

material topics 2025.



randstad material topics for external stakeholders 2025

Below table showcases two examples of how Randstad's material topics impact our external stakeholders by using quantitative output and impact metrics. Randstad intends to conduct or review the double materiality assessment every 2 years. More information can be found in our [annual report](#).

	training	equity, diversity & inclusion
cause of the impact	Operations & services	Operations & services
external stakeholders evaluated	Clients, talent, investors, public organizations, suppliers	Clients, talent, investors, public organizations, suppliers
topic relevance on external stakeholders	Training and education (including up-& reskilling) is identified as one of the most material topics to our external stakeholders. It has a positive impact on talent's wellbeing, professional development and employability by offering continuous education (on both hard and soft skills) and career coaching.	Diversity & inclusive employment with equal opportunities is identified as one of the most material topics to our external stakeholders. It has a positive impact on talent by providing equal treatment and opportunities for all (covering age, gender, culture, special needs, disabilities), including equal-pay-equal-work. The lack of it could result in negative impacts.
output metrics*	• Number of talent trained, training hours • Average increase in salary	• Candidates unemployed for >1 year placed • Average length of employment of talent by Randstad • Number of placed talent receiving unemployment benefits before placement • % of job seekers who are employed
impact valuation*	Creation of human capital through training and work experience. Human Capital can be created through enhancing the experience of employees and through employee training. This can help employees increase their productivity and earnings throughout their career.	Government savings on welfare benefits. A percentage of unemployed individuals receive welfare benefits from governments. Expediting the job search process can reduce the amount of people receiving these benefits, saving the government financial capital.

impact metric*	Monetary - euro's The monetary impact calculated in the impact measurement of the Baanbrekend program at Randstad Group Netherlands is €10,858,095.	Monetary - euro's The monetary impact calculated in the impact measurement of the Baanbrekend program at Randstad Group Netherlands is €19,287,730.
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*Based on the [impact measurement](#) of the Baanbrekend program at Randstad Group Netherlands. The five impacts are assessed in terms of their effects over the course of three years. This period starts from the moment the Baanbrekend participants are successfully placed in employment in 2020.