

Vragen van VBDO

Antwoorden Randstad cursief in blauw

The Dutch Association of Investors for Sustainable Development (VBDO) would like to continue engagement with Randstad about its sustainability performance, both by asking questions in writing and at your Annual General Meeting (AGM). With this letter, I inform you of the questions we have prepared for this years' AGM.

Question 1:

VBDO is very positive about Randstad's group-wide human rights policy, as issued in 2019. VBDO is aware of Randstad's relationship with clients and the limited leverage that it has to improve labor conditions of its seconded workforce. Nonetheless, VBDO wants to express that it finds safeguarding the human rights of Randstad's seconded workforce also the company's own responsibility and not only that of its clients. At this moment, Randstad does not share an overview of which human rights risks employees are exposed to in different sectors or high-risk sectors. This impedes insight of shareholders and stakeholders in possible human rights related matters. Could Randstad commit to share more information (e.g. results from its Human Rights Risk Mapping) on human rights risks at clients and high-risk sectors in its 2021 Annual Report?

Randstad recognizes its impact on labor markets, which is often closely related to human rights. We therefore consider this topic relevant, and operate in accordance with global agreements and conventions (e.g. UN Global Compact, ILO, OECD guiding principles). We are committed, together with all our stakeholders (i.e. being first and foremost our employees, candidates and clients, but also relevant employer bodies and associations) to preventing or mitigating adverse human rights impacts that are caused by or linked to our operations and services, and addressing such impacts if they occur. All our employees are trained in human rights (covering our policy) through our induction and refresher e-learning program: Randstad Rules! One of the human rights that we focus on is health and safety; we strive to create a healthy and safe working environment and wellbeing at work for all stakeholders; candidates, employees, clients and visitors including contractors. Although the legal responsibilities and liabilities with regard to the different stakeholders may vary per country, unsafe jobs are never an option.

Question 2:

Fostering inclusive employment is one of four drivers identified by Randstad that will help reach the ultimate goal of touching the work lives of 500 million people worldwide by 2030. VBDO applauds the recognition of the importance of diversity and inclusion and the related measured KPIs mentioned in the annual report. However, the lack of measurable targets and time-bound and intermediate deadlines for these KPIs makes tracking the progress of Randstad towards its 2030 goals difficult (i.e. also for some other drivers). VBDO would like to know if Randstad is on track to reach its ultimate impact goal and the accompanying KPIs on this matter. When can VBDO expect Randstad to introduce more intermediate targets (e.g. with 5-year intervals) and annual updates on the progress made towards its 2030 impact goal?

We are currently preparing the foundation of measuring progress to our ultimate goal, defining relevant journeys, impact descriptions, and quality thresholds applicable, engaging specialized external support and a wide range of multi functional teams in Randstad. It's linked to the process of measuring our impact on different stakeholders, including society. Together with the global ED&I council, we will also include the KPIs and targets on fostering inclusive employment.

Question 3:

Among Randstad's 2030 goals is achieving equal pay for work of equal value in the context of SDG 8.5. Last year, Randstad made the commitment to consider reporting on equal pay for men and women over the year 2020. Given that Randstad currently already analyses disparity in pay of the organization, could Randstad make the commitment to commence reporting on the findings of the gender wage gap analysis by next year, thereby also differentiating between permanent contracts and temporary contracts?

A global team of HR professionals has been working on collecting and sharing best practices and approaches to embed the notion of equal pay in key HR processes. We aim to have balanced hiring, promotion and salary review processes. We have also created equal pay dashboards for the majority of our organization to create insights and highlight actionable trends. We want to understand which variables influence a possible equal pay gap within Randstad and to what extent these variables only explain or also justify it. We are in the process of verifying these insights locally at this stage. As such we cannot commit to report on equal pay at a specific date yet. That said, ED&I is a topic we take to heart at Randstad which is also evidenced by the recent establishment of our ED&I counsel under Executive Board ambassadorship of Rebecca Henderson.