udemy and Randstad University.

Wired: Wired empowered Randstad women through a successful mentoring program with 20 pairs, introduced a circuit advocate sponsorship program with 18 pairs, hosted 7 webinars on holistic health, and partnered with the AHBRG for the Building Bridges program, which included 70 participants packing lunches, serving seniors, writing over 500 letters, and hosting a Jump Start webinar.



talent.

highlighting diverse perspectives of talent, ensuring equity for all.

At Randstad, equity is at the heart of everything we do, because talent is the cornerstone of our business. We believe that all individuals, irrespective of their background, deserve access to work that offers dignity, security, and purpose. To achieve this, we seek to actively remove barriers that hinder talent from securing rewarding careers and development opportunities, and provide guidance to our clients on fostering a more equitable and inclusive workplace for all talent. This commitment to equity for all extends to ensuring equitable treatment throughout the talent acquisition process.

We also acknowledge the genuine risk of exclusion and barriers that are faced by certain groups within the workforce, whether they are entering, re-entering, or remaining active in the labor market. These risks are disproportionately high for women, economically-disadvantaged people, youth, people with disabilities, the LGBTQI+ community, older workers, refugees, migrants, and other locally-defined underrepresented groups. In response, Randstad has taken proactive measures to focus on supporting and empowering these groups, aiming to create a more inclusive and equitable workforce for all. We want to make sure that all talents have opportunities for meaningful employment and growth.

In this pillar, we highlight engagements centered around all talent - reflecting their experiences, identities and the rich diversity that they represent. Because we want every talent to feel heard, seen and valued with Randstad.

To learn even more about how we foster equity at work for our talent, please also see our [global and local sustainability initiatives](#).



asia pacific

Randstad Australia won the recruitment industry SEEK SARA Award for Outstanding Progress in Diversity, Equity & Inclusion in November 2024. The Randstad Recruitable Pilot objective was simple - to mainstream disability recruitment and create a lasting legacy to change the way we recruit people with disability. The Recruitable Pilot work resulted in the development of disability specific recruitment training for Randstad consultants and participating organisations with over 700 people completing the training.



colleagues and leaders Randstad Australia for SEEK SARA award

Randstad Japan participated in the Tokyo Rainbow Pride for the third consecutive year and Kyushu Rainbow Pride for the second consecutive year. These were great opportunities for engagement with participants and talent communities present at these events and signal externally our commitment to being an inclusive employer.

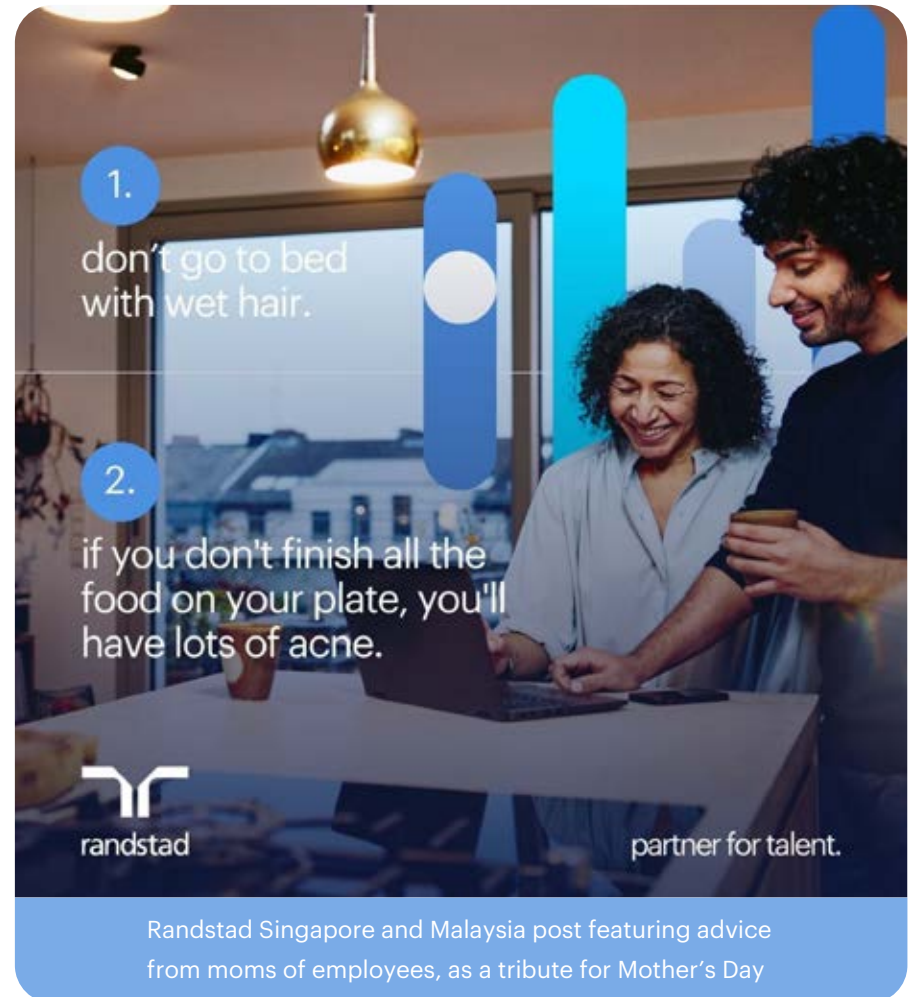


Randstad Japan - pride events

Randstad India's program "randstad for all" has been featured in the [World Economic Forum's](#) whitepaper on Unlocking Opportunity: A Global Framework for Enabling Transitions to the Jobs of Tomorrow. Launched in 2023, this is an inclusive employment initiative aimed at improving job opportunities for marginalized communities, marking a pioneering effort by Randstad to embed true inclusion in its core hiring practices.

Randstad Singapore and Malaysia shared a post on LinkedIn in honor of Mother's Day. The post featured the treasured wisdom our colleagues have received from their mothers and other maternal persons in their lives. The advice imparted, ranged from practical guidance to unconventional suggestions and was a tribute to all the extraordinary mothers, including "work moms," who enrich our lives with their advice and support.

To recognize World Mental Health Day on 10 October, Randstad Singapore and Malaysia shared a post on LinkedIn with 5 tips on prioritizing mental health and building a work environment that suits everyone.



northern europe

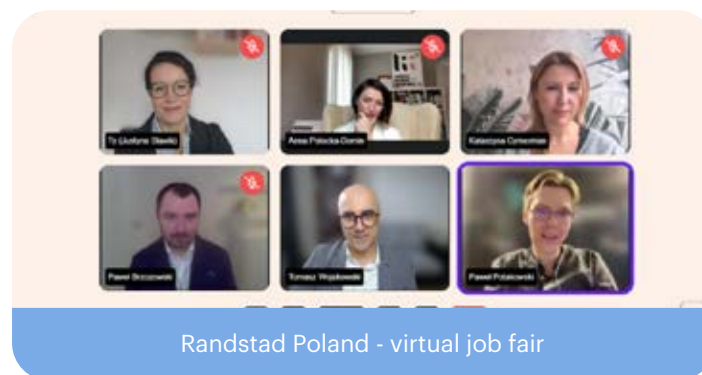
Randstad Poland was a partner on Incl(vi)sion, public - private association of employers and governmental institutions, that works towards disability inclusion in the workplace. We co-organized the first Virtual Job Fairs for Business and Talent with Disabilities. Three of Randstad's Talent Advisors provided job consultancy and career advice to candidates with disabilities during the Virtual Job Fairs.

Randstad Germany was the main sponsor of the CSD (Christopher Street Day) MTK Pride Parade in Hofheim, there was participation in the demonstration procession and also information booth of Randstad's Pride BRG to engage with our talent communities.

In 2024, Randstad Belgium launched a positive action plan to increase representation and inclusion for underrepresented groups. The plan includes concrete measures like mentoring and coaching programs and will be evaluated regularly. There is also an equity coach who advises on discrimination cases, promotes equal opportunities, conducts mystery calls and raises equity and inclusion awareness among managers and consultants. Belgium also developed a free, optional equitable sales workshop for all operations consultants to teach them how to balance inclusive actions towards talent and commercial actions towards customers.



image from Randstad Germany - MTK Pride Parade



Randstad Poland - virtual job fair



grai paglieri chief executive randstad digital

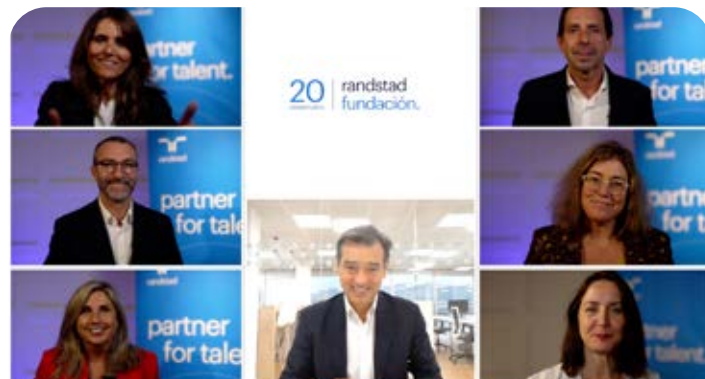
Our success is built on a foundation of trust, transparency, and shared growth. By prioritizing both people and digital innovation, we are strengthening our connection with the workforce of the future, serving as a trusted partner for talent from the very start of their journey.

Our core business model embodies our values and commitment to create more inclusive workplaces. What truly inspires me is the passion and boldness of our colleagues and talent as they give back and harness the full potential of digital as a force for good— especially in empowering underserved communities. We do this with a clear purpose: to drive fair and equitable opportunities for all by shaping a future where everyone can thrive.

southern europe, united kingdom and latin america

Randstad France is actively working to improve the employability of migrants and refugees. In partnership with the French employment agency, France Travail, the social and environmental innovation team and Randstad branches are testing an application called “Travailler en France”. The app aims to connect refugee workers with urgent job openings in sectors experiencing strain. Available in multiple languages, the app has already helped 41% of applicants find employment. To further support this initiative, a webinar titled “Refugee talents: a talent pool to be explored” was held. 130 coworkers attended a webinar with key speakers from leadership and France Travail.

The Randstad Foundation in Spain celebrated 20 years of promoting employability for people with disabilities. Their Social Innovation Hub provides an inclusive space that leverages technology to empower individuals and enhance their abilities. In 20 years, the Foundation has supported 49,360 people, facilitated 19,432 job placements, and trained 18,933 people.



Fundación Randstad in Spain celebrating 20 years of promoting employability for people with disabilities

Randstad Italy ran a wide range of External Campaigns and Outreach: through social media channels to raise awareness about discrimination and achieving true inclusion. This demonstrated Randstad's commitment to equity for all and featured content created by Randstad employees.

Randstad Italy's team partnered with multiple organizations to support employment for people with disabilities. They helped with job interview preparation, CV assistance, and work support laboratories, resulting in several hires and improved job prospects for many participants.

Randstad Portugal's "Inclusive Recruitment" process partners with social organizations to improve employability for underrepresented groups. Since November 2023, this initiative has added over 200 candidates to the applicant tracking system, resulting in 19 placements, 147 candidates being evaluated for future opportunities, 213 career guidance sessions, and integration support for people with disabilities.

Randstad United Kingdom and Ireland had an article posted on their website on LGBTQI+ and allyship, that was prepared by one of our employees. It highlighted how allyship is more than just words and real action. It was a great way to engage talent from different communities by demonstrating our commitment to inclusion for all.

In 2024, Randstad Argentina focused on employability and social inclusion. Initiatives included mentoring 20 women in tech, educating 60 students, and continuing a labor inclusion program in Barrio Mugica resulting in 120 hires since 2018. The company celebrated its 300th Barrio Mugica workshop and received its second Employability distinction from the Buenos Aires government.



Randstad Argentina - employment workshop for people with disabilities

north america

In 2024, Randstad USA's Community Impact team persisted in leveraging our Transcend and Hire Hope Skilling Solutions to establish a talent pipeline that directly connects with our client ecosystem. We achieved a high degree of synergy between talent skill transferability and client ecosystem demand throughout the Transcend Skilling Initiative. This initiative serves as compelling evidence that targeted workforce development can dismantle systemic employment barriers.

We remained committed to developing Hire Hope, a skilling initiative designed to empower individuals who are transitioning out of homelessness, domestic violence, and/or human trafficking. Simultaneously, we cultivated a strategic partnership with Dress for Success Atlanta to amplify our impact and provide comprehensive support to this vulnerable population. Through a multifaceted approach that combines skills training, employment opportunities, and wraparound support services, we are actively working to create sustainable pathways to economic self-sufficiency and social integration for individuals who have experienced significant adversity.

The Randstad Canada team accepted the NPower Canada Employer Excellence Award for placing over 75 talented individuals. NPower Canada is a national employment program that provides participants with free in-demand digital and professional skills training, and connects them to new and rewarding career opportunities with some of Canada's largest employers. We are committed to shaping the workforce of tomorrow by partnering with academic institutions to offer hands-on learning experiences. In this regard, the Co-op program not only enhances the internal operations but also encourages more female students to explore careers in our industry. This a key initiative within the organization, offering fresh perspectives & innovation, network expansion, leadership development and long-term talent investment. In 2024, we welcomed 208 Co-op students. Randstad Canada collaborated with 13 post-secondary institutions, with the majority of placements coming from George Brown College and Humber College. Students contributed across multiple business segments within the organization.



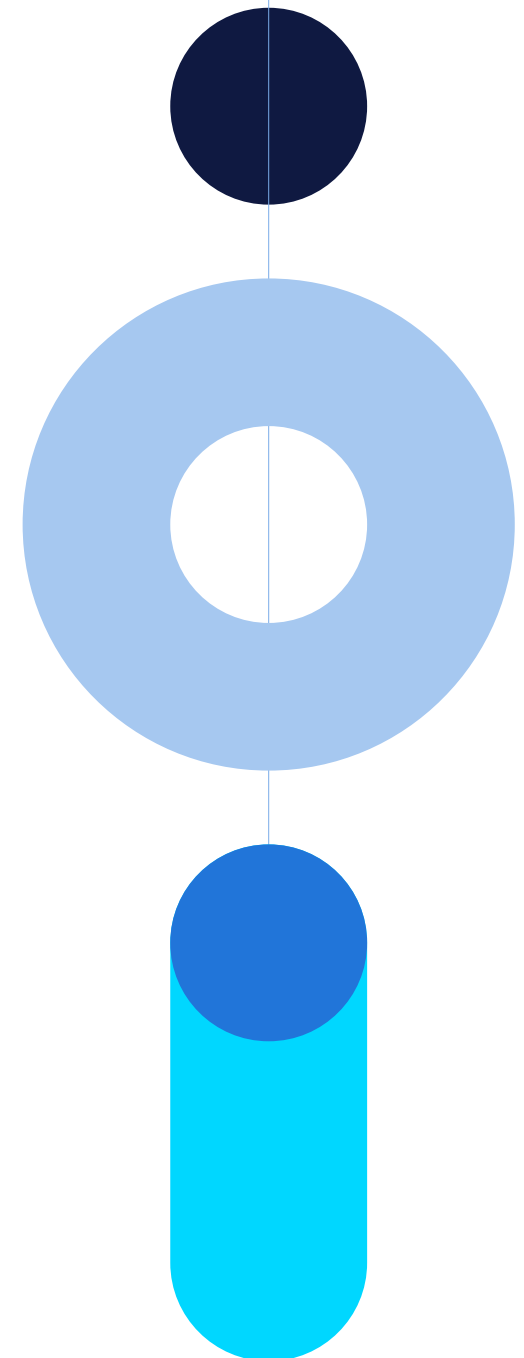
clients.

being a strategic talent partner for our clients across the globe, supporting their inclusion and belonging aspirations.

Today, employers across the globe are increasingly seeking support to find skilled talent that is right for them. As a global talent leader, Randstad offers significant value and partnership to employers in attracting, managing and transitioning talent in their workforce. Due to increasing talent scarcity, clients are finding it increasingly difficult to source and attract the right talent quickly and are seeking deeper partnerships with us. This engagement also extends to amplifying our interactions with our clients to drive and strengthen engagements, supporting them with their inclusion and belonging aspirations. That means that we help clients find the best talent by widening and magnifying talent communities, and including those talent who are at a distance to the labor market. To also ensure employers are fully ready to attract, retain and manage talent from all talent communities, we publish thought leadership and insights reports to inform and support our clients with smart decisions about the talent landscape.

Through this pillar, you will learn more about our engagements with our clients, centered around inclusion and belonging for all. By doing this, we want to ensure that our clients have Randstad as a strategic talent partner and always find and engage the best talent.

To learn even more about how we support our clients, please also see our [global and local sustainability initiatives](#).



asia pacific

Randstad Australia worked with a global client to recruit people with disabilities into the client's warehouses. We partnered with organizations to assist us pipeline talent with disability into four client sites across Australia. We placed 87 people with disabilities into positions on site with the client and we are looking to double these efforts in 2025.

Randstad Japan organized 2 Dutch Company Round tables to discuss inclusion and belonging partnering with the Dutch Embassy and The Netherlands Chamber of Commerce in Japan in April and in October. The themes covered were "Generation" and "LGBTQI". The Japan team also held a series of equity and inclusion sessions in which we invited many external and internal guests to the Clipper Stad for 5 days in Yokohama and Kobe in May. The themes covered include diversity management, women's empowerment, and same-sex marriage.



Randstad Japan - equity and inclusion session aboard the Clipper Stad



Randstad Japan - equity and inclusion roundtable

Randstad India launched a report on intergenerational insights and ageism in the workplace through an engaging roundtable discussion with clients and partner organizations. This was a unique thought leadership piece that led to key findings and experiences shared by clients of Randstad as well as Randstad India's leaders. Randstad India's equity and inclusion team conducted an inclusive leadership workshop for one of our manufacturing clients. With over 25 participants, the workshop focused on helping leaders become visible and committed champions of inclusion for all.



Randstad India - ageism report and roundtable discussion



Randstad India - workshop with clients

Randstad Enterprise APAC participated in an inclusion and belonging event held in Singapore by one of our regional clients. During this conference, Jaya Dass, MD - Randstad Enterprise APAC, was a keynote speaker. She spoke on “Valuing Identities and Appreciating Differences” to employees and leaders of the client organisation. Insights were also drawn from country specific Randstad Employer Brand Research report 2024.

The India team of Randstad Enterprise APAC hosted a client roundtable in May 2024, with topics in focus like AI defining the way work gets done and how inclusion and belonging flourish even during difficult times. The session also spotlighted how Randstad Enterprise can support employers and a deep dive into the Randstad Talent Trends Report 2024.



Randstad Enterprise APAC - client event in Singapore



dominique hermans chief strategy and transformation officer

Randstad is a trusted partner for talent and for clients, helping clients find the best talent, no matter where they are. We recognize the intensity of the labor market resulting from increased talent scarcity and leverage our strategy and transformation to make equity and inclusion possible for every talent. We often collaborate with clients to support their equity, inclusion and belonging aspirations by identifying and addressing workforce barriers to true inclusion.

Our vision is to become the world’s most equitable and specialized talent company, and we understand our responsibility towards our clients and talent. We continue to put focus on talent and equity at the heart of our strategy, working together to make workplaces where everyone enjoys a sense of belonging.

northern europe

Randstad Germany held the Prout at Work Event 'Dinner beyond Business' - fireside chat with invited guests (C-Level) featuring Randstad CEO Sander van't Noordende (Global CEO Randstad) discussing his experiences as an out executive



Randstad Germany - Dinner Beyond Business with
Randstad CEO, Sander van't Noordende

Randstad Poland hosted and participated in several client focused events, including one on [Randstad's AI and Equity report](#) findings. Randstad Poland was also certified and recognized by the [Diversity In Check](#) audit. This is a list of employers in Poland, who are well advanced and mature in equity and inclusion practices. Randstad Poland is on the list among 54 other companies.



Randstad Poland - event on
Randstad's AI and Equity report



Randstad Poland -
Diversity in Check

Randstad Belgium through Randstad Enterprise offers a range of training and coaching workshops on equity, inclusion and belonging to Belgian businesses, supported by the Inclusive Compass digital tool. To reinforce this, Randstad Advisory uses a diversity and inclusion scan roadmap which involves 8 stages, including consultation with the executive committee, analysis of the organization, a survey of employee perception, and an audit of recruitment processes. The aim is to determine how diversity and inclusion is understood and supported by management, and to identify areas for improvement.

southern europe, united kingdom and latin america

In 2024, Randstad Portugal launched a specialized Inclusive Recruitment service to assist clients in hiring individuals with disabilities or other impairments equal to or exceeding 60%, as defined by local regulations. This service builds on the partnerships and knowledge developed by the equity and inclusion team and promotes diversity and inclusion within organizations by expanding access to a broader range of skilled and motivated talent.

Randstad Portugal has developed a modular inclusion program to position itself as a specialist in matters of equity, inclusion and belonging. The program features awareness-raising sessions, training for Human Resources teams and hiring managers, and is based on initiatives implemented internally. It has been well-received by various clients and prospects, further establishing Randstad as an expert in this topic of inclusion and talent.

Randstad Spain has partnered with REDI, Spain's first Business Network for LGBTI+ Diversity and Inclusion, as part of its ongoing commitment to diversity and inclusion. REDI, which has a network of over 300 companies and 900,000 professionals, promotes safe and respectful workplaces for all employees regardless of sexual characteristics, gender expression, or sexual orientation.

The Randstad United Kingdom and Ireland and Randstad Enterprise EMEA teams hosted external client engagement sessions, including the "Gender Inclusion Revolution: Accelerating Business Success" and the "Randstad Inclusion Lab: Gender equity in the workplace". Both sessions focused on gender equity and inclusion for all and our clients shared their experiences and insights on the topics.

Randstad Argentina, in collaboration with the government of Ciudad of Buenos Aires, has developed a practical guide for inclusive hiring processes, which is shared with all the corporate employees. In 2024 Randstad Argentina relaunched the local diversity and inclusion policy with a renewed commitment towards human rights and high labor standards. As part of our commercial approach and strengthening the strategy of becoming the most equitable and specialized talent company, during 2024 we launched a consultancy service focused on inclusion and belonging. We support more than 50 clients with their needs and requests and become part of the agenda of our clients. Specifically for disability inclusion, Randstad Argentina assessed 15 clients in their transformation to a more inclusive culture and helped them with their recruitment process, and gained a new client for leading a complete inclusion process.



Randstad Spain - joins REDI - Spain's business network for LGBTQI+ inclusion



Randstad Portugal - inclusive recruitment for clients



Randstad Portugal - awareness session for clients



Randstad Inclusion Lab: Gender equity in the workplace with Randstad United Kingdom and Ireland

north america

Through 2024, the Randstad North America teams strategically advanced inclusive hiring practices through a series of client-focused initiatives. The "Pathways: A Partner for Talent Conversation Series", led by the equity and inclusion team, served as a critical platform for engaging with both existing clients and prospective partners and clients. These discussions, spanning diverse sectors and focusing on the transferable skills of emerging talent, facilitated the exchange of best practices and the development of actionable workforce solutions. Collaborations with various client organizations amplified the series' impact, demonstrating Randstad's commitment to bridging skills gaps and fostering equitable talent pipelines.

Furthermore, the annual "Business of Equity Mastermind Forum" convened senior executives to explore the intersection of employee engagement and innovative business strategies. This forum, attended by over 50 corporate stakeholders, emphasized a human-centric approach to operational excellence, promoting the sharing of innovative practices and fostering a collaborative, equitable culture. To address the evolving landscape of equity, inclusion and belonging for all, Randstad launched the "Quarterly equity and inclusion Practitioner Roundtable," providing a space for client equity and inclusion leaders to discuss pertinent challenges, such as maintaining true momentum amidst external pressures. This initiative facilitated knowledge sharing and community building, offering tactical support and fostering a collaborative environment for addressing shared challenges.

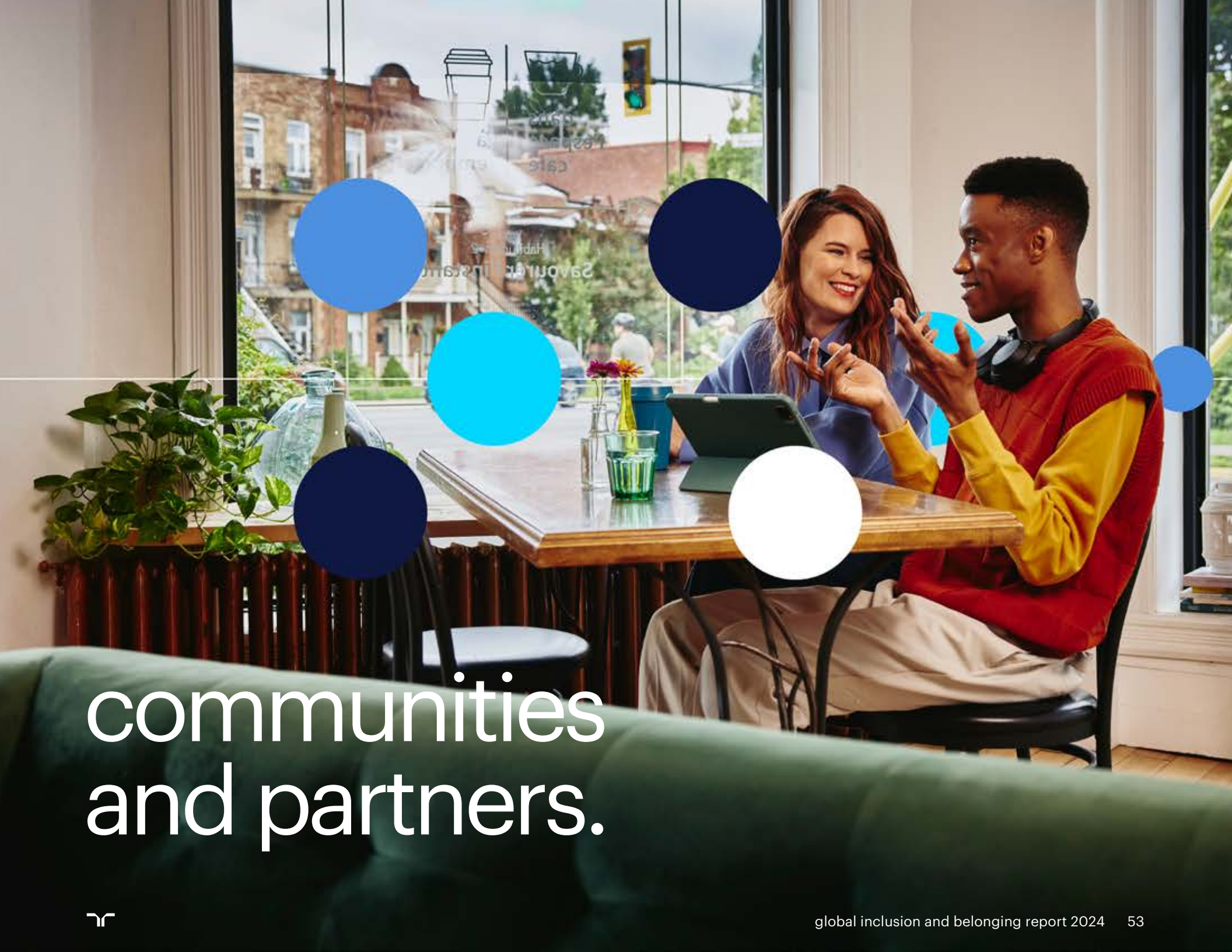


photo from Randstad North America / United States
- executive mastermind summit

In 2024, Randstad Canada equity, inclusion and belonging team hosted four exclusive workshops for senior leaders and executives, which focused on refining equity and inclusion investments, fostering inclusive leadership and workplace transformation and implementing sustainable inclusion and belonging strategies.

As part of the commitment to amplifying client engagement, Randstad Canada offers a equity, inclusion and accessibility diagnostic to help organizations assess their current stage in their equity, inclusion, and accessibility journey. Upon completing this assessment, clients receive: A summary of equity maturity benchmarks, providing clarity on their current positioning. And tailored recommendations on initiatives that will help them progress to the next stage. Using this, the team helps organizations translate equity, inclusion and belonging objectives into action by defining objectives, developing strategies, and reviewing HR practices. Diagnostic results highlight areas for improvement, and the team works with clients to address significant gaps.

Apart from this, Randstad Canada's equity leader participated in a panel discussion by UN Global Compact Canada and Accelerate Her Future on organizational mentorship programs for women's career advancement. Randstad Canada participated in the Women in Governance Annual Recognition Gala to show commitment to gender equity, with Randstad Canada's president, Patrick Poulin, joining a panel discussion on driving workplace inclusion and belonging.



communities
and partners.

strengthening our partnerships and expanding our influence in the communities we operate and serve in.

Through 2024, we focused on our local and global partnerships to foster even greater equity and inclusion for every Randstad employee, as well as engage deeply with the communities that surround us. We know that there is power in being a collective by synergizing our efforts, and that is why our partnerships are crucial to our business and strategy.

As we continue to serve our communities, we focus on the three pillars part of our sustainability strategy: promoting a fair labor market, fostering equity at work, and supporting the green transition. These pillars form the foundation of our sustainability goals and practices as Randstad.

In this section, you will find stories and initiatives involving our global and local partners as well as communities that we directly impact.

To learn even more about how we support our partners and communities, please also see our [global and local sustainability initiatives](#).



martin de weerd chief information officer

Digital innovation and artificial intelligence are accelerating change across society, and at Randstad, we are committed to harnessing these advancements to create more inclusive and accessible opportunities for all. Our investment in digital transformation ensures that more talent has access to meaningful work. At the same time, it enables our clients to connect with the right talent, delivered by the best teams.

By integrating technology with human potential, Randstad is shaping the future of the talent landscape. Together, we are advancing toward our mission of becoming the world's most equitable and specialized talent company.

asia pacific

Randstad India engaged with a non-profit organization focused on supporting transgender and LGBTQI+ young people through skilling and interview preparation for over 30 participants. Through this program, we also help the young people find work and provide an opportunity for Randstad India employees to volunteer to support young people.

The Randstad Enterprise team in India participated in a roundtable discussion hosted by a business school and an HR technology company in Bangalore, India. The roundtable focused on how employers can craft a compelling employer brand narrative, engaging current employees as brand ambassadors and the current opportunities and challenges in the inclusion and belonging landscape.



Randstad Enterprise India (APAC) - roundtable event

northern europe

In 2024, Randstad Belgium actively promoted equity and inclusion through partnerships and collaborative initiatives. The BRG Randstad All In facilitated regular meetings to provide continuous support, while collaborations with non-profit organizations such as Independent Living, Diversicom, and Blinkout fostered greater understanding and action. The equity and inclusion team's active involvement in equity and inclusion conferences ensured that they stayed informed about current trends and had the opportunity to share best practices with others in the field.

In June 2024, Randstad Belgium participated in the Brussels Urban Trail to support Independent Living and raise awareness for inclusion. A team of 14 colleagues assisted Jonas, a wheelchair user, navigating the race's accessibility challenges. The experience highlighted the difficulties faced by individuals with disabilities and the need for a more inclusive society.



Randstad Belgium - Brussels Urban Trail

southern europe, united kingdom and latin america

In 2024, Randstad France strengthened its commitment to social inclusion through multiple partnerships and initiatives, including signing six new regional agreements with France Travail to support job seekers and address skill shortages, participating in a TENT - (coalition of businesses helping refugees secure employment) job fair and launching two new cohorts with the charity Kodiko to integrate refugees. Other engagements included hosting job dating events with Objectif Emploi, supporting 60 young people in Saint-Denis through resume pitches and professional coaching, partnering with Audacieux et Audacieuses to enhance intergenerational bonds especially between isolated LGBTQI+ seniors without children and young medical students, and hosting a Solidarity Day event to discuss corporate citizenship.

Randstad Portugal actively promotes social responsibility and supports underrepresented groups through thought leadership, volunteer initiatives, and partnerships. In 2024, their volunteer efforts focused on enhancing employability for vulnerable groups through workshops, mentorship programs, and pro bono consulting. They provided employability training to 156 participants, career counseling to 48 individuals, and pro bono consulting to 11 partner organizations, dedicating over 830 volunteer hours to support daily operations and strategic development.

In 2024, Randstad Italy focused on youth and prisoner reintegration. Partnering with a local non-profit, they launched "Youth Leaders for a Sustainable Future," guiding vulnerable youth in six cities through personal and professional development. Additionally, they expanded their "Randstad Back2Work" program, offering employment opportunities to persons with a criminal record and addressing recidivism, labor shortages, and societal prejudice.

In 2024, Randstad Argentina partnered with Potrero Digital to deliver employability workshops and continued its partnership with UNICEF to conduct workshops and a masterclass for job-seeking youth.



Randstad France - job fair TENT



Randstad France - Solidarity Day



Randstad France - Objectif emploi

north america

strategic partnerships expanding our talent and business capabilities.

In support of our business and talent strategy, we engaged with organizations that provided access to specialized expertise, broadened talent pipelines, and long-term workforce readiness. These partnerships were leveraged to support strategies to attract high-potential candidates, build resilient teams, and proactively connect with evolving business needs:

[catalyst - \(recognized expert organisation for workplace inclusion\)](#)

We partnered globally with Catalyst to support data-driven solutions that address barriers and improve workforce effectiveness. Their research and tools have helped us refine practices that contribute to enhanced leadership outcomes for all employees.

[national organization on disability \(NOD\)](#)

Through our ongoing collaboration with NOD, we've hosted three awareness and education-focused events in 2024. These engagements offer practical insights into building more effective work environments that accommodate a broader range of abilities — resulting in adaptability across teams, improving day-to-day collaboration to enable everyone to thrive.

[department of defense skillbridge program](#)

As an approved SkillBridge provider, we not only introduced transitioning service members to meaningful civilian career pathways, but in 2024, we also gained direct, actionable intelligence from U.S Army talent practices. These insights have had a lasting impact—further shaping our internal talent solutions strategy and enhancing how we engage all (military and civilian) talent with evolving precision, agility and mission-aligned recruitment practices.

These strategic alliances were more than just partners in 2024, they became levers for driving impact and progress. Each one directly supports our ability to build a more capable, agile, and future-ready workforce that delivers on our business priorities.



image from Randstad U.S - communities and partner event

In 2024, Randstad Canada joined the Catalyst Community to advance workplace inclusion for women. Catalyst provides Randstad employees with resources to support professional growth and a more inclusive workplace, aligning with Randstad's mission to promote equal opportunities and diversity. The Randstad Foundation began funding FORA's Rise on Board program last year. One of our leaders spoke at FORA's leadership forum, and Randstad employees participated in Speed Mentorship with young leaders.

Through the year, Randstad Canada continued partnership with Women in Governance including mentorship, leadership programs and advocacy to advance women in leadership. They also participated in the 50-30 Challenge to promote gender parity, and also engaged with the UN Global Compact and Financial Executives International (FEI) to champion women's rights and workplace equality.

Randstad Canada is also partnered with organizations that promote inclusion and belonging in the workplace, including Women in Communications and Technology, Actua's Future Skills Program, Water First, Canadian Centre for Diversity and Inclusion, OMAX basketball camp, and Neuro Plus - to promote inclusive workplaces for neurodiversity.



image with partner for Randstad Canada



jelle miedema company secretary

Randstad's purpose as a people-centric company is deeply connected to inclusion and belonging for all. We strive to make a positive social impact through our sustainability goals, which include supporting local initiatives and programs that align with specific United Nations Sustainable Development Goals (SDGs). These initiatives focus on promoting a fair labor market, fostering equity at work, and supporting the green transition through our business. We recognize that the socio-economic, cultural, and environmental impact on the communities we serve is considerable and informs our business practices.

By connecting all that we do to our greater purpose as a company, and being determined to realize equity for all as a business imperative, we build a more sustainable and inclusive world of work.

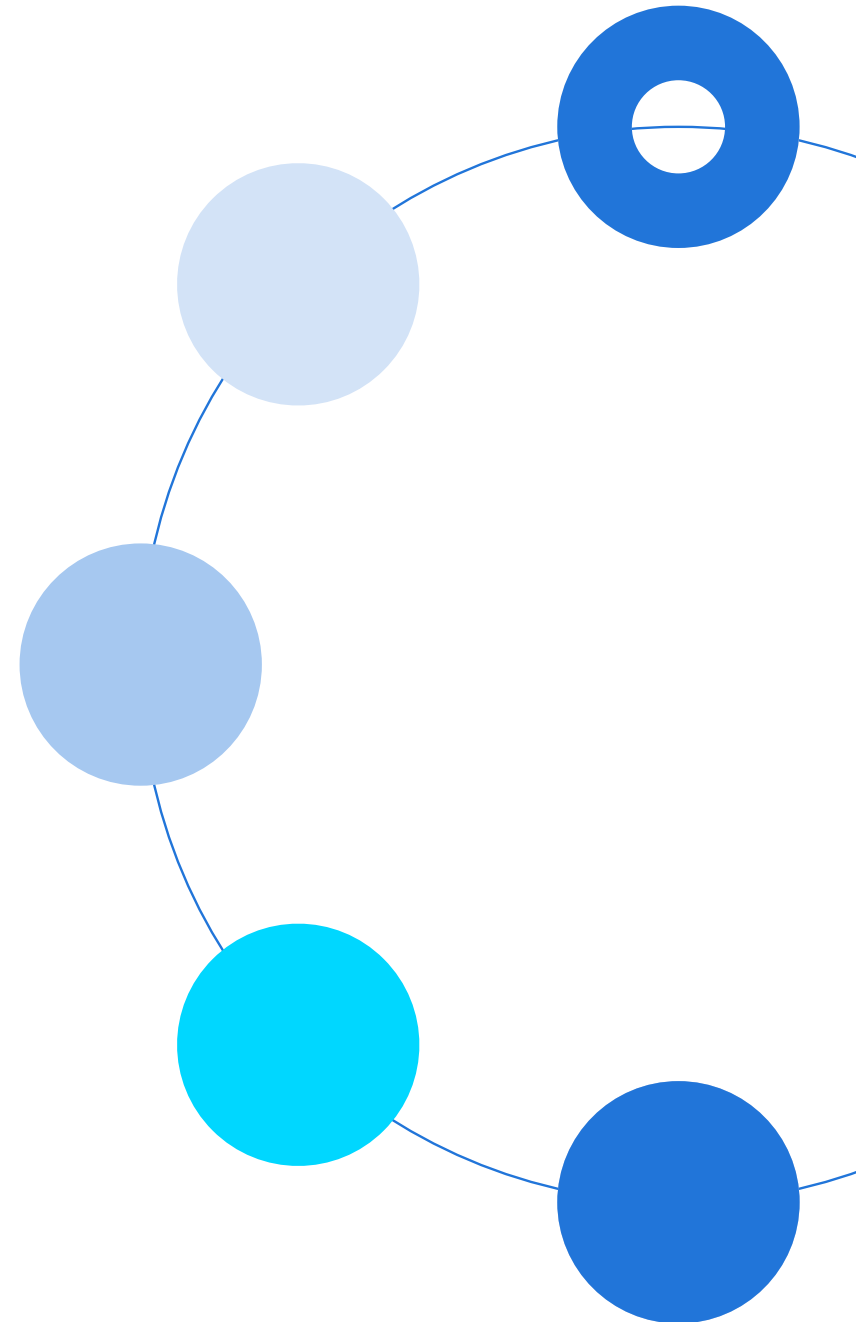
randstad and VSO: changemakers for equitable communities

At Randstad, we believe in the power of meaningful work to transform lives. Through our long-standing partnership with VSO, we support equity and inclusion by ensuring that marginalized groups have access to skills, employment, and economic opportunities. We actively contribute through volunteering, fundraising, and project funding, empowering communities to create lasting change.

A great example of this approach is the Boosting the Blue Economy (BBE) project in Tanzania, which equips coastal youth—particularly women and people with disabilities—with skills in sustainable industries like fisheries, aquaculture, and marine tourism. By combining vocational training, mentorship, and employer partnerships, the project creates pathways to employment and entrepreneurship in the growing blue economy sector.

[how our partnership drives equity and inclusion impact](#)

By focusing on breaking barriers to employment and empowering women through economic inclusion, the Randstad-VSO partnership creates tangible opportunities for underrepresented groups. Through training, mentorship, and private sector engagement, we ensure that youth, women, and people with disabilities gain access to meaningful work and financial independence.



randstad and VSO: changemakers for equitable communities

Anna Makenzi, a 32-year-old Tanzanian entrepreneur, faced gender barriers, low market prices, and limited skills training. Through the BBE project, she gained entrepreneurship training, mentorship, and technical skills, which enabled her to shift from selling raw seaweed at low prices to producing higher-value processed seaweed products.

"Through this project, I have gained valuable skills that will allow me to establish and grow my business. I now see myself differently—both mentally and professionally. Thank you, VSO Tanzania, for this opportunity."

– Anna Makenzi

Her journey highlights how Randstad and VSO's commitment to inclusive economic development empowers women to achieve financial independence.



Randstad and VSO partnership featuring a story of change

investing in supplier inclusion

The business landscape is rapidly evolving, and Randstad remains at the forefront of supplier inclusion. As companies adapt to new inclusion requirements, Randstad has turned supplier inclusion into a strategic value differentiator. Our data-driven, innovative approach is globally scalable and sets the industry standard. We don't simply track spending; we create economic impact, job growth, and drive business transformation. Randstad's supplier inclusion model integrates supplier inclusion into RFPs, sales strategies, and client engagements, helping clients achieve significant increases in inclusive spending and optimizing service delivery. Our iTrac platform and data-driven approach are key drivers in this success, enabling our clients to reach their aspirations more effectively. We are a global leader in supplier inclusion, driving success for over 90 organizations.

We are proud of the recognition we've received in this space, including various prestigious awards.



Voice, Advocate & Buyer of the Year

In November, at the 2024 LACE (Ladies Achieving Continuous Excellence) Awards event, Randstad Supplier Diversity proudly accepted the Voice, Advocate, and Buyer of the Year Awards from the Greater Women's Business Council (GWBC). This black-tie gala celebrates the achievements of corporate partners and WBES, empowering women entrepreneurs through certification, development, and strategic connections. These awards reflect the dedication of our Supplier Diversity team, led by Nino Campos with Kayla Savage and Elizabeth Clements, and the invaluable guidance of Audra Jenkins and Floss Aggrey.



GWBC

Corporation of the Year

Randstad's Supplier Diversity proudly accepted the 2024 Corporation of the Year Award from the Georgia Minority Supplier Development Council (GMSDC) on behalf of Randstad USA and our Supplier Diversity team. At Randstad, we prioritize social and environmental responsibility, ensuring our supplier partnerships reflect these values. This recognition is a testament to the dedication of our Supplier Diversity team, led by Nino Campos with Kayla Savage and Elizabeth Clements, and the guidance of Audra Jenkins and Floss Aggrey. Thank you to everyone who contributes to fostering diversity across our client ecosystem.



GMSDC

Top Corporation of the Year

Earlier this year, Randstad's Supplier Diversity team is honored to receive the prestigious 2024 Corporation of the Year Award from the Greater Women's Business Council (GWBC), a testament to our deep commitment to empowering diverse partnerships and fostering meaningful change. This recognition celebrates the unwavering dedication of our team, led by Nino Campos and supported by Kayla Savage, Elizabeth Clements, and the invaluable guidance of Audra Jenkins and Floss Aggrey. We are proud to uphold our values of social and environmental responsibility and grateful to everyone who contributes to advancing diversity across our client ecosystem.



GWBC

Business Diversity Champion Award

Randstad was honored for our commitment to supplier diversity at Allstate's 2024 Business Diversity Summit, where industry leaders and Fortune 500s gathered to champion economic equity and community growth. Our team, led by Vaishali, Misty, and Nino, proudly accepted the Allstate "Business Diversity Champion" Award, celebrating Randstad's long-standing dedication to impactful diversity partnerships.



Allstate

Engaging with Allstate's leadership, we showcased Randstad's role in advancing Allstate's diversity goals, leaving a powerful mark on this benchmark event for innovation and inclusion.

Randstad's supplier inclusion initiatives and recognitions

conclusion.

In 2024, we reinforced the global foundation of our equity and inclusion journey, further integrating it into our culture and business strategy. With the dedication of our Global Equity Council, team members, and practitioners - alongside the unwavering support of our leaders and colleagues - we made meaningful progress toward a more inclusive workplace.

[To view a full list of our certifications, recognitions and awards for inclusion and belonging related initiatives please visit our website.](#)

As we look ahead, we remain focused on driving tangible change, ensuring that every colleague has equitable access to opportunities. We will continue fostering inclusive awareness, recognizing the diverse experiences that shape our workforce, and amplifying the voices of our teams worldwide. While we are proud of our progress, we recognize that our work is ongoing. Together, we are committed to making a lasting impact.

partner
for talent.

