

global  
environmental policy.



  
randstad

policy.

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# global environmental policy.

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## 1. principles

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 commitment is reflected in the core value "simultaneous promotion of all interests", business principles, in the sustainability framework, and in policies, programs, and practices for conducting operations in an environmentally as well as economically, responsible manner.

Furthermore, Randstad recognizes that effective environmental management can positively impact corporate profitability in several important ways. Programs designed to make efficient use of natural resources often minimize operating costs. Environmental quality programs help sustain and enhance Randstad's presence and reputation in domestic and international markets. Compliance programs minimize risk and potential legal liability. Lastly, Randstad aims to re- and upskill talent for green jobs in order to support the green transition.

In light of these principles, the following corporate environmental policy has been established.

## 2. our policy

Environmental protection is a management responsibility, as well as the responsibility of every employee of Randstad. This policy is applicable to Randstad's employees, talent, suppliers, service providers, contractors, and any other relevant business partners, such as non-managed operations, joint venture partners, licensees, and outsourcing partners. The policy addresses aspects of Randstad's operations which can potentially impact the environment. The Executive Board has the ultimate responsibility for the implementation of this policy, supported by the Global Head of Sustainability.

Our environmental pledge means that Randstad and its employees will:

- Comply with all applicable environmental laws, regulations, and standards, and provide a mechanism for self-monitoring through our integrated reporting system.
- Establish and review long-term environmental goals and targets relevant to the environmental impacts of our activities, championing local and company-wide green initiatives and measuring progress against these objectives.
- Continually improve environmental management policies, programs, and performance based on the results of our periodic reviews and taking into account regulatory developments, customer needs, technical developments, scientific understanding, and community expectations.
- Minimize environmental risks to our employees and the communities in which we operate.
- Motivate employees to assume personal accountability for protecting the environment, promoting awareness of this policy and environmental issues, and providing training to help them understand and limit the environmental impact of their daily work.
- Reduce our carbon and ecological footprint by:
  - Minimizing emissions associated with our company vehicles and business-related travel through sustainable mobility and travel.
  - Conserving energy and achieving 100% renewable energy efficiency in buildings to reduce the carbon footprint of our facilities.
  - Reducing our consumption of natural resources, including water and paper usage.
  - Reusing or recycling in-house materials and redirecting recyclable waste products for reclamation management.
  - Purchasing recycled and environmentally friendly materials.
- Collaborate and engage with our suppliers and partners by:
  - Expecting suppliers to comply with all applicable environmental laws and regulations.
  - Aiming to work with suppliers who take targeted action with regard to the environmental aspects covered in this policy.
  - Promoting the adoption of environmental protection goals and practices by suppliers acting on behalf of Randstad, strongly encouraging improvements in their practices and logistics to make them consistent with those of Randstad.
- Assist the clients we service and other key business partners with their green initiatives, leveraging Randstad's expertise in re- and upskilling talent for green jobs to support the green transition. Additionally, develop responsible partner relationships that are based on a respect for our environmental principles and targets.
- When entering new business relations, such as mergers and acquisitions, investigate how the target company manages taking environmental care as part of our due diligence process.

## 3. climate governance and net zero

Randstad commits to the [Science-Based Targets initiative \(SBTi\)](#) with validated science-based targets with the ambition of Net Zero by 2050. Randstad's climate strategy focuses on these Net Zero goals and an action plan. We have 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, compared to 2019. Randstad commits to reduce absolute Scope 1, 2, and 3 GHG emissions 90% by 2050 from a 2019 base year. After this, residual GHG emissions are intended to be neutralized through a combination of GHG removals in our operations and throughout the upstream and downstream value chain.

To ensure the achievement of these ambitious goals, we have set up a Net Zero governance structure in our organization. Our CFO serves as the executive board sponsor, and the Net Zero journey is led by our Net Zero Business Lead and Global Head of Sustainability. The net zero climate strategy is part of a broader sustainability steering committee represented by Executive Leadership Team members and managing directors and chaired by the CHRO. Climate issues are

annually discussed with the Supervisory Board as part of the update on ESG strategy, performance, and reporting, as well as an update on Randstad's net zero ambition.

## document control

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