









Non-financial reporting index


The Adecco Group non-financial reporting index provides references to the following recognised frameworks and standards that are relevant to our business:

- The Sustainability Reporting Standards 2021 of the Global Reporting Initiative (GRI) – an independent organisation that helps businesses worldwide communicate their impact on critical sustainability issues.
- The Stakeholder Capitalism Metrics framework (SCM) – sponsored by the World Economic Forum’s International Business Council, this provides a core set of metrics and disclosures intended to align mainstream reporting on performance against ESG indicators with the aim of bringing greater comparability and consistency to ESG reporting.
- The recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) – created by the Financial Stability Board with the intention to enable financial markets to have access to clear, comprehensive, high-quality information on the impacts of climate change.
- The Sustainability Accounting Standards Board framework for the professional & commercial services industry (SASB) – a guide that identifies the subset of ESG issues most material to financial performance in each industry.
- The UN Global Compact (UNGC) – a voluntary initiative based on CEO commitments to align strategies and operations with ten universal principles on human rights, labour, environment, and corruption, and take actions that advance societal goals.
- The United Nations Sustainable Development Goals (SDG) – adopted by all United Nations Member States to provide a shared blueprint for peace and prosperity for people and the planet, now and into the future.


Data and information referenced are sourced from the Adecco Group Annual Report 2023 (AR), our 2023 CDP submission (CDP), as well as on our website www.adecgroup.com/sustainability .

Indicator	Disclosure title	UNGC principles	SDG linkage	Reference and page number
General disclosures				
GRI 2: General disclosures 2021				
2-1	Organizational details			AR 39, 57, 115
2-2	Entities included in the organization's sustainability reporting			AR 115, 167 
2-3	Reporting period, frequency and contact point			AR 57 
2-4	Restatements of information			AR 50, 52-53 
2-5	External assurance			AR 54-55
2-6	Activities, value chain and other business relationships		1, 4, 8, 10	AR 2-5, 28-31, 34, 39-40, 42-47, 52-53, 109, 120-121, 175
2-7	Employees		8, 10	AR 41, 53
2-9	Governance structure and composition		16	AR 51, 60-72
2-10	Nomination and selection of the highest governance body		5, 16	AR 67-69
2-11	Chair of the highest governance body		16	AR 62
2-12	Role of the highest governance body in overseeing the management of impacts		16	AR 51, 67-72
2-13a.i	Delegation of responsibility for managing impacts		16	AR 51, 67-72
2-14	Role of the highest governance body in sustainability reporting			AR 51, 67-72
2-15	Conflicts of interest		16	AR 67
2-16	Communication of critical concerns	1-6, 10	8, 16	AR 32, 46, 72 
2-17	Collective knowledge of the highest governance body		16	AR 61, 68-69
2-18	Evaluation of the performance of the highest governance body		16	AR 67-71
2-19	Remuneration policies			AR 84-105
2-20	Process to determine remuneration		16	AR 84-105
2-22	Statement on sustainable development strategy		1, 3, 4, 5, 8, 10, 13	AR 2-5, 40
2-23	Policy commitments			AR 41-52
2-24	Embedding policy commitments			AR 41-52
2-25	Processes to remediate negative impacts		16	AR 46
2-26	Mechanisms for seeking advice and raising concerns		16	AR 32, 46
2-27	Compliance with laws and regulations		16	AR 37, 46
2-28	Membership associations		3, 4, 5, 8, 10, 17	AR 20, 42-47 
2-29	Approach to stakeholder engagement			AR 39-53 
2-30	Collective bargaining agreements			AR 45
Material topics				
GRI 3: Material topics 2021				
3-1	Process to determine material topics			AR 40 
3-2	List of material topics	1-10	1, 3, 4, 5, 8, 10, 13	AR 40, 52-53 
3-3	Management of material topics	1-10	1, 3, 4, 5, 8, 10, 13	AR 41-53 



GRI 201: Economic performance 2016

201-1 SCM	Direct economic value generated and distributed		1, 4, 8, 10	AR 1, 24-31, 34, 109-110, 120-121
201-2 TCFD Sa-b, Ra-b	Financial implications and other risks and opportunities due to climate change	7-9	13	AR 47-50 CDP 
201-3	Defined benefit plan obligations and other retirement plans			AR 135-140
201-4 SCM	Financial assistance received from government			AR 146


GRI 203: Indirect economic impacts 2016

203-2 SCM	Significant indirect economic impacts	6, 8	1, 3, 4, 5, 8, 10	AR 41-50 
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GRI 205: Anti-corruption 2016

205-1	Operations assessed for risks related to corruption	10	16	AR 45-46 
205-2 SCM	Communication and training about anti-corruption policies and procedures	10	16	AR 45-46 
205-3 SCM	Confirmed incidents of corruption and actions taken	10	16	AR 46






GRI 207: Tax 2019








207-1	Approach to tax		1, 10, 17	AR 43, 81, 118, 147-150
207-2	Tax governance, control, and risk management		1, 10, 17	AR 70, 81, 118
207-3	Stakeholder engagement and management of concerns related to tax		1, 10, 17	AR 81
207-4 SCM	Country-by-country reporting		1, 10, 17	AR 81 

GRI 302: Energy 2016

302-1	Energy consumption within the organisation	7, 8	7, 8, 12, 13	AR 48-50 CDP
302-2	Energy consumption outside of the organisation	7, 8	7, 8, 12, 13	AR 48-50 CDP
302-3 TCFD Mc)	Energy intensity	7, 8	7, 8, 12, 13	AR 50 CDP
302-4 TCFD Mc)	Reduction of energy consumption	7, 8	7, 8, 12, 13	AR 48-49 CDP
302-5	Reductions in energy requirements of products and services	7-9	7, 8, 12, 13	CDP

GRI 305: Emissions 2016

305-1 SCM TCFD Mb	Direct (Scope 1) GHG emissions	8	3, 12, 13	AR 49-50 CDP 
305-2 SCM TCFD Mb	Energy indirect (Scope 2) GHG emissions	8	3, 12, 13	AR 49-50 CDP 
305-3 SCM TCFD Mb	Other indirect (Scope 3) GHG emissions	8	3, 12, 13	AR 49-50 CDP 
305-4 TCFD Mc)	GHG emissions intensity	8	12, 13	AR 50 CDP 
305-5 TCFD Mc)	Reduction of GHG emissions	8	12, 13	AR 48-50 CDP 

SCM TCFD Mc	Paris-aligned GHG emissions targets	7, 8	13	AR 50 CDP 
GRI 401: Employment 2016				
401-1 SCM SASB SV-PS-330a.2	New employee hires and employee turnover	6	5, 8, 10	AR 41
GRI 403: Occupational health and safety 2018				
403-1	Occupational health and safety management system	1	3, 8	AR 19-20, 41. 44-45 
403-2	Hazard identification, risk assessment, and incident investigation	1	3, 8	AR 19-20, 41. 44-45
403-3	Occupational health services	1	3, 8	AR 19-20, 41. 44-45
403-5	Worker training on occupational health and safety	1	3, 8	AR 19-20, 41. 44-45 
403-6 SCM	Promotion of worker health	1	3, 8	AR 19-20, 41. 44-45 
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2	3, 8	AR 44-45 
GRI 404: Training and education 2016				
404-2	Programmes for upgrading employee skills and transition assistance programmes		4, 8, 10	AR 1, 5, 22, 42, 48
GRI 405: Diversity and equal opportunity 2016				
405-1 SCM SASB SV-PS-330a.1	Diversity of governance bodies and employees	6	5, 8	AR 53, 60-66, 73-76
GRI 406: Non-discrimination 2016				
406-1 SCM	Incidents of discrimination and corrective actions taken	6	5, 8	AR 46
GRI 413: Local communities 2016				
413-1	Operations with local community engagement, impact assessments, and development programmes		4, 8, 10, 17	AR 42-47 
GRI 415: Public policy 2016				
415-1 SCM	Political contributions	10	16	
Data security				
SASB SV-PS-230a.1-3	Description of approach to identifying and addressing data security risks and related policies and practices		16	AR 37 