



# Replacing Workers on Strike

## TAG Position

- **The Adecco Group does not provide workers to replace workers who are on strike.** Doing so would contradict our commitment to international labour standards, our sector's Code of Conduct and Memoranda of Understanding that the Group has signed with the global Union Partner UNI Global.
- **This commitment applies to our business around the world** and must not be subject to a case-by-case, client-by-client or country specific assessment. A breach of this practice would have severe implications beyond any client's or country's scope, putting the entire Group's reputation at risk.
- **We are committed for several reasons:**
  - **We do not put our agency workers at risk.** Strikebreaking may expose agency workers to aggression and abuse, this must be avoided at any cost.
  - **Replacing workers on strike does not solve the root cause of a conflict.** Providing agency workers to replace workers on strike may only serve to further complicate ongoing industrial conflicts, and we do not believe that this is part of effective longer term solutions.
  - **We need to be a reliable partner.** Our sector is still grappling with reputational challenges in many countries and sectors. The commitment to not replace workers on strike is the result of years of negotiations of the sector in many countries and has helped to shift the perception of the industry. The Group supports and drives these efforts and continues to build its advocacy activities on such principles.