

human
forward.



 randstad

Modern slavery statement

Randstad Holdings Pty Ltd
for the financial year ending 31 December 2023

 randstad

our business

Randstad Holdings Pty Limited ACN 098 899 855 having its registered address at Level 9, 83 Clarence Street, Sydney, NSW 2000 and its Australian subsidiaries ("Randstad") are part of the global Randstad Group, the global leader in the HR services industry. Under new global executive leadership, Randstad adopted a new global strategy with the ambition to become the world's most equitable and specialised talent company. By serving as a trusted partner in today's technology-driven world of talent, we help people secure rewarding jobs and stay relevant in the ever changing world of work. Randstad's aspiration is simple, to become the world's most equitable and specialised talent company.

structure

Randstad Pty Ltd (trading as Randstad);
HREXL Group Pty Ltd (trading as Randstad RiseSmart);
Digby Morgan Pty Ltd (trading as HR Partners by Randstad);
HR Partners Pty Limited (trading as HR Partners by Randstad);
Aurec Group Pty Ltd;
Aurec Pty Ltd (trading as Aurec – a Randstad Company; Aurec Migration Services);
Chalfont Consulting Pty Ltd;
Randstad Digital Holdings Pty Ltd;
Randstad Digital Pty Ltd; and
Finxl Professional Services Pty Ltd,
are all wholly owned subsidiaries of Randstad Holdings Pty Limited.

Randstad was founded in 1960 and is headquartered in Diemen, the Netherlands. Randstad's ultimate holding company is Randstad Holding NV, our parent company. Randstad NV is listed on the NYSE Euronext Amsterdam exchange.

operations

Aligned with our global parent company (Randstad N.V.), Randstad maintains a zero tolerance approach to modern slavery within our business and supply chains. As members of a corporate group, Randstad utilises the same global policies and processes, operates in the same sector and has, in some cases, shared suppliers. Randstad Holdings Pty Limited, as the governing entity, will provide a single, consolidated description of Randstad's actions to address modern slavery risks in Australia.

our supply chains

Randstad employs approximately 1,200 corporate staff and 10,000 temporary personnel across 29 locations in Australia, delivering a full range of recruitment services and HR solutions, including: permanent and temporary recruitment, HR solutions, outplacement services, workforce management solutions, recruitment process outsourcing (RPO), managed service programs (MSP) and inhouse services.

Our supply chain can generally be divided in two categories:

1. supply of personnel who work with us to deliver services to clients; and
2. supply of goods and services to Randstad's operations generally such as cleaning, catering and professional services, typically on annual contracts or for a specific project or statements of work.

In addition to suppliers, Randstad sometimes enters into non-binding strategic alliances and presently has one joint venture. Our suppliers are primarily located within Australia with the exception of some technology and cloud service suppliers which, by their nature, may be located outside of Australia.

risks of modern slavery

We accept that no part of our business is immune to the risk of Modern Slavery and our approach to training, as outlined below, reflects this. We acknowledge that some parts of our business and their respective supply chains have a higher potential risk of Modern Slavery taking place. In particular, those parts of our business which supply workers in the Healthcare, Construction, Manufacturing and Industrial sectors.

Randstad continues to maintain and invest in ongoing projects to better understand the suppliers it engages. In 2023, Randstad continued its focus on due diligence to create a more extensive procurement process, refining its comprehensive tender processes and stringent supplier evaluation criteria. In accordance with our updated procurement policy, Randstad continues to adopt preferred supplier arrangements where possible and suppliers must be able to demonstrate to Randstad that its products and/or services are created without any violation of human rights, including modern slavery.

Aligned with our commitment to becoming the world's most equitable and specialised talent company, Randstad's global supplier code is updated regularly to mitigate the increasing risks and make it clear what its expectations are of its suppliers.

In respect of operations where we supply staff who may have direct engagement with children, the Randstad Education division recognises the need for strict quality processes and strictly adheres to the Randstad operations manuals and Australian laws.

labour hire laws

Randstad continues to be fully compliant with applicable labour hire licensing laws, including audit requirements it prescribes. Randstad follows robust onboarding and quality recruitment processes to ensure its employees' pay rates comply with National Employment Standards and appropriate Awards as prescribed by the Fair Work Act. In 2023, Randstad successfully implemented a centralisation process in which reviews and audits are conducted on all applicable Randstad employees to further ensure prescribed wage increases and legislative requirements are complied with.

united nations global compact and the UN human rights council

Randstad is a signatory of the United Nations Global Compact and respects and supports all its principles, including those regarding human rights and labour. Randstad supports the 'Protect, Respect and Remedy' Framework, including the Guiding Principles on Business and Human Rights as endorsed by the UN Human Rights Council. For Randstad, our company's corporate responsibility to respect human rights also means adherence to the International Bill of Human Rights and the fundamental rights set out in the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

The relevant ILO principles and rights related to labour, which are also supported by our core values and embodied in our Business Principles, are the following: Freedom of association and the right to collective bargaining, elimination of all forms of forced or compulsory labour, effective abolition of child labour, and elimination of discrimination in respect of employment and occupation.

All employees and workers of Randstad have access to dedicated channels through which they may voice concerns, either through local reporting mechanisms or through the global reporting procedure. All concerns raised are treated confidentially and with the complete assurance that there will be no retaliation against any employee filing a good faith complaint. Randstad has implemented further steps, where such concerns can be raised anonymously providing greater transparency and access for workers.

Randstad continues to ensure that all suppliers to Randstad are engaged under written contracts which require them to comply with the laws applicable to their business, the [Randstad Supplier Code of Conduct](#) and the [Randstad Business Principles](#).

purchasing blueprint

As highlighted in our previous modern slavery statement, Randstad continues to build on its purchasing blueprint with internal terms and conditions and a supplier code. We aim to ensure that the procurement of goods, works and services takes place in a socially responsible manner and in conformity with our business principles. We are explicitly requesting our suppliers to respect our regulatory, social and ecological principles, and to adopt practices in line with those principles. This way, we aim to ensure that our procurement of services and goods takes place in a socially responsible manner via stringent supplier onboarding procedures and best practices. These processes provide clear guidance to all purchasers in line with our business principles.

human rights policy

People are at the core of our services. Our ultimate goal is to touch the work lives of 500 million people by 2030. When working for Randstad, we expect our employees to understand and promote the importance of our human rights responsibilities in relation to all stakeholders, both within the Randstad Group and in any external business relationships. This includes colleagues, candidates, jobseekers, clients, suppliers and all other stakeholders with whom employees come into contact as part of their job.

We take a zero-tolerance approach to modern slavery: no form of forced labour, such as slave, bonded, indentured, or prison labour, will be used or offered. Work must be voluntary and candidates and employees shall be free to leave work or terminate their employment with reasonable notice, provided they abide by local legal requirements.

Randstad companies shall never charge directly or indirectly (e.g. through subcontractors) any fees or related expenses to jobseekers, candidates and employees for registration or recruitment, whether for a temporary assignment or a permanent position. Lodging of deposits is never required, and no one shall be deprived of his or her identity papers, diplomas or training certificates upon starting or terminating work for Randstad or its clients. Randstad adopted a global [Human Rights Policy](#) to support this.

Human rights are an integral part of our core values and business processes. They are always taken into account during our strategy-setting process, and are respected in our daily operations, as appropriate to our involvement, the nature and context of our operations, the extent to which human rights issues are likely to occur, and the impact they may have (severity and likelihood).

In our Human Rights policy we set out the leading principles for Randstad and its employees and candidates with regard to human rights, as well as our expectations towards our external stakeholders. The policy reinforces Randstad's commitment to preventing or mitigating adverse human rights impacts that are caused by or linked to our operations and services.

global risk & control framework

Our global Risk & Control framework (comprising 'tone at the top', performance management, concepts and best practices, risk and control activities, and reviews and audits) continues to ensure that Randstad follows human rights principles worldwide. The design of this framework balances behavioural, preventive, detective and monitoring measures that safeguard compliance with human rights.

Operating companies and global departments assess the components of the Risk & Control framework at least once every six months. In addition, internal audits are carried out to evaluate and complement these self-assessments. The results of all these assessments, including improvement plans, lead to a Group-wide in-control benchmark discussion in meetings of both the Executive Board and the Audit Committee.

We support our clients and suppliers in following human rights principles. We continuously discuss with our clients and suppliers any salient human rights issues. Based on criticality and applicable law, Randstad inspects our clients' facilities to ensure compliance with relevant regulations, such as health and safety. In addition, we may audit the supplier, and in case of non-compliance, Randstad will discuss appropriate improvement plans. Continued non-compliance may result in termination of the contract.

In order to assess the effectiveness of the steps we are taking to address modern slavery risks in any part of our operations and supply chains, Randstad will continue to monitor the following indicators:

- Successful completion of employee training both through attendance at induction and specific e-learning modules aimed at addressing modern slavery risks. In 2023, Randstad completed 775 training sessions on human rights and the training remains a mandatory component of our new starter processes.
- Percentage of suppliers of personnel subjected to audit;
- Reports of possible incidents of Modern Slavery;
- SLT steering meetings annually update and report including our Key Control Framework and our Human Rights policy.

Randstad group misconduct reporting procedure

As highlighted in our previous Modern Slavery Statements, Trust and simultaneous promotion of all interests are part of our core values. Any employee, candidate or other stakeholder who reasonably suspects or has witnessed a violation of a Randstad policy, particularly the Human Rights policy, is expected to raise their concern in accordance with the [Randstad Group Misconduct Reporting Procedure](#), including the Randstad Group Integrity Line.

The Integrity Line consists of a secure webpage and telephone hotline, available 24/7, and operated by an independent external provider. Reports can be made in a range of languages. The Integrity Line allows for communication between the complainant and Randstad.

Reports received through this Integrity Line are forwarded to the relevant Local Integrity Officer, who ensures that any report is dealt with quickly, fairly and lawfully. All concerns are treated in confidence, and with the complete assurance that there will be no retaliation against anyone filing a complaint in good faith. Although we encourage reporters to share their identity (as communication with the reporter greatly facilitates any investigation), reports can also be submitted anonymously when making use of the Integrity Line.

Where serious misconduct is proven, management will take prompt and appropriate action.

assessments

All new employees receive information relating to Modern Slavery as part of their induction programme, particularly where the Randstad Business Principles are covered. Employees working in branches are provided with guidance on indicators of modern slavery and complete mandatory e-learning. Mandatory refreshers cover Business Principles and modern slavery training.

The Randstad Risk & Audit function requests branches (annually) to complete a Branch 'Self Assurance Check' termed (self-audit). This is usually completed in October, yearly with a focus on issues including, but not limited to, working rights, payment conditions, safety and compliance with applicable laws.

The branch 'Self Assurance check' is documented in our 'Quality & Risk Management Manual'. All branches complete yearly with the Self Audit sent to branches for completion and return to risk & audit for review and feedback, providing corrective actions. The process is evidenced by the branches completing and signing a 'Branch In Control Statement'. The data and all returns are collated and further feedback provided to Senior Management and relevant Directors.

Randstad also has dedicated IR, HR, WHS, Audit and Legal teams supporting the business in its day to day operations.

consultation

As part of the Randstad global group of companies, Randstad (including all the Australian affiliates) is audited by its Global Business Risk and Audit Function (BR&AF) team on compliance with the global policies, including the Human Rights Policy. Further, all group companies report to the global audit committee and provide global reporting on any misconduct matters in line with global listed company requirements. Randstad and its Australian affiliates conduct centralised audit, training and follow the same global policies applicable to all companies and same integrated management boards. The Australian affiliates are run as part of the same control group.

We engaged and consulted with all companies we own or control in the development of this statement. We discussed details of the Modern Slavery Act 2018's reporting requirements, actions we intend to take to address these requirements and provided them with relevant materials and updates.

approval

This statement has been approved by the CEO of Randstad Holdings Pty Limited, the board of directors for each affiliate company and is applicable to all companies within the Randstad group of companies operating in Australia.



Nick Pesch

CEO

Randstad Holdings Pty Limited