






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 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 2024 (AR), our 2024 CDP submission (CDP), as well as on our website www.adeccogroup.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 41, 65, 123
2-2	Entities included in the organization's sustainability reporting			AR 123, 173 
2-3	Reporting period, frequency and contact point			AR 65 
2-4	Restatements of information			AR 57, 61 
2-5	External assurance			AR 62-63
2-6	Activities, value chain and other business relationships		1, 4, 8, 10	AR 4-5, 28-31, 34, 41-54, 60-61, 117, 129-130, 184
2-7	Employees		8, 10	AR 44-48, 60-61
2-9	Governance structure and composition		16	AR 59, 68-82 CDP
2-10	Nomination and selection of the highest governance body		5, 16	AR 77-79
2-11	Chair of the highest governance body		16	AR 72
2-12 TCFD G-a	Role of the highest governance body in overseeing the management of impacts		16	AR 55, 59, 77-82 CDP
2-13a.i TCFD G-b	Delegation of responsibility for managing impacts		16	AR 55, 59, 77-82 CDP
2-14	Role of the highest governance body in sustainability reporting			AR 55, 59, 77-82
2-15	Conflicts of interest		16	AR 77
2-16	Communication of critical concerns	1-6, 10	8, 16	AR 32, 52, 82 
2-17	Collective knowledge of the highest governance body		16	AR 70-71, 78-79

Indicator	Disclosure title	UNGC principles	SDG linkage	Reference and page number
2-18	Evaluation of the performance of the highest governance body		16	AR 78-81
2-19	Remuneration policies			AR 94-113
2-20	Process to determine remuneration		16	AR 94-113
2-22	Statement on sustainable development strategy		1, 3, 4, 5, 8, 10, 13	AR 4-5, 42-43
2-23	Policy commitments			AR 44-60
2-24	Embedding policy commitments			AR 44-60
2-25	Processes to remediate negative impacts		16	AR 52 CDP
2-26	Mechanisms for seeking advice and raising concerns		16	AR 32, 52
2-27	Compliance with laws and regulations		16	AR 37, 51-53
2-28	Membership associations		3, 4, 5, 8, 10, 17	AR 44-48, 51-54 
2-29	Approach to stakeholder engagement			AR 41-61 
2-30	Collective bargaining agreements			AR 48
Material topics				
GRI 3: Material topics 2021				
3-1	Process to determine material topics			AR 42-43 
3-2	List of material topics	1-10	1, 3, 4, 5, 8, 10, 13	AR 42-43, 60-61 
3-3	Management of material topics	1-10	1, 3, 4, 5, 8, 10, 13	AR 44-61 
GRI 201: Economic performance 2016				
201-1	Direct economic value generated and distributed		1, 4, 8, 10	AR 2-3, 24-31, 34, 117-118, 129-130
201-2 TCFD Sa-b-c TCFD Ra-b-c	Financial implications and other risks and opportunities due to climate change	7-9	13	AR 42-43, 55-56 CDP 
201-3	Defined benefit plan obligations and other retirement plans			AR 141-146
201-4	Financial assistance received from government			AR 152
GRI 203: Indirect economic impacts 2016				
203-2	Significant indirect economic impacts	6, 8	1, 3, 4, 5, 8, 10	AR 44-58 CDP 

Indicator	Disclosure	UNGC principles	SDG linkage	Reference and page number
GRI 205: Anti-corruption 2016				
205-1	Operations assessed for risks related to corruption	10	16	AR 51-53 
205-2	Communication and training about anti-corruption policies and procedures	10	16	AR 51-53 
205-3	Confirmed incidents of corruption and actions taken	10	16	AR 51
GRI 207: Tax 2019				
207-1	Approach to tax		1, 10, 17	AR 53, 91, 126, 153-156
207-2	Tax governance, control, and risk management		1, 10, 17	AR 80, 91, 126
207-3	Stakeholder engagement and management of concerns related to tax		1, 10, 17	AR 91
207-4	Country-by-country reporting		1, 10, 17	AR 91 
GRI 302: Energy 2016				
302-1	Energy consumption within the organisation	7, 8	7, 8, 12, 13	AR 57-58, 61 CDP
302-2	Energy consumption outside of the organisation	7, 8	7, 8, 12, 13	AR 57-58, 61 CDP
302-3	Energy intensity	7, 8	7, 8, 12, 13	CDP
302-4	Reduction of energy consumption	7, 8	7, 8, 12, 13	AR 57-58, 61 CDP
302-5	Reductions in energy requirements of products and services	7-9	7, 8, 12, 13	CDP
GRI 305: Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	8	3, 12, 13	AR 57-58 CDP 
305-2	Energy indirect (Scope 2) GHG emissions	8	3, 12, 13	AR 57-58 CDP 
305-3	Other indirect (Scope 3) GHG emissions	8	3, 12, 13	AR 57-58 CDP 
305-4	GHG emissions intensity	8	12, 13	CDP 
305-5	Reduction of GHG emissions	8	12, 13	AR 57-58 CDP 
TCFD Ma-b-c	Targets used to manage climate-related risks, opportunities and performance	7, 8	13	AR 55-58 CDP 

Indicator	Disclosure	UNGC principles	SDG linkage	Reference and page number
GRI 401: Employment 2016				
401-1 SASB SV- PS-330a.2	New employee hires and employee turnover	6	5, 8, 10	AR 44
GRI 403: Occupational health and safety 2018				
403-1	Occupational health and safety management system	1	3, 8	AR 20-21, 47-48 
403-2	Hazard identification, risk assessment, and incident investigation	1	3, 8	AR 20-21, 47-48
403-3	Occupational health services	1	3, 8	AR 20-21, 47-48
403-5	Worker training on occupational health and safety	1	3, 8	AR 20-21, 47-48 
403-6	Promotion of worker health	1	3, 8	AR 20-21, 47-48 
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2	3, 8	AR 47-48 
GRI 404: Training and education 2016				
404-2	Programmes for upgrading employee skills and transition assistance programmes		4, 8, 10	AR 3, 7, 18 -19, 46-47, 49
GRI 405: Diversity and equal opportunity 2016				
405-1 SASB SV- PS-330a.1	Diversity of governance bodies and employees	6	5, 8	AR 60-61, 68-76, 83-86
GRI 406: Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	6	5, 8	AR 52
GRI 413: Local communities 2016				
413-1	Operations with local community engagement, impact assessments, and development programmes		4, 8, 10, 17	AR 45-54 
GRI 415: Public policy 2016				
415-1	Political contributions	10	16	CDP 
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 38 