



Environmental Stewardship

Position Statement

Climate change is one of the most defining challenges facing society today. The Adecco Group acknowledges the scientific consensus that climate change is a reality and that human activities are responsible for increasing concentrations of greenhouse gases in the atmosphere. We believe that a healthy environment is necessary for the well-being of society, our people, and our business, and is the foundation for a sustainable economy. Strong, decisive, and urgent action from both governments and the private sector is needed if we are to still mitigate the worst outcomes for people and the planet.

At the Adecco Group, we are committed to maintaining the highest standards of responsible business conduct. While the environmental footprint of a services company like ours and the interlinkages between the world of work and climate change might not be as evident compared to other industries, we recognise the responsibility we have in helping safeguard the planet for future generations to the best of our abilities. We understand this to be an integral part of our purpose of making the future work for everyone – and we have a long tradition of taking corresponding action.

We focus our activities on two distinct pillars:

- I. **Helping facilitate a human-centric green transition:** At the Adecco Group, we are convinced that robust labour markets and the skills these offer are and will be decisive components enabling the transition to a greener economy. As a leading global talent solutions and advisory company, we believe that through our business solutions and advocacy work we can play a constructive role in helping to address the human capital related impacts brought about by this transition, e.g., by offering solutions that train young people through work-readiness programmes, by upskilling and reskilling people within existing occupations or into new jobs, and by supporting our clients with their talent needs as they work through this transition.

More information can be found in our publications such as [“Skills for the Green economy”](#) and [“Training for green jobs”](#).

- II. **Managing our own environmental footprint:** We recognise the impact we have on the environment through our operations and business relationships and the difference we can make by acting responsibly both in our own business and in collaboration with our value chain partners. We have formally committed to the Science-Based Targets initiative. We are in the process of setting emissions reduction targets aligned with their methodology and consistent with the level of decarbonisation required to keep global temperature increase to 1.5° C compared with pre-industrial levels and to reach net-zero global emissions by 2050 at the latest, and will submit these targets for validation in 2023.

At the Adecco Group, we are committed to playing our part. The following sets out our high-level approach, principles and standards to achieve our objectives:

1. **Respect for international and national standards**

In our climate-related and environmental efforts, we are guided by international standards such as:

- The ten principles of the UN Global Compact, which we committed to in 2003 as first company in our industry
- The OECD Guidelines for Multinational Enterprises, and
- The UN Sustainable Development Goals.



This complements compliance with all applicable environmental laws and regulations in each country we operate in.

2. Clearly defined internal environmental standards

We are committed to conducting our business in a manner that helps protect the environment, conserve resources, and ensure sustainable development. We are committed to managing environmental risks and opportunities as effectively as possible and minimising the environmental impact of our operations and physical assets under our control to the best of our abilities.

At the Adecco Group, we have several policies, standards and procedures in place that translate our commitments and expectations into our daily business, such as our Group Code of Conduct and Environmental Policy, which set out the Group's commitments and global minimum standards in this area and describe the responsibilities and processes by which we will implement these.

Other relevant documents include our Third-Party Code of Conduct, the Group Procurement and Real Estate Policy, and further global and (as applicable) country-level policies, guidelines or other documents addressing environment related matters.

We are committed to continuously improving corporate policies, procedures, and practices in environmental management.

3. Reducing our own environmental impact.

We take strategic action to continuously and meaningfully reduce our environmental footprint in material areas in line with our commitments, targets, and stakeholder expectations. Several key principles form the basis of our approach; these are described in more detail in our Group Environmental Policy:

- *We set ambitious, measurable, science-based targets* and regularly review them to ensure they remain fit for purpose.
- *We promote resource efficiency* by using energy as efficiently as possible, minimising the use of paper and other materials and natural resources, and manage waste according to the principles of 'reduce, reuse and recycle'.
- *We progressively decarbonise our operations* by switching to energy from renewable sources and replacing our car fleet with low emission and/or energy efficient alternatives, to the extent feasible and where cost-effective.
- *We travel for purpose, people, and impact*, limiting business travel wherever possible and where it is deemed necessary using the most sustainable, lower impact means of transportation, taking economic, environmental and safety considerations into account.
- *We integrate environmental considerations into our purchasing decisions*, including when renovating or refurbishing an office or moving to a new location.

4. Advancing environmental stewardship across our value chain

We have a large and diverse extended value chain and recognise that part of our impact on the environment as well as the opportunity to create positive environmental impacts is linked to our clients, suppliers, and other third parties we engage with.

We strive to carefully select business partners and expect them to adopt the same environmental principles and standards as the Adecco Group, as further defined in our Third-Party Code of Conduct, evolving business acceptance standards, purchasing policies, third party due diligence framework, compliance screening, and onboarding requirements, and wherever feasible make this part of our contractual agreements. We expect our suppliers to extend these standards to their own suppliers and business partners.



We strive to regularly assess and re-evaluate our business relationships to the best of our abilities, as new information becomes available and best practices evolve.

We have a strong preference for engaging and working hand in hand with our business partners on establishing responsible business practices. Should we become aware of practices that are irreconcilable with our commitments and approach, wherever possible we will first strive to work in collaboration with our business partners to address the situation and improve practices. Where no satisfactory solution can be agreed upon, we may ultimately remove ourselves from such a business relationship or activity.

5. Further elements of our environmental approach

- a) Regular risk assessment: We strive to regularly identify and assess environmental risks and perform corresponding risk-based due diligence to the best of our abilities, assessing actual and potential environmental impacts across our business activities. Environmental due diligence is integrated into the Group's overarching enterprise risk management approach.
- b) Monitoring: We regularly monitor our performance and publicly communicate our commitments, targets, approach, and continuous efforts to embed environmental considerations in our company culture and across our operations, primarily in our annual report and on the Adecco Group website.
- c) Stakeholder engagement: We engage in dialogue with relevant stakeholders as deemed necessary to help us stay abreast of evolving environmental risks and opportunities and advance progress towards our objectives and targets.
- d) Training: colleagues and consultants must participate in periodically held training sessions on environmental matters (such as e.g., through our Code of Conduct training). Training may differ depending on their roles and exposure to material issues.

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