



# Global Reporting Initiative (GRI) – 2019 Content Index

The Global Reporting Initiative (GRI) is an independent international organisation that helps businesses worldwide communicate their impact on critical sustainability issues such as related to governance, human rights, or social wellbeing. The following pages provide references to the GRI Standards as an index, to help our stakeholders find the information relevant to them, providing a reasonable representation of the Adecco Group's contributions towards sustainable development without adhering to the standards listed in the GRI in their entirety.

The content index refers to information disclosed in several locations and formats, mainly the Adecco Group 2019 Annual Report (AR), our Carbon Disclosure Project submission 2019 (CDP), as well as other relevant documents available online<sup>1</sup>.

GRI 2016 Reference	Disclosure title	UNGC Relevance	UN SDG	Reference and page number
<b>General disclosures</b>				
<b>Organisational profile</b>				
102-1	Name of the organisation			AR Cover, 68
102-2	Activities, brands, products, and services			AR The Adecco Group at a glance (fold-out front cover), 34-37, 68
102-3	Location of headquarters			AR 68, Back cover
102-4	Location of operations			AR The Adecco Group at a glance (fold-out front cover), 159
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102-6	Markets served			AR The Adecco Group at a glance (fold-out front cover), 68, 159
102-7	Scale of the organisation			AR 2-3, 59-61, 62, 68
102-8	Information on employees and other workers	6	8, 10	AR 2, 40, 62
102-10	Significant changes to the organisation and its supply chain			AR 117, 152-153
102-11	Precautionary Principle or approach	7		AR 44-45, 48-49
102-12	External initiatives	1-6	4, 5, 8, 10, 17	AR 40, 45, 46, 48-49, 51 <a href="#">Our cooperations</a>
102-13	Membership of associations	1-6	4, 5, 8, 10, 17	AR 45, 48, <a href="#">Our cooperations</a>
<b>Strategy</b>				
102-14	Statement from senior decision-maker			AR 4-5, 6-11
102-15	Key impacts, risks, and opportunities	1-6, 8, 10	3, 4, 5, 8, 10, 13, 17	AR 16-19, 44-45

<sup>1</sup> Weblinks as at 18 March 2020



GRI 2016 Reference	Disclosure title	UNGC Relevance	UN SDG	Reference and page number
<b>Ethics and integrity</b>				
102-16	Values, principles, standards, and norms of behaviour	1-6, 8, 10	3, 4, 5, 8, 10, 13, 16	AR 11, 12-13, 39, 41, 46, 75-76 <a href="#">Core Values</a> <a href="#">Code of Conduct</a> <a href="#">Code of Conduct for Suppliers</a> <a href="#">Human and Labour Rights Guideline</a> <a href="#">Our commitment to quality work</a>
102-17	Mechanisms for advice and concerns about ethics	1-3, 6, 10	16	AR 46, 62 <a href="#">Code of Conduct</a> , p. 10-11 <a href="#">Adecco Compliance and Ethics Conduct website</a> <a href="#">Contacting the Board</a>
<b>Governance</b>				
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102-19	Delegating authority			AR 74-76
102-20	Executive-level responsibility for economic, environmental, and social topics		16	AR 74
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102-23	Chair of the highest governance body		16	AR 71-72, 74
102-24	Nominating and selecting the highest governance body		5, 16	AR 74, 76
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102-26	Role of highest governance body in setting purpose, values, and strategy		16	AR 74-76
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102-28	Evaluating the highest governance body's performance		16	AR 75-76
102-29	Identifying and managing economic, environmental, and social impacts		16	AR 18, 74-76,
102-30	Effectiveness of risk management processes		16	AR 44-45, 74-77, 146
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102-32	Highest governance body's role in sustainability reporting			AR 76
102-33	Communicating critical concerns	1-3, 6, 10	8, 16	AR 62, 76 <a href="#">Code of Conduct</a> , p 10-11 <a href="#">Adecco Compliance and Ethics Conduct website</a> <a href="#">Contacting the Board</a>
102-35	Remuneration policies			AR 87-96
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102-44	Key topics and concerns raised			AR 16-19



GRI 2016 Reference	Disclosure title	UNGC Relevance	UN SDG	Reference and page number
<b>Reporting practice</b>				
102-45	Entities included in the consolidated financial statements			AR 111, 3, 152-153, 159
102-46	Defining report content and topic boundaries			AR 111-115
102-47	List of material topics			AR 16-19, 44-45
102-50	Reporting period			1 January- 31 December 2019
102-51	Date of most recent report			The last GRI Report was published on 20 March 2019 on the Adecco Group's sustainability website.
102-52	Reporting cycle			Annually
102-53	Contact point for questions regarding the report			AR 167
102-55	GRI content index			This document
102-56	External Assurance			AR 147-148, 161-162
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103-2	The management approach and its components			AR 16-19, 44-51, 74-76
103-3	Evaluation of the management approach			AR 16-19, 44-51, 74-76
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GRI 2016 Reference	Disclosure title	UNGC Relevance	UN SDG	Reference and page number
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<b>Training and education</b>				
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405-1	Diversity of governance bodies and employees	6	5	AR 40, 71-73, 78-82
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