



Policy Statement

Controversial Weapons Exclusions

Preamble

At the Adecco Group, we want to make the future work for everyone. This is supported by an unwavering commitment to maintaining the highest standards of responsible and sustainable business conduct. Our ambition is to establish a culture that consistently considers and manages material environmental, social and corporate governance (ESG) factors across our value chain.

Doing this effectively is essential to avoid negative impacts on the environment and/or society, and to ensure we live up to our commitments to international frameworks such as e.g., the UN Global Compact, the UN Guiding Principles for Business and Human Rights, relevant ILO Conventions, and the 2030 UN Sustainable Development Agenda. Failure to do so appropriately may also lead to reputational and/or financial risks for the Adecco Group and restrict our ability to benefit from potential business opportunities.

We have a strong preference for engaging and working hand in hand with our clients and business partners to establish responsible business practices together. But we recognise that certain business activities have an inherent elevated potential for negative environmental and social impacts and may thus be irreconcilable with our purpose, values, and sustainability approach. Here, enhanced due diligence and clear exclusions are justified, such as in the defence industry.

Rules and Standards

We acknowledge the right of countries to defend themselves and use armed force to safeguard national security and to secure peace. There are, however, a number of weapons that are indiscriminate in nature, cause disproportionate harm, and/or remain a threat long after a conflict has been resolved (so-called “Controversial Weapons”). The production and use of these weapons is thus often banned or regulated under international conventions and national legislation such as the Swiss Feder Act on War Material.

For the purposes of this Policy Statement and at the date of its publication, the Adecco Group considers the following to be Controversial Weapons:

- a) Anti-personnel minesⁱ
- b) Biological and chemical weaponsⁱⁱ
- c) Cluster munitionsⁱⁱⁱ
- d) Nuclear weapons^{iv}
- e) Depleted uranium munitions^v

At the Adecco Group, we will not knowingly enter into new or renew existing business relationships that entail the placement of Associates, Consultants or Candidates into roles or assignments that are directly involved in the research, development, production, testing, storage, maintenance, or transport of Controversial Weapons, or of components that are specifically designed for these weapons (dedicated components) and which are instrumental for the functioning of the weapon (key component), or provide other staffing-, advisory- or (digital) engineering-related services directly related to such activities.



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We take a risk- and activity-based approach rather than excluding whole industries or companies associated with Controversial Weapons. As deemed appropriate, we may decide to continue to provide services to such a company's civilian activities and activities not related to Controversial Weapons in view of their potential for positive economic and social impacts.

The Adecco Group Policy on Controversial Weapons Exclusions formalises our approach. Agreements that predate the introduction of the Policy will be reviewed accordingly upon their renewal or as they are due for review, being mindful of contractual obligations. This extends to agreements that are taken over by the Adecco Group as part of a merger or acquisition.

Disclaimer

We understand that third-party due diligence is an ongoing process. We strive to regularly assess our third-party relationship risks and perform due diligence to the best of our abilities, assessing actual and potential impacts across our business activities and as new information becomes available and best practices evolve.

In order to comply with our standards, we make every effort to obtain information from third-party sources available to us as well as from potentially affected companies directly concerning their policies and practices, and use this as basis for our decisions. However, we remain dependent on the availability and reporting of quality, up-to-date information.

ⁱ Anti-Personnel Mine Ban Convention ("Ottawa Convention"): <https://www.apminebanconvention.org/>

ⁱⁱ The Geneva Protocol for the Prohibition of the Use in War of Asphyxiating, Poisonous or other Gases, and of Bacteriological Methods of Warfare: <https://www.un.org/disarmament/wmd/bio/1925-geneva-protocol/>
The Biological Weapons Convention: <https://www.un.org/disarmament/biological-weapons/>
The Chemical Weapons Convention: <https://www.opcw.org/chemical-weapons-convention>

ⁱⁱⁱ Convention on Cluster Munitions ("Oslo Convention"): <http://www.clusterconvention.org/>

^{iv} Treaty on the Non-Proliferation of Nuclear Weapons: <https://www.un.org/disarmament/wmd/nuclear/npt/>
Treaty on the Prohibition of Nuclear Weapons: <https://www.un.org/disarmament/wmd/nuclear/tpnw/>

^v Although not subject to a ban or restriction by international treaty, we recognise the concerns of certain stakeholders concerning depleted uranium munitions.