

Adecco commits to recruit 85,000 refugees by end of 2027

- Following the pledge at [Tent's European Business Summit in 2023](#), Adecco renews its commitment to refugee inclusion by helping to recruit 85,000 refugees and train 17,000 globally by the end of 2027.
- A dedicated [Jobs for Refugees website](#) is to support this aim and help refugees connect to hiring companies and find work more easily based on their skills.
- Adecco has been helping displaced people find jobs and integrate since 2008, collaborating with NGOs, governmental institutions and businesses globally.

Zurich, February 14, 2024: Adecco, the leading workforce solutions company, reaffirms its commitment to helping refugees worldwide find work and rebuild their lives by pledging to find jobs for 85,000 refugees globally, and train or upskill 17,000 by 2027. This commitment is a significant step forward following Adecco's first pledge at [Tent's European Business Summit in June 2023](#). Recognizing the transformative power of meaningful work and the ability to create positive, lasting change in the lives of refugees worldwide, Adecco is also launching a dedicated website, [Jobs for Refugees](#). This online platform allows refugees from all nationalities to explore and connect to job opportunities worldwide, focusing on a "skills first" approach.

Adecco President Christophe Catoir emphasizes: "Most importantly, no one chooses to be a refugee. We strongly believe that work is not just a source of income, but a first, important step for rebuilding a life, integrating in a new country and finding a place in society again. Moreover, for companies, embracing diversity by employing refugees brings unique perspectives, strong loyalty, and much needed skills to the workforce. This not only fosters a more inclusive workplace culture but also contributes to the overall success of a company."

Increased global engagement to make the future work for everyone

At the Tent European Business Summit in June 2023, Adecco, a proud partner of [the Tent Partnership for Refugees \(Tent\)](#) since 2020, originally pledged to connect 50,000 refugees to jobs over three years, and to provide technical and language training to 10,000. Tent CEO Gideon Maltz says: "We are proud to count Adecco as a longstanding member of Tent. As we approach grim two-year anniversary of the war in Ukraine, millions of Ukrainians remain displaced and many are still looking for meaningful employment as they grapple with barriers to employment such as lower language proficiency, transportation issues, lack of childcare options, as well as a lack of social and professional networks. With Adecco's help, tens of thousands of refugees - from Ukraine and elsewhere - will find a job allowing them to provide for themselves and their families. We commend Adecco for their bold commitment and hope that many more companies will be inspired by their example."

In Germany, Adecco recently joined the "Job Turbo for the Integration of Refugees into the Labour Market" initiative announced by the Federal Minister of Labour in October 2023. The target is to employ at least 10,000 refugees in Germany by the end of 2025, as quality temporary employment has proven to be an important and much needed lever for fast integration in the labour market. To achieve these goals, Adecco Germany is working with committed companies such as L'Oréal, the world's leader

in cosmetics. "At L'Oréal Germany, we are committed to employ people from disadvantaged socio-economic communities. Through our Inclusive Sourcing Programme, we explicitly include people with a refugee background. A more sustainable and inclusive future is possible, but it can only be achieved together. That's why we are working with partners like Adecco to combine business performance with a positive impact on our society," says Kenneth Campbell, CEO L'Oréal Austria, Germany and Switzerland (DACH).

Supporting displaced people since 2008

For over 15 years, Adecco has been at the forefront of refugee integration, starting in Italy and gradually expanding globally. Collaborations with foundations such as IFRI (Institut Français des Relations Internationales) and ENAR (European Network Against Racism) strengthened the commitment. In 2016, a public commitment to globally integrate refugees was made, followed by partnerships with NGOs in France and Germany after the Syrian civil war. Together with Tent, that Adecco has been proudly supporting since 2020, Adecco co-organised the "Refugees are Talent" Forum in 2021 to address the precarious situation in Afghanistan, before launching the "Jobs for Ukraine" solidarity platform in 2022.

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About Adecco

Adecco is the leading global workforce solutions provider and part of the Adecco Group. As a trusted partner for businesses and jobseekers alike, we believe in connecting skills with rewarding opportunities while helping global and local organizations build and optimize their workforce for long-term success. We offer a full spectrum of workforce solutions for a resilient economy: Temporary and permanent placement as well as outsourcing solutions to provide ultimate flexibility for both companies and candidates. Adecco provides jobs for more than 600,000 people daily and our ambition is to increase this number to 850,000 people in the next years. We are determined to play our part in changing the world of work for the better, providing effective solutions for making it a more diverse, inclusive place.

About the Adecco Group

The Adecco Group is the world's leading talent company. Our purpose is making the future work for everyone. Through our three global business units - Adecco, Akkodis and LHH - across 60 countries, we enable sustainable and lifelong employability for individuals, deliver digital and engineering solutions to power the Smart Industry transformation and empower organisations to optimise their workforces. The Adecco Group leads by example and is committed to an inclusive culture, fostering sustainable employability, and supporting resilient economies and communities. The Adecco Group AG is headquartered in Zurich, Switzerland (ISIN: CH0012138605) and listed on the SIX Swiss Exchange (ADEN).