

shaping



a safe and  
healthy

world of work.



# contents

## global health & safety

### policy.

- |    |  |    |   |
|----|--|----|---|
| 04 | foreword by Jacques van den Broek CEO Randstad | 09 | framework with key performance indicators |
| 06 | the scope is employees and candidates          | 10 | daily communication about H&S             |
| 07 | our goal is a continuous decline of harm       | 11 | involvement of all stakeholders           |
| 08 | local responsibility                           |    |   |

# randstad's commitment

to health  
and safety.

'health indicators  
are key in attracting  
the best people.'

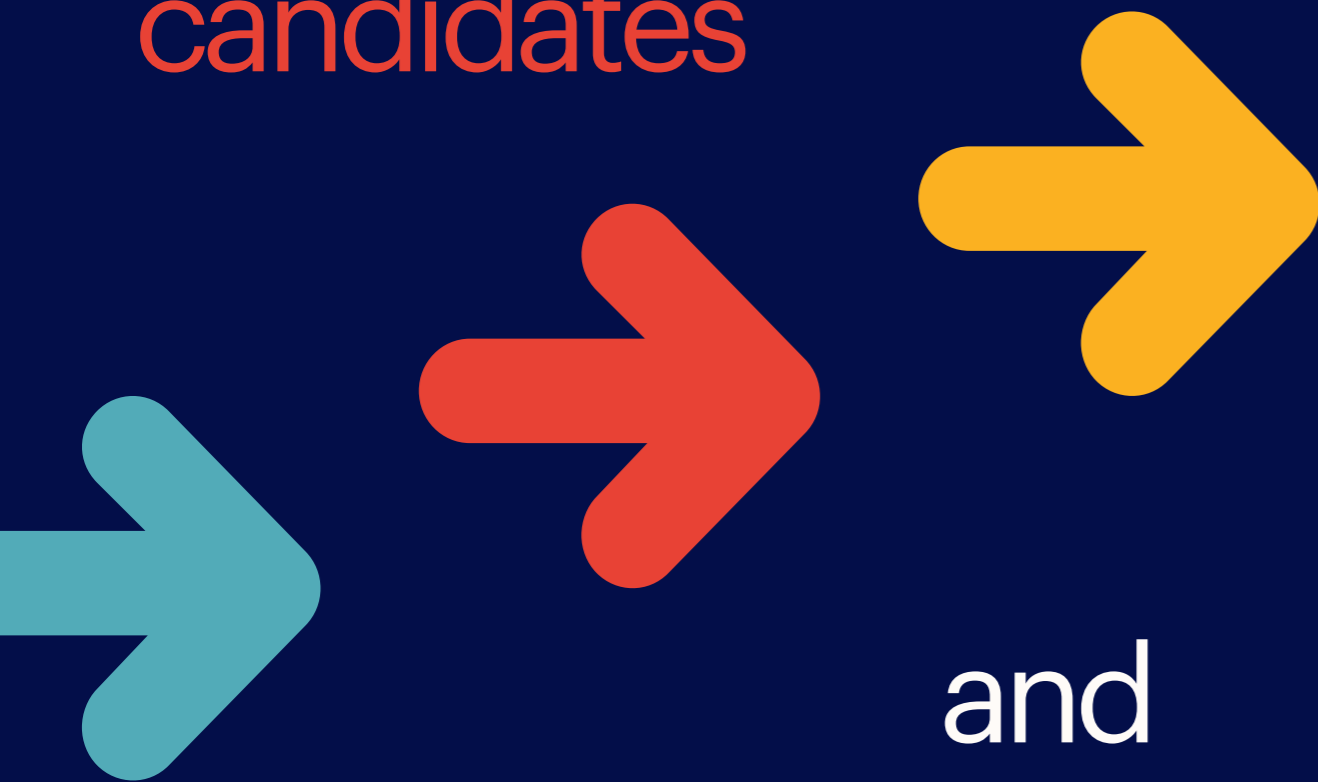
'To provide the best jobs for candidates' and 'to be the employer of choice for our employees' are two of the five pillars of our sustainability framework. These two pillars demand a clear vision and approach to health, safety and wellbeing, while at the same time emphasizing the interdependency between Randstad, candidates, employees and clients.

Randstad is committed to providing and maintaining a healthy and safe working environment and wellbeing at work, to do all that is reasonably practical to prevent personal injury and illness and to protect our candidates, employees, clients and visitors from foreseeable work hazards. Randstad

Group and all Randstad operating companies, branches, candidates and employees are committed to complying with all applicable legal requirements and local standards. Our guiding principle is that all decision making is also based on protecting the inherent safety of our candidates and employees. This includes the development and maintenance of our systems and procedures, the provision of resources and the continuous improvement of our business practices.

Jacques van den Broek  
CEO Randstad

candidates



and

employees.

this policy covers both our candidates and employees in all our businesses across the globe.

Randstad strives to create a healthy and safe working environment and wellbeing at work for all stakeholders: included in this policy are 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. All candidates and employees across the labor market have a right to a healthy and safe work environment.

**risk assessment**

The health and safety risks vary from sector to sector, and through different industries. Randstad aims to develop appropriate health and safety measures based on the risk assessment in conjunction with key stakeholders of these different sectors, and taking into account the national legal responsibilities. Health and safety ('H&S') measures should also include the necessary precautions to be taken when candidates and employees travel to areas indicated as unsafe by authorities.

# 9 objectives!

- 1 Aiming for zero fatalities and continuous decline of harm. We commit to minimizing harm by identifying, prioritizing and controlling risks to health, safety and wellbeing in accordance with the principles of reasonably practicable and foreseeability.
- 2 Every candidate and employee commits to the goal of avoiding accidents and incidents and engages to amplify health. Every candidate and employee acts safely at all times, to ensure their own welfare and that of others in the workplace.
- 3 The promotion of health and safety measures is an objective throughout every level of the business.
- 4 Promote and coordinate with our client companies a high quality of preventive activities, in order to ensure adequate health and safety protection of all candidates, employees and clients whether they work at our client's sites or at the group's facilities.
- 5 Provision of adequate information and training of all candidates and employees regarding the health and safety preventive measures and their health monitoring in line with the applicable national legislation.
- 6 Responsibilities and accountabilities are identified, monitored and reviewed for all levels.
- 7 Candidates and employees of Randstad will proactively participate and be involved in H&S matters.
- 8 All countries will have an H&S operational structure in place fit to their specific local circumstances to be able to reach these goals.
- 9 The long term ambition of Randstad is to have implemented a global Health and Safety Management Framework for example in line with the OHSAS18001:2007 standard.

we are aiming for a continuous decline of harm.

# our health and safety framework

## contains kpi's.

our health and safety framework contains key performance indicators (kpi's). some of these are already in place at local level, others are under development.

Sickness rates, work-related accidents or incidents resulting in lost-time injury and work-related fatalities are tracked both for candidates and employees. When accidents happen in spite of efforts to ensure safety, an investigation will be undertaken to establish the cause. As far as reasonably practicable, additional measures are established to prevent recurrence

Randstad Holding promotes wellbeing, health & safety and has the primary responsibility for the global H&S policy. Randstad Holding provides guidance and promotes sharing of best practices on H&S throughout the Randstad Group by working together on these duties with the local H&S Heads in the various countries.

This policy is documented, implemented, maintained and reviewed periodically to ensure that it remains relevant and appropriate to the organization. At least annually the Randstad Holding and the local H&S Heads will review the policy, objectives, KPI's and implementation milestones.

# local responsibility



## for h&s.

a local health and safety (h&s) head (or officer) is appointed per operating company, country or region, as suits the local organizational structure.

The local H&S Head has the operational responsibility to develop the H&S organization, with the support of the local Managing Director being ultimately responsible for H&S at local level. The H&S Head ensures compliance with local H&S legal and internal requirements and with the global policy. All local policies are aligned with this global policy. Measures to prevent incidents, accidents and illness are developed and implemented by those responsible at local level.

# health and safety as part of



## daily communication.

most of the work related accidents are related to behavior. h&s should be part of daily communication practices at local level, through all levels of the randstad organization.

At local level it should be decided how and when the policy is best shared with candidates, employees, clients and other stakeholders, as well as included as part of the induction process for new employees and (where deemed appropriate) also candidates. This policy is communicated to all persons working under the control of Randstad as established in the scope and with the intent that they are made aware of their individual H&S obligations.

#### available for stakeholders

The policy is also available to interested stakeholders. To help countries/ operating company with the development of a local H&S structure best practices are shared as guidance and inspiration in our global networks and communities. The local H&S Heads are the driver for the development and review of the global H&S policy and objectives. They enable consultation & participation of candidates and employees (representatives) in H&S matters and are responsible for developing a structure enabling.

# get all stakeholders

## involved.

the success of the h&s system depends on the involvement of all stakeholders. this involvement can range from passive involvement through receiving information to consultation or active participation.

Topics where candidates, employees have to be involved in are:

- Hazard identification, risk assessments and determination of controls
- Incident investigation and follow-up

At a local level Randstad works together with its clients on improvement of H&S, prevention of accidents and incidents. This entails as a minimum the exchange of information on H&S issues and general working conditions related to the workplace of the clients. Candidates and employees are informed about the participation mechanisms and structure in which they are involved, including who is/are their representative(s) on H&S matters. If necessary Randstad can consult relevant external parties about pertinent H&S matters. This policy is documented, implemented, maintained and reviewed periodically to ensure that it remains relevant and appropriate to the organization. At least annually the Randstad Holding and the local H&S Heads will review the policy, objectives, KPI's and implementation milestones. Most of the work related accidents are related to behavior. H&S should be part of daily communication practices at local level, through all levels of the Randstad organization.

#### best practices

Employees, clients and other stakeholders, as well as included as part of the induction process for new employees and (where deemed appropriate) also candidates. This policy is communicated to all persons working under the control of Randstad as established in the scope and with the intent that they are made aware of their individual H&S obligations. The policy is also available to interested stakeholders. To help countries/ operating company with the development of a local H&S structure best practices are shared as guidance and inspiration in our global networks and communities.

#### driver for development

The local H&S Heads are the driver for the development and review of the global H&S policy and objectives. They enable consultation & participation of candidates and employees (representatives) in H&S matters and are responsible for developing a structure enabling cooperation with clients on H&S subjects.

title	Global Health & Safety Policy
effective date	20-07-2016
function	Group Human Resources and Group Business Risk & Audit (GBR&A)
document number	HSP_version1.0_20072016

