

climate policy assessment.



initiatives

randstad

Realizing that the world's natural resources are limited and fragile, Randstad considers environmental protection to be consistent with its overall goals and values and an important consideration in its total activities. This [policy](#) concerning environmental protection addresses aspects of Randstad's operations which can potentially impact the environment. Furthermore "in 2021, Randstad pledged support to the UN's Net Zero initiative, which aims to reduce global emissions by 45% by 2030 and deliver a healthier, fairer environment for all."

We also designed an action plan with the aim of reducing emissions by over 57% across scope 1 & 2 and over 30% in scope 3 by 2030, all relative to 2019 levels. Our ambition is to work towards Net Zero by 2050. Our CO2 footprint can be found in our Annual Report.

Our goal is to have a set of management tools, business principles, policies, and a governance structure in place that are in line with, or exceed, the standards set for our industry, and that enable accountability for all elements of our sustainability framework, including on [environment](#).

governance framework

On an ongoing basis we review, monitor and assess our memberships to ensure that any trade associations we are members of, share the goals of the Paris Agreement. Monitoring is conducted annually across all the countries we operate in and reviewed by the Sustainability Steering Committee. In case of misalignment between the climate change policy positions of trade associations with the Paris Agreement, our compliance framework led by the global head of Public Affairs foresees various possible actions such as: a) direct engagement with the trade association with clear timelines to address these differences; b) public statements distancing the company from the misalignment and c) remedial

actions such as leaving the trade association and/or d) forming proactive coalitions to counter the lobbying as ultimate measures.

reporting on climate-related lobbying activities

Randstad engages in climate-related lobbying activities indirectly via its three main industry and trade associations ([IOE](#), [BusinessEurope](#) and [WEC](#)). These are the associations of which Randstad is a member, to engage in the availability of their climate policies and whether or not they are aligned with Randstad net-zero ambition. Randstad does not engage directly on climate-related lobbying activities. Our public policy engagements in the 39 markets in which we operate covers all jurisdictions, and are governed by the [Business Principles](#), [Human Rights and Fair Labor Conditions Policy](#), and the [Public Affairs Principles and Guidelines](#). Please view pages 128-131 of the Annual Report 2024 for more information on the Randstad focus and strategy as part of our management system for lobbying systems and trade associations.

methodology

For the purposes of this assessment, in order to evaluate whether these organizations are aligned with helping achieve a net-zero future, we reviewed and assessed a number of factors:

- Their publicly stated policy positions to determine if they had acknowledged the risks of climate change and expressed support for the goals of the Paris Agreement, if they were silent on the topic, or if they failed to engage constructively in the development of climate policy.
- Their principles and policy positions for public support to incentivize a reduction of emissions.
- Their advocacy actions on specific climate policy proposals, as well as internal discussions and deliberations amongst their membership on current and prospective policy positions.

misalignments

- Identified specific areas of partial/misalignment
- Constructively engaging with each organization to fully understand the basis and rationale for area(s) of misalignment, with a view to enhancing alignment.
- Working on ensuring Randstad's position is understood by the organization if/when misaligned positions are adopted.
- Maintaining active engagement to identify aligned advocacy and policy development opportunities.

criteria for inclusion

For that reason we have assessed the three main industry and trade associations (IOE, Businesseurope and WEC) of which Randstad is a member on the availability of their climate policies and whether or not they are aligned with Randstad net-zero ambition.

Our renewed assessment found that 66% of these organizations have a position on climate in relation to business and human rights and are therefore proactively and potentially influential on this debate.

It is our continued expectation that each of these organizations are constructive participants in the discussion and development of climate policy, and are helping society to achieve a net-zero future.

By participating in the respecting working committees/groups, Randstad will continue to proactively contribute to and influence the development of these policies ensuring alignment with our Randstad Policy for the good of our society and climate becoming net-zero in the future.

summary of assessment findings

Of the 3 organizations assessed (IOE, Businesseurope and WEC) we found 2 organizations are partially aligned with policies that will help society achieve its ambition for a net-zero future and one with no policy. Below you will find a summary of the revised

assessment results:

partially aligned

International Organization of Employers:

- [Position Paper on Climate Change and the Human Rights Implications for Business](#) (November 2021)
- [Guidance Paper on employment, just transition and climate governance](#) (February 2022)
- [Policy Priorities for a Just Transition](#) (May 2024)
- [Green Borders: Policy Recommendations to Improve Talent Mobility](#) (November 2024)
- [Forging Green Talents: IOE and BIAC report](#) (April 2025)

Businesseurope:

- [EU environmental policy - priorities for 2024-2029](#) (July 2024)
- [EU circular economy policy - priorities for 2024-2029](#) (July 2024)
- [Position Paper on expectations for COP29](#) (October 2024)
- [Omnibus I: CS3D, CSRD and taxonomy Position Paper](#) (April 2025)

no policy available

World Employment Confederation: Being the voice of the global and Europe employment and recruitment industry which is a people business, the Member's impact on the environment is much less than that of other sectors. Almost all of our Member's business is conducted in local markets with many locations close to both clients and talent, greatly reducing travel and CO2 emissions.