



Our commitment: Making the future work for everyone

At the Adecco Group, we are committed to making the future work for everyone. As a people business focused on providing talent solutions and advisory services, we envision a world in which everyone has the chance to participate in the world of work. We seek to foster a culture of belonging and purpose, shape an environment where our people are happy, healthy and feel engaged, and where difference is respected and valued. We believe our commitment and active drive to improve everyone's chances of being part of the world of work is both a critical business advantage and a non-negotiable, integral part of who we are.

As one of the world's largest employers, we have a responsibility and opportunity to make a real difference in the fight against racism and have an unwavering commitment to standing up against discrimination of any kind. We have zero tolerance for any unlawful discrimination against any colleague, associate, candidate, or person providing services on behalf of the Adecco Group, at any stage of that person's journey with us. This includes – but is not limited to – any discrimination on the basis of gender, sexual orientation/LGBTQIA+/gender identity or gender expression, family/marital status, pregnancy, age, race, ethnicity, heritage, nationality, social or economic background or origin, caste, religion/ creed, political opinion, physical appearance, disability (visible or invisible), or any other characteristics protected by applicable laws where the Adecco Group operates. We do not tolerate any form of harassment, bullying, stalking, or intimidation within our work context.

Our commitment to equity, equal opportunity, inclusion, and diversity is part of our broader commitment to respecting fundamental human rights across our value chain. It reflects our long-standing pledge to the ten important principles of the United Nations Global Compact and represents an important contribution we can make toward the achievement of the UN Sustainable Development Agenda.

Our approach – Striving for equity by design

We work actively to create the conditions that support a culture and work environment of belonging, trust, and participation. To achieve our objectives, we focus particularly on the following four pillars:

- Attract, recruit, and retain a diverse range of talent. We prioritise the diverse and unique skills our people bring. Ensuring every colleague is assessed by their contributions, the quality of their skills, their experience as well as their potential. This not only facilitates the labour market integration of underrepresented groups but also enables us to bring more perspectives, experience, and skillsets into our business to create better results for our people and our customers.
- Drive a consciously inclusive culture through our mindsets, decision-making and behaviours. Promoting inclusive leadership by ensuring diverse thinking is respected, managed, heard and applied. To support this, we have an active programme of global inclusion training, for both leaders and all employees on the thinking and actions that encourage and promote an inclusive and diverse working environment.
- Enable accessibility and equality for all. We believe in equity by design to minimise barriers and maximise our collective potential for success. We are committed to bias-free and fully inclusive recruitment, talent management and development, reward and recognition, and promotion



processes, and continue to invest time and resources in the best technology to create the environments that deliver this.

- Put well-being at the heart of everything we do. We are convinced that well-being is a cornerstone of a supporting and engaging environment, valuing mental, physical, and cultural well-being. We actively provide a range of services and support for the needs of everyone in the Adecco Group. We continue to strengthen and develop our approach by using the lessons we have learned to support the well-being at work of all our people, looking through the lens of both organisational actions and individual accountability.
- Prioritising accountability and impact. Reinforcing data driven decision making and measurement. Leveraging data to understand the needs of our people, guiding them in taking the right actions, not more actions and embedding inclusion and wellbeing into our organisational initiatives.

Finally, and of fundamental importance, we listen. We regularly ask our people to tell us how we are doing and tell us how they feel about us as an employer. We act on their feedback and report back to them on what we are doing to continually strengthen who we are and what we do. We also provide the opportunity for anyone working for the Adecco Group who has individual concerns or worries to raise these in a confidential or neutral environment. More information can be found here: <https://www.adecgroup.com/our-group/about-us/reporting-misconduct/>

Enabling sustainable and lifelong employability

We engage with employers and public institutions to develop programmes and pathways that embrace diverse talent, through bespoke programmes and via dedicated solutions such as Adecco Inclusion. We seek to help people gain better access to the jobs and prospects they deserve and help them overcome barriers to enter the workforce by strengthening their employability e.g. through our wide-ranging up- and reskilling programmes. Equally, we work with our clients to help them gain access to the diverse talent they need to succeed, provide training on how to manage diversity effectively, and support them in building the enabling work environment their people need to thrive.

Partnering for impact

As part of our commitment, we campaign for more inclusive pathways to employment worldwide. To this end, we collaborate with various recognised organisations to continually strengthen our approach, share best practices, and to amplify our impact for the benefit of the wider community. Our global engagements include for example Paradigm for Parity, the International Labour Organisation's Global Business and Disability Network, the Valuable 500, the European Network Against Racism's Equal@Work Platform, and the Tent Partnership for Refugees, and we are signatories to the United Nations' LGBTI Standards of Conduct.

We will continue to challenge ourselves and others, push boundaries, and strive to be at the forefront of delivering better futures for all. And we will not rest until the future works for everyone.