

インクルージョン & ビロッキング

グローバルレポート2025



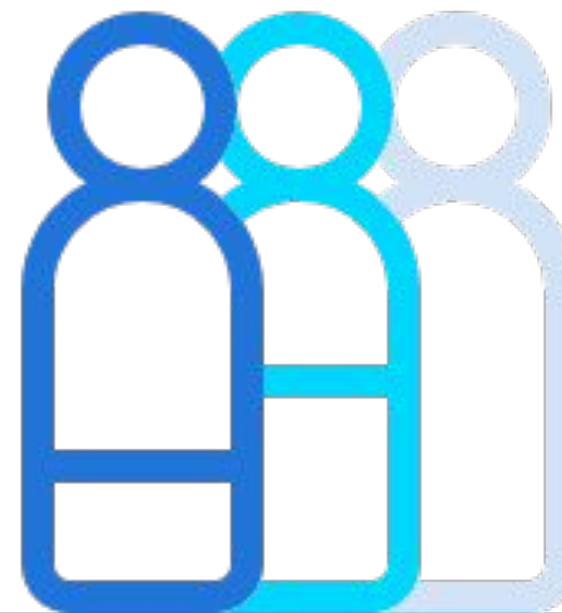
ランスタッド
randstad



グローバルインクルージョンと帰属意識の戦略

ランスタッドの2025年 インクルージョン & ビロッキング グローバルレポートでは、多様性と公平性を推進し、フェアな労働市場を実現するための取り組みを紹介しています。

従業員一人ひとりの個性を尊重し、その「違い」を価値へと変えることで、組織としての強化と成長を目指しています。



トップメッセージ



ランスタッド N.V.
CEO
サンダー・ヴァント・
ノールデンデ

「デジタル化やAIの進展、そして深刻な人材不足という市場の変化に直面する中、ランスタッドは「公平性（エクイティ）」を経営の核心に据えています。EVP「Together We Grow」を通じて、誰もが潜在能力を発揮できるインクルーシブな文化を醸成し、従業員への投資を通じてクライアントやタレントに高い価値を提供します。世界で最も公平かつ専門的な人材企業として、すべての人が輝ける未来と持続的な成長をリードして参ります。」

グローバル戦略の成果

+15%

BRGメンバー増加率

+50%

クライアントエンゲージメント

企業内外での公平な労働条件と多様性推進を掲げ、地域ごとのニーズに合わせた取り組みが実を結んでいます。

■ ビジネスリソースグループ (BRG) の活動

ランスタッドのインクルージョンへのコミットメントは、多様な労働力と、組織内に構築されたコミュニティおよびビジネスリソースグループ(BRG)に現れています。

グローバルBRGやエクイティ・チーム、ローカルおよび地域チームによって、インクルージョンとビロッキングに関連する幅広いトピックの活動やプログラムが主催されました。

これらのイニシアチブは、誰もが貢献し、活躍できる職場を創造することを目指しています。

ランスタッドのBRG：

女性インクルージョンネットワーク、グローバルプライド、障害者とアライ、ジェネレーションズ（世代別）、新入社員、マルチエスニックボイス（他民族の声）など



▲ランスタッドの国際女性デーやプライド月間のキャンペーンより。当事者とそのアライ（理解者・支援者）たちが出演するイベントのビデオ

ジェネレーションズ（世代別）BRGによる、世代間AI活用の違いに関するオンラインイベント▼



多様性とインクルージョン推進活動



グローバルな支援

LGBTQ+、障害者、多文化など多様なコミュニティを支援し、世界各国で意識向上のための啓発活動を実施しています。



2025年の展開

各国のBRGs（ビジネスリソースグループ）を通じて、認知度向上と具体的な支援を伴うキャンペーンを展開しています。



主要な活動事例

インドのBRGs、イタリアのEquity Contest、オランダのDiversity Weekなどが代表的な成功事例として挙げられます。

各国の多様性推進事例: 米州・アジア

多様なコミュニティと連携した社会貢献や雇用創出活動を実施しています。特に障害者やマイノリティの雇用促進に注力しています。

国名	主な取り組みと成果
アルゼンチン	障害者雇用促進プログラムを展開し、700人の就労支援と170人の雇用を実現
オーストラリア	先住民族支援やリコンシリエーション週間のイベントを実施
ブラジル	5つのBRGが多様性と持続可能性週間を通じて啓発活動を展開
中国	Z世代向けの就労支援イベントや国際女性デーの活動を展開



◀ランスタッド中国の国際女性デーイベント

先住民族の歴史や文化への理解を深め共生を目指す、ランスタッドオーストラリアの取り組み▶



ランスタッドアルゼンチンの障がい者インクルージョンワークショップ▶



各国の多様性推進事例: 欧州

オランダやスイスでは多文化・多世代交流、ジェンダー平等を推進。また、スイスでは性別賃金格差の是正に向けた認証を取得しています。

国名	主な取り組みと成果
ベルギー	視覚・聴覚・運動障害の体験型ラボを開催し、理解を促進
フランス	差別防止研修や健康啓発、ジェンダー平等推進基金の設立
ドイツ	女性リーダーシップ促進のためFKI指数を活用し、トップ10入りを達成
ギリシャ	新入社員メンター制度やウェルビーイング情報の提供



◀ランスタッドベルギーの「エクイティ・ウィーク」では視覚・身体障害や感覚の違いを疑似体験するワークショップを通じて従業員の多様な特性への理解を促進

ランスタッドフランスの研修イベントや基金設立のようす▶



日本：多様性と包摂を加速させる施策



女性の健康と ウェルビーイング

女性の健康管理、ウェルビーイング、メンタルヘルズに焦点を当てたウェビナーシリーズを開催。誰もが自身の健康課題についてオープンに話せ、サポートを得られる環境を整えています。



ジェンダー多様性と エンゲージメント

全従業員を対象にジェンダーの多様性をテーマとしたエンゲージメントプログラムを実施。多様な視点を持つことの価値を共有し、組織全体のインクルージョン意識を高めています。



アンバサダー制度と LGBTQ+支援

ED&Iアンバサダーを選出し、現場主導の意識改革を促進。
LGBTQ+の当事者やアライ（理解者）を支援するコミュニティの構築に注力しています。



社会的インパクトとコミュニティ支援

世界各国で

445,100

名のリスキリングを実現

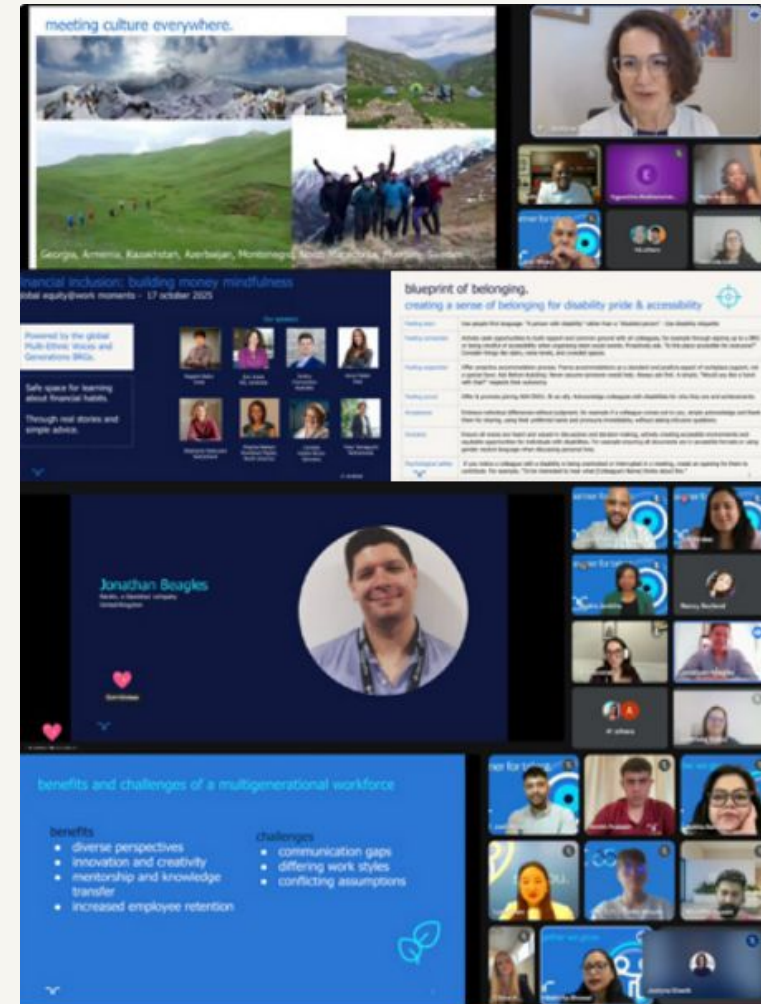
支援 カテゴリー	グローバル実績 (2025)	主なアプローチ
リスキリング	445,100 人	AI進展に伴うスキル開発と キャリア支援
障害者雇用	11,600 人	アクセシビリティの向上と 就労機会の創出
難民支援	50,000 人	地域連携と公共パートナー シップの活用

重要イベントと従業員エンゲージメント

国際女性デー、プライド月間、障害者の日のサンライズイベントなどを開催し、多様性と帰属意識の醸成を促進しています。

また、毎月の「equity@work」（従業員が公平な機会について学び帰属意識を深めるために設計された安全な対話の場。毎月、ニューロダイバーシティや世代間リーダーシップといった多様なテーマを扱いインクルーシブな文化を育みます。）や、テーマ別のセッションを通じて、インクルージョンと公平性についての意識向上を継続的に図っています。

「equity@work」セッションの様子を収めたスクショや写真▶



表彰など

国名	主な表彰・認証実績
インド	LGBTQ+ inclusion においてトップ評価を獲得
日本	PRIDE指標「ゴールド」5年連続、D&Iアワード「ベストワークプレイス」4年連続認定
スペイン	「Best Company for All Talent」を受賞
英国	イギリス国防省「Defence Employer Recognition Scheme」（元軍人の専門スキルの評価、社会復帰と雇用機会の創出支援のレコグニション）においてシルバーアワードを受賞
アイルランド	継続的なインクルージョンへの活動を評価する「Investors in Diversity Silver」認証
ポルトガル	「Inclusive Employer Brand」の認定を取得

認証、受賞、および表彰の全リストは、www.randstad.com をご覧ください。各地域におけるサステナビリティの取り組みについての詳細は、[こちら](#)からご確認いただけます。

サプライヤーとパートナーシップ

サプライヤー評価にインクルージョン指標を導入し、持続可能なサプライチェーンを構築しています。PBIS（パフォーマンス・ベースド・インパクト・スパンド）を活用し、社会的価値の創出を促進しています。2025年には、クライアントと連携した「DREAMプログラム」を通じて、サプライヤーの能力向上とインクルージョンの推進をさらに加速させました。

社会貢献とボランティア活動



パートナーシップ

VSOや地域団体と連携し、青少年や女性、障害者の雇用支援およびスキル開発をグローバルに推進しています。



ブルーエコノミー

タンザニアでのブルーエコノミー支援や、各地域での雇用促進活動を通じ、経済的自立をサポートしています。



エンパワーメント

2025年には、社員によるボランティアや募金活動を通じ、社会的弱者の支援とエンパワーメントを実現しました。

文化・伝統と多様性の融合

各国の独自の文化や伝統を尊重し、相互理解を深めるためのインクルーシブなイベントや交流を実施しています。インドでの文化・芸術イベントや、スペインでの祭典・スポーツ活動を通じ、多文化交流の価値を高め、多様性を組織の力に変える取り組みを継続しています。

教育・研修と未来志向の戦略

偏見解消ウェビナーや心理的健康促進セッションなどの社内外の研修やワークショップを通じ、多様性理解と偏見解消を促進しています。また次世代リーダー育成や社員の意識改革を継続し、多様性を組織文化に根付かせます。

CEOや役員の間での公約やパネルディスカッションなど、企業リーダーや管理職が多様性とインクルージョンの重要性を理解し、積極的に取り組むための土台を作りました。データや調査結果を活用した戦略的なインクルージョン推進と、持続可能な文化変革を目指します。

働き方と包摂的な職場環境

性別や世代、障害の有無に関わらず働きやすい環境づくりを推進

制度の整備

性別トランジション支援や障害者の合理的配慮、柔軟な勤務制度を推進しています。

社会貢献

VSO等と連携し、社会的弱者の支援とエンパワーメントを実現しています。

文化の融合

各国の伝統や文化を尊重し、多文化交流を通じて相互理解を深めています。

弊社サービスについてのお問い合わせ

https://services.randstad.co.jp/ja/company_contact/

調査内容およびメディアお問い合わせ

communication@randstad.co.jp



ランスタッド
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global inclusion and belonging.

report 2025



randstad

partner for talent.

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introduction.

together, we grow together, we belong.

At Randstad, our vision remains steadfast: to be the world's most equitable and specialized talent company. We know that real growth happens when people feel safe to be their true, unique selves. Our [Workmonitor findings](#) indicate 57% of talent feel more engaged and productive when they can be their authentic selves. In a world defined by talent scarcity and rapid digital transformation, our focus continues to be on meaningful progress and ensuring fairness and access for everyone.

Our Global Inclusion and Belonging (I&B) Report for 2025 isn't just a summary of initiatives, it is a celebration of the potential we unlock when fairness comes first.

This year, we focused on doubling down on our culture of inclusion and belonging into tangible impact. We considered ways that we could see, value and celebrate people, each shining through their uniqueness. An example is that across Randstad, we placed 211,400 people without a formal degree ([Randstad Annual Report 2025](#)). Our goal has been simple: promoting access for all.

We hope you will find that the stories in this report are proof of our value of simultaneous promotion of all interests. Our programs, initiatives and moments, centered around Randstad's people, clients, communities and partners, remind us that when we embrace the differences that make us unique, we become stronger as a collective. Because when we create space for everyone, we don't just succeed, we thrive.



a message from
sander van 't noordende
chief executive officer
transforming talent equity



"The global labor market is rapidly changing. We stand at the forefront of this transformation, where Digitization and Artificial Intelligence (AI) are opening doors to new skills and possibilities. Meanwhile the structural nature of talent scarcity, means it is a business imperative to remove barriers that prevent talent from working. In a world where every contribution and every skill counts, equity is essential for long-term business performance and social progress. Today's talent seeks more than just a job; they aspire to flexibility, balance, and true equity. This includes guaranteeing equitable opportunities for advancement to all and creating an inclusive culture where all talent can thrive.

With our [Partner for Talent](#) strategy, we are leading this change. Powered by our people, and united by our Employee Value Proposition (EVP), "[Together We Grow](#)," we build a culture where every individual can flourish, innovate, and reach their full potential. When we invest in our people, we ignite a chain reaction of excellence, empowering them to deliver extraordinary value and become trusted partners to our talent, clients, and each other.

Thanks to the unwavering dedication of our Global Equity Committee, leaders, and colleagues, we are setting the standard for what it means to be the world's most equitable and specialized talent company. Together, we are shaping a future where everyone can thrive, and our collective impact drives lasting growth for our people, clients, and business. Let's continue to dream big, act boldly, and grow—together."

a message from
myriam beatove moreale
chief human resources officer
driving performance with the best team



Equity remains at the heart of our ambition and our Partner for Talent strategy. With talent scarcity being the defining challenge of our time, creating a level playing field for all talent is truly a business imperative. As the world's leading talent company, we must be a role model for our industry, clients, talent and our own employees. This is why building the Best Team in the industry is one of our key strategic pillars.

In 2025, we continued to invest in the development and specialization of our teams, ensuring they have the skills needed to succeed today and in the future. This is directly linked to our global EVP, Together We Grow, which continues to unify how we support our people across the areas of culture, purpose, well-being, reward, and growth.

We made meaningful progress in strengthening the foundations that will enable clear career navigation and growth for our people. We completed the design of the Randstad Career Model and advanced the implementation of Workday as our global HR system. Both represent critical milestones that will bring greater transparency, consistency, and equity to career paths and learning pathways. These changes not only support fairness; they also help us build deeper expertise and stronger capabilities across our organization.

At the same time, our ongoing commitment to equity for a broad range of topics such as gender parity and inclusive practices, ensures that equity remains embedded in how we operate every day.

These efforts reaffirm Randstad's strong people-centric culture, reflected once again in our recognition as one of the World's Best Employers in 2025. We are proud of the progress made this year—and we remain unwavering in our ambition to be the world's most equitable and specialized talent company.

a message from audra jenkins global chief equity officer

empowering impact through equity



In 2025, we moved beyond laying the groundwork for equity and accelerated into action—scaling inclusion as a core driver of performance, innovation, and sustainable growth across every market we serve. Guided by four interconnected pillars— [people](#), [clients](#), [communities](#), and [partners](#), we are embedding equity into how we lead, operate, and grow, ensuring it delivers measurable impact for our business and the world of work.

people

Our progress begins with accountable leadership. A deeply engaged executive team, supported by our Global Equity Committee, is translating values into action, integrating equity into our business strategy, operating model, and talent lifecycle. This disciplined focus enables us to expand access to opportunity, strengthen leadership capability, and unlock the full potential of both our employees and the talent we place.

clients

Our clients rely on us to fuel their growth with highly skilled, diverse talent. By combining advanced technology with deep market and industry expertise, we deliver agile, compliant, and culturally relevant talent solutions. This approach not only meets evolving workforce expectations—it strengthens client outcomes and positions us as a trusted partner in a rapidly changing labor market.

communities

Belonging is the engine of equity and long-term impact. Many global organizations have a strong multi-generational workforce. As highlighted in our [2026 Workmonitor Report](#) 78% of talent state “they are more productive when collaborating and embracing different viewpoints.” By fostering inclusive environments where people feel valued, seen, and empowered, we create fair access to opportunity and enable all individuals—and communities—to thrive.

partners

Strategic partnerships amplify our impact. In 2025, we deepened collaborations with leading global non-governmental organizations (NGOs) across disability inclusion, gender equity, and LGBTQ+ advocacy. These partnerships provide critical insight and expertise, equipping our leaders to navigate the complexity of a global workforce while accelerating progress.

As we enter 2026, we are doubling down on inclusion, belonging, and opportunity as catalysts for innovation and growth. When equity is embedded into how we work and who we serve, shared success follows—strengthening our people, advancing our clients, uplifting communities, and reinforcing our ambition to be the world’s most equitable and specialized talent partner.

overview of our global inclusion and belonging strategy.

Our global strategy is dedicated to promoting inclusion and belonging for all individuals. Consistent with our human rights and fair labor conditions policy, we are committed to fostering a fairer labor market. This includes working to ensure that decent jobs, which offer financial progress, dignity and security, are accessible to everyone. This commitment to fairness and equity is reflected both within our own workplace culture and in our interactions with talent, clients, partners, and the communities we engage with. We continuously strive to cultivate relationships that uphold a culture of inclusion and belonging for everyone.

Read our human rights and fair labor conditions policy here.

[read more](#) →

We are committed to fostering an inclusive internal workplace where every employee can thrive. To this end, our global strategy ensures that our business resource groups and worldwide inclusion initiatives are adapted locally, allowing us to meet the diverse needs of all our employees. This localized approach to true inclusion and belonging guarantees that everyone feels represented and valued.

Randstad complies with all applicable local labor laws and regulations in the jurisdiction of employment, which may supersede any company-wide policies or guidelines. In the event of any conflict between local labor laws and company policies, the applicable local laws will take precedence, and Randstad is committed to ensuring compliance with such laws to protect the rights of its employees.

This year, our inclusion and belonging strategy delivered high impact and meaningful engagement for our people, talent, clients, communities and partners. Through our sunrise-to-sunset events and campaigns for special days, our global BRGs saw over 15% increase in their membership on an average. The global equity team also had almost a 50% year on year increase in client engagement and advisory on a wide range of topics related to leadership, inclusion, disability, employee health and well-being and other perspectives crucial to fostering true belonging for everyone.

Internally, our diversity and inclusion engagement score consistently remained above the professional services benchmark.

We continued to engage with local and global partners who collaborated with Randstad to remove barriers for those at a distance from the labor market; and providing insightful approaches to building our own culture of equity, inclusion and belonging.



our global business resource groups (BRG)

women's inclusion network (WIN)

The women's inclusion network (WIN) BRG continues to strengthen and encourage an equitable and inclusive workplace for women and allies. This year, to recognize International Women's Day, members of the WIN BRG and other colleagues across Randstad shared how they want to turn inspiration into action.



[watch the video](#)



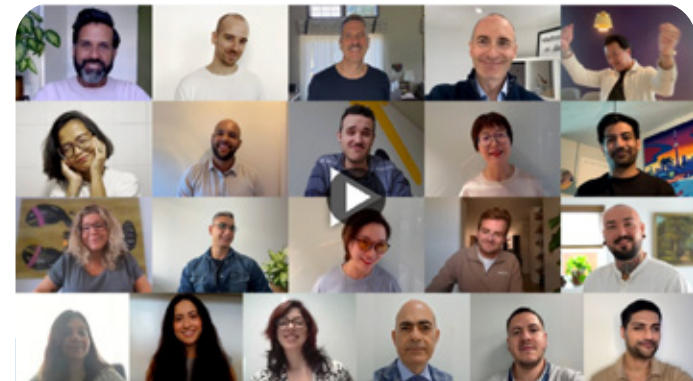
video still from Randstad's International Women's Day campaign, with our women employees and allies.

global pride

The global pride BRG's purpose focused on strengthening and encouraging an equitable and inclusive workplace for LGBTQI+ and allies. During the global Pride Month in 2025, an inspiring video featured our LGBTQI+ colleagues and allies sharing what inclusion looks like at work.



[watch the video](#)



screen grab of video of randstad's global pride campaign featuring randstad's employees.

a message from marc-etienne julien chief executive north america



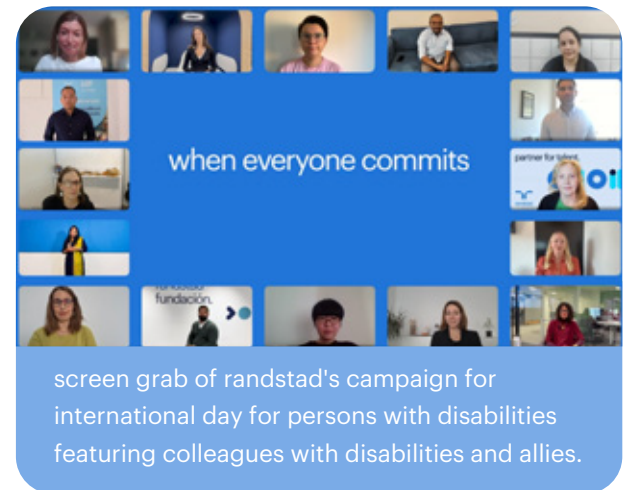
for pride BRG

As a Partner for Talent, our commitment to building the best team means fostering a culture of true belonging for everyone. Our Business Resource Groups are at the heart of this work. They are the employee-led engines that turn our commitment to equity into action, and provide the connection, advocacy, and education we need to ensure every perspective is heard.

As the executive sponsor of the Pride BRG, I am proud to champion their role in creating a workplace where all our colleagues feel safe, valued, and empowered to be their authentic selves. When our people thrive, we all succeed.

alliance for disabilities and allies BRG

The alliance for disabilities and allies (ADA) BRG continues to promote and strengthen an equitable and inclusive workplace for individuals with disabilities and allies. To recognize International Day for Persons with Disabilities this year, colleagues across Randstad came together, through in a video together to share how we can all empower workplace accessibility.



[watch the video](#)

a message from michael smith chief executive randstad enterprise

for ADA BRG



Our ambition to be the world's most equitable and specialized talent company means ensuring every individual is empowered to thrive. The Alliance for Disabilities and Allies (ADA) BRG is a critical partner in this mission. Their work champions an environment where barriers are removed, unlocking the full potential of our people.

As we continue our evolution into a digital-first company, advocacy and insights from our ADA BRG are essential to ensure our processes are designed to create new pathways for connection, rather than obstacles. By embedding these principles into our culture, we celebrate our unique strengths and empower our teams to deliver the specialized solutions our people and clients expect.

generations

The generations BRG continued to focus on strengthening and encouraging an equitable and inclusive workplace for individuals across multiple generations. The BRG hosted a series of webinars, including one on AI across generations. The BRG also launched a reverse mentoring program, matching colleagues with someone from a different generation and with different experience.

you're invited to join us for Generations@Randstad BRG event:
AI across generations: coffee talks.
 July 29th 2025
 2pm-2:45pm SGT/ 11:30am- 12:15pm IST/ 8am - 8:45am CET

come and join us for coffee chat around these AI topics:

- when did AI start & why has it suddenly become like, a bloodline for everybody?
- is it that important for every citizen on earth, which is 8 billion, to know AI?
- use cases sharing for every business day life
- how can we use AI to enhance my productivity
- Q&A and more!

speakers

Pavan Krishna
Director, PMO
Randstad Digital

Pravin Gaikwad
Senior DevOps Architect
Randstad Enterprise

generations BRG - AI across generations coffee talks.

a message from herman nijns chief executive international markets

for generations BRG



At the heart of our “Together We Grow” promise is a commitment to building the best team in the industry, one where every employee feels empowered to contribute to our success. This commitment is more vital than ever as we navigate a historic demographic shift. For the first time in history, we have six generations working alongside each other, from Traditionalists active in advisory roles, to Generation Alpha entering the labor market through internships, first-time jobs, and seasonal roles.

As the executive sponsor for the Generations BRG, I see firsthand that our strength lies in our ability to combine wisdom of experience with the fresh perspectives of everyone. To build the best team, we must create a culture where digital fluency and institutional wisdom don't just coexist but actively fuel our growth while providing opportunities for mentorship, innovation, and shared success.

new@randstad

The new@randstad BRG focused on strengthening and encouraging an equitable and inclusive workplace for new joiners in Randstad. Through the year, the BRG hosted BRG introduction sessions for new joiners and people managers across multiple time zones, to introduce them to the culture of inclusion and belonging in Randstad.

May 2025

global BRG introduction for new joiners & managers.

supported by new @ randstad

randstad

partner for talent.

new@randstad BRG - global BRG introduction for new joiners and managers.

a message from dominique hermans chief strategy & transformation officer

for new@randstad BRG

As Chief Strategy & Transformation Officer, I know that true transformation is fueled by the continuous infusion of fresh perspectives. Our ambition to be the world's most equitable and specialized talent company relies on our ability to not just hire new talent, but to empower them immediately.

As the executive sponsor for the New@Randstad BRG, I believe that a strong start is the foundation of a thriving career. By fostering an inclusive community that bridges the gap between our newest joiners and our tenured experts, we accelerate our ability to innovate. We are building a workplace where every individual, regardless of tenure, has equitable access to the opportunities they need to succeed.



multi-ethnic voices

The multi-ethnic voices BRG focused on strengthening and encouraging an equitable and inclusive workplace for ethnically diverse workers and allies. During the year, the BRG hosted an engaging webinar to recognize Hispanic heritage and Indigenous Identities featuring internal speakers sharing their stories, and a fun quiz.

My Heritage Story
Tomas Mac
Business Controller | Randstad Argentina

- Product of a beautifully chaotic Argentinean family as one of six siblings
- Now building my own family legacy with my wife and two children
- A firm believer in the power of friendship, always sealed with a good asado!
- Big fan of football and immensely proud to have seen my city's idol, Leo Messi, lift the 2022 World Cup for our country
- Convinced that the lessons from our family, traditions and culture are our greatest assets in the workplace.

"My business philosophy comes from two places: Messi's World Cup team and every big Argentinean family. Both teach you to argue with passion, defend your team unconditionally, and celebrate every victory around a great asado. It's a strategy that has never failed."

screen grab of a speaker's story - multi-ethnic voices BRG event.



a message from Jesus Echevarria chief operating officer

for multi-ethnic voices BRG

At Randstad, we believe that equity is a fundamental driver of our business performance. In this complex global market, we cannot deliver exceptional results if we rely on a uniform way of thinking. To truly innovate and solve problems effectively, we need the distinct strengths that come from our differences.

The Multi-Ethnic Voices BRG plays a crucial role in keeping this conversation at the forefront of our operations. By championing a culture where we celebrate our different experiences, we can build deeper connections and stronger trust within the communities that we serve. Placing equity at the forefront of everything we do better positions us to deliver meaningful impact for our talent and the clients that we serve.

our sunrise-to-sunset events

To recognize important days of observances, Randstad hosted three global sunrise-to-sunset events for International Women’s Day, Pride Month and International Day for Persons with Disabilities. Similar to the sunrise-to-sunset events of the previous years, these events were hosted across two sessions to accommodate multiple time-zones. The sessions started off with a fire-side chat with one of our global leaders; followed by an engaging panel discussion featuring Randstad internal colleagues and leaders, and Randstad clients’ and partner speakers.



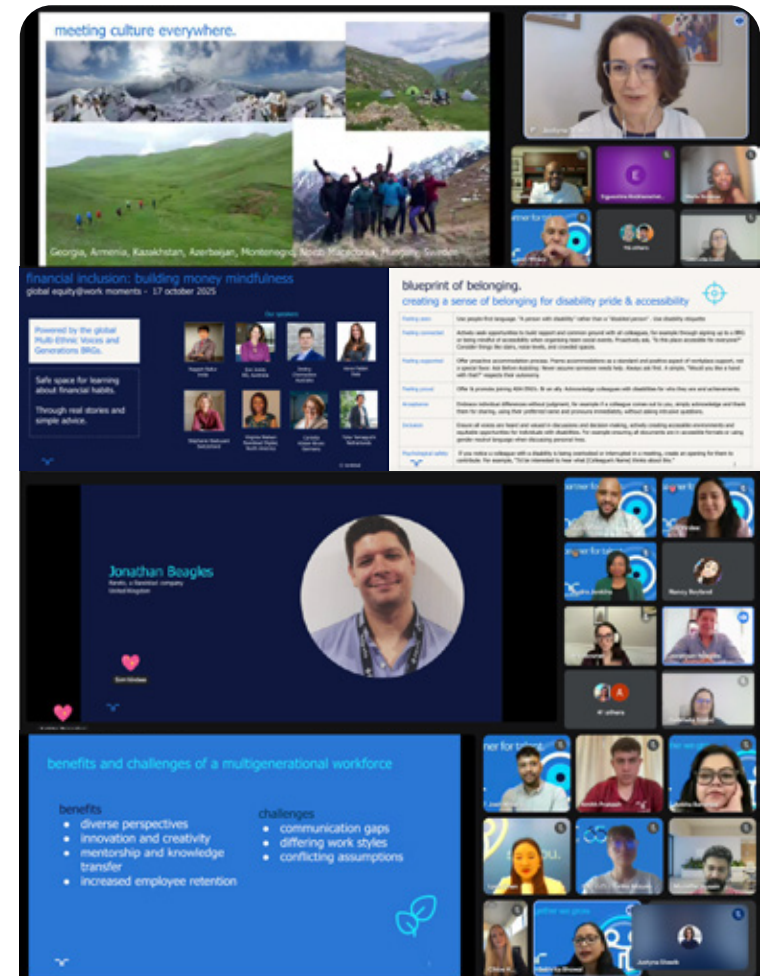
our equity@work moments

Our equity@work morning were designed to create a safe and engaging space for all employees to discuss and learn about equal opportunities for all and foster belonging.

Based on monthly themes, we touched upon topics that are important for our employees while fostering inclusion and equitable opportunities for all.

Each session included a blueprint of belonging, a simple takeaway of the learning from the session speakers, to help all participants implement new ideas of inclusive moments in their own teams.

Supported by our global BRGs, we focused on topics that included neurodiverse inclusion and mental health awareness, international culture month, leading across generations and financial inclusion - building money mindfulness.



collection of video stills and images from the equity@work moments.

other engagements strengthening our promise of together we grow

Through the year, Randstad colleagues across the world came together to drive conversations and meaningful actions on several topics of inclusion and belonging. These engagements reaffirmed our EVP, Together We Grow, and specifically, the pillar of culture.

For World Mental Health Day in October, our global chief equity officer, Audra Jenkins, shared a powerful video on why mental health is crucial for promoting inclusion for all. Our global L&D team partnered with Leqtire for a full day of interesting webinars on mental health and wellbeing.

Randstad continued our partnership with WeQual in 2025, with the highlight being a keynote session with Mark Bateman, CEO of WeQual. Supported by the global equity team and the women's inclusion network (WIN) BRG, Mark shared insights and advice about disruptive leadership. The session also included an inspiring message from Randstad's CHRO and WIN BRG executive sponsor, Myriam Beatove Moreale.



[watch the video](#)



● people.



jorge vazquez chief financial officer

At Randstad, people are the heart of our success. We are building a culture of belonging that allows everyone to thrive. This is embedded in our strategy for how we partner for talent.

It is our colleagues' active participation that drives this impact. Over the past year, their efforts have accelerated opportunities: reskilling more than 445,100* individuals, enabling meaningful employment for 11,600* people with disabilities, and supporting 50,000* refugees. This is a true team achievement that reflects our clear ambition to become the world's most equitable and specialized talent company.

argentina

Randstad Argentina's 2024 equity, diversity and inclusion policy focused on labor inclusion for disadvantaged groups and fostering an inclusive company culture - welcoming diverse backgrounds, sexual orientations, nationalities, and people with disabilities. Awareness training was conducted on diverse perspectives, and a practical guide for neutral hiring was co-developed with the Buenos Aires government. In 2024, Randstad Argentina also launched an equity, diversity, and inclusion consultancy service, supporting over 50 clients. By 2025, three of the 60 interested clients purchased the service.

For the first time, Randstad Argentina arranged an employability tips workshop for persons with disabilities in Barrio Mugica, as part of our continuing support for disability inclusion. We also formed the first internal working group of professionals with disabilities, with references from all units to identify talent with disabilities and proactively help identify roles for them with our clients. This deep commitment to supporting people with disabilities reaffirmed our promise of equitable employment for all.

Since 2018, Randstad Argentina has partnered with the Buenos Aires City government on a labor inclusion program in Barrio Mugica (a shantytown). This public-private initiative offers interviews, training, and tips to help residents find jobs. The partnership has intensified, now involving five branches and monthly training. Our offices actively recruit from Barrio Mugica to promote equity in our own workforce.

From the project's start, 700 interviews and 45 workshops (96 training hours) involving 92 volunteers have benefited 700 people, leading to 170 hires. In 2024, we held our 300th employability workshop.

For the third consecutive year, we received the Buenos Aires government's employability and training distinctions for successfully placing Mugica residents.

A similar project began in Barrio Fraga in 2024. In 2025, two employability workshops were held with 45 participants, who are now in our candidate database. Our CEO, Sander van 't Noordende visited Barrio Mugica in 2025 and experimented with an in-person employability workshop.



randstad argentina's workshop for people with disabilities



randstad argentina for our CEO, sander's visit - barrio mugica

australia

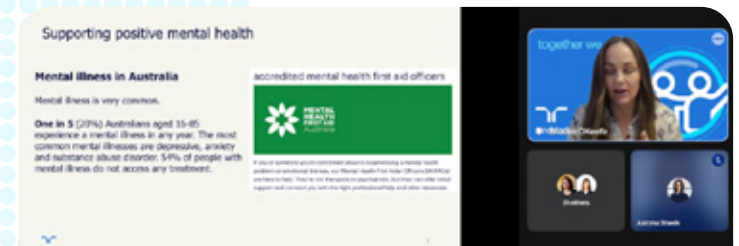
Each year, Randstad Australia acknowledges 'National Reconciliation Week' - a period dedicated to encouraging Australians to learn about the shared histories, cultures and achievements of Australia's Aboriginal and Torres Strait Islander (First Nations) peoples.

Supporting First Nations peoples is a core pillar of our equity, diversity, and inclusion strategy in Australia. This year, to mark the occasion, we hosted a Q&A style event, inviting one of our clients, an Aboriginal woman, to speak about her personal experiences. The Q&A style event provided a platform to explore the true meaning of Reconciliation Week, discuss the ongoing challenges faced by First Nations communities and identify ways we can all better support our First Nations colleagues and talent.

In April 2025, Randstad Australia colleagues Brooke O'Keefe and Madeline Hill shared about the mental health support and first aid programs in Australia during an equity@work moments session on neurodiverse inclusion and mental health awareness. They also shared tips about neuro-inclusive interview tips for recruiters and managers.



randstad australia - national reconciliation week.



randstad australia colleagues in equity@work moments session on neurodiverse inclusion and mental health awareness

brazil

In 2025, Randstad Brazil completes its third year with a program dedicated to diversity and inclusion.

Each year, the representatives of the five BRGs prepare and implement a schedule of actions that includes workshops, presentations, podcasts, and frequent communications on the topic. The objective is to generate increasing awareness among employees and make Randstad an even more inclusive company.

We work with five different BRGs, focusing on the themes of Gender, Generations, LGBTQIA+, Race, and People with Disabilities. Our groups are formed by volunteers from various departments and hierarchical levels—individuals who are committed to the cause and willing to collaborate.



diversity and sustainability week
libras
class
brazilian sign language



Brazil Diversity and Sustainability Week
Colorful balloon backdrop

belgium

In Randstad Belgium, during our Equity Week, we organized Experience Labs to allow our employees to experience what it is like to have vision impairment, how it feels to be completely reliant on a wheelchair, and what it is like to hear, see, and process the world in a different way than most people.

Experience Labs are immersive sessions in which employees experience what it is like to live with a visual, auditory, or motor impairment. We also introduced them to neurodiversity — how the brain processes information in different ways and what that means in daily life and in the workplace. A unique opportunity to see the world through different eyes, both literally and figuratively.

As Randstad Belgium, we shared the story of Laurens, Pamela and many others, talented individuals who were distanced from the labour market. Thanks to the personal guidance of Randstad coaches, they have found (or rediscovered) their professional place and, with it, their self-confidence. By embracing talent in all its forms, companies not only make a positive social impact, but also attract valuable employees who contribute to their success.



[watch the video](#)



Randstad Belgium - Experience Labs

france

Randstad France launched a mandatory, custom-built 30-minute internal training, Les Gardiens de la Non-Discrimination or Guardians of Non-Discrimination, for all employees. Based on real-life situations, it aims to make every employee an active contributor to equal opportunities by teaching them to identify different forms and criteria of discrimination (e.g., disability, religion, origin, gender), know how to refuse discriminatory requests and understand the legal risks. It also teaches how to actively promote inclusion and belonging in daily work.

In June 2025, Randstad France held a non-violent communication (NVC) webinar to equip employees with tools for respectful, authentic dialogue focused on mutual needs. Participants learned to understand NVC fundamentals and express emotions and needs clearly, establish a climate of listening and trust and prevent conflicts, strengthen positive relationships, and gain serenity/efficiency, thus supporting a harmonious environment and mental health.

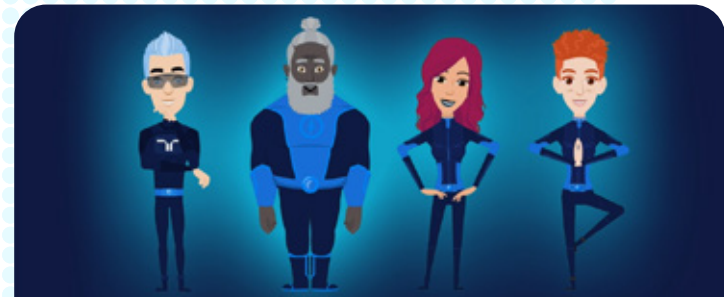
Through 2025, Randstad France offered several health prevention and screening initiatives including hearing loss and deafness - a webinar on occupational hearing health and specialized screening sessions by hearing specialists. Others were on breast cancer prevention ("Pink October") - awareness workshops, including instruction on correct self-examination and skin cancer prevention.

Randstad France established the Randstad Foundation in June 2025 to promote gender diversity and women's skills in high-demand sectors like industry, technology, and engineering. The foundation supports women's return-to-work, encourages workplace gender parity, and guides young women toward future careers, aiding both individual careers and business growth.



[watch the video](#)

In December 2025, Randstad Group France attended the inaugural "Prix Femmes de l'Aéro & du Spatial" (Women in Aerospace and Space Award) at the Aero-Club de France. Organized by the Groupement des Industries Françaises Aéronautiques et Spatiales and Le journal de l'aviation, the ceremony celebrated outstanding careers and emphasized gender diversity in the sector. Ana de Boa Esperança, General Director of the Randstad Foundation, presented the "Technical and Field Professions" Award, recognizing operational expertise vital for performance and safety.



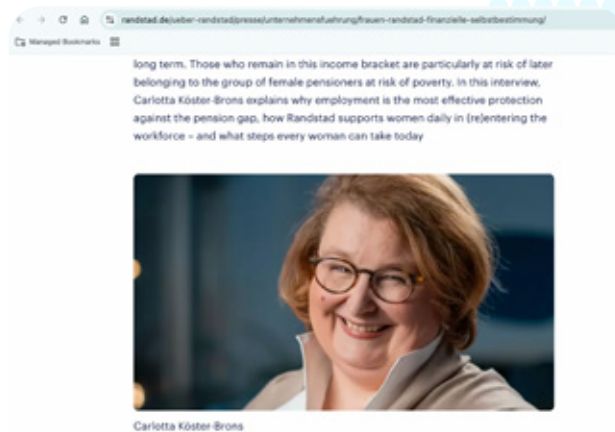
randstad france - images from activities and programs

germany

Randstad Germany participated in the Women's Career Index (FKi) 2025 and is utilizing the Index model and the survey findings to strategically and effectively place more women in leadership roles and to achieve greater overall diversity within the organization. For the first time, Randstad achieved a Top 10 ranking. The FKi is a quantitative indicator used to measure the success rate of diversity initiatives. It assists companies in developing long-term strategies and establishes an objective foundation for increased transparency, objectivity and consistency in promoting women and ensuring greater diversity within their organizations.

Elderly poverty disproportionately affects women. In an interview, Randstad Germany's Carlotta Köster-Brons, Head of the Berlin Capital Office and Chairwoman of the Diversity Council, explains why employment is the most effective protection against the pension gap, how Randstad Germany supports women daily with starting (or restarting) their careers - and what steps every woman can take today.

[women@randstad: financial independence - interview](#)



Carlotta Köster-Brons

Why is the pension gap such a sensitive issue?

[interview page - randstad germany](#)



Randstad Deutschland

TOP 10 PLATZIERUNG

Das Unternehmen hat 2024 am Frauen-Karriere-Index (FKi) teilgenommen und nutzt das Index-Modell und die Erkenntnisse der Erhebung, um gezielt und erfolgreich mehr Frauen in Führungspositionen zu etablieren und insgesamt eine höhere Diversität in der Organisation zu erreichen.

Der FKi ist ein quantitativer Indikator zur Messung des Erfolgsgrades von Diversitäts-Aktivitäten. Er unterstützt Unternehmen bei der Entwicklung langfristiger Maßnahmen und schafft sachliche Grundlagen für mehr Transparenz, Objektivität und Kontinuität in der Frauenförderung und einer höheren Diversität in den Organisationen.

März 2025

Barbara Lutz

Gründerin, Studienleitung und Geschäftsführende Gesellschafterin



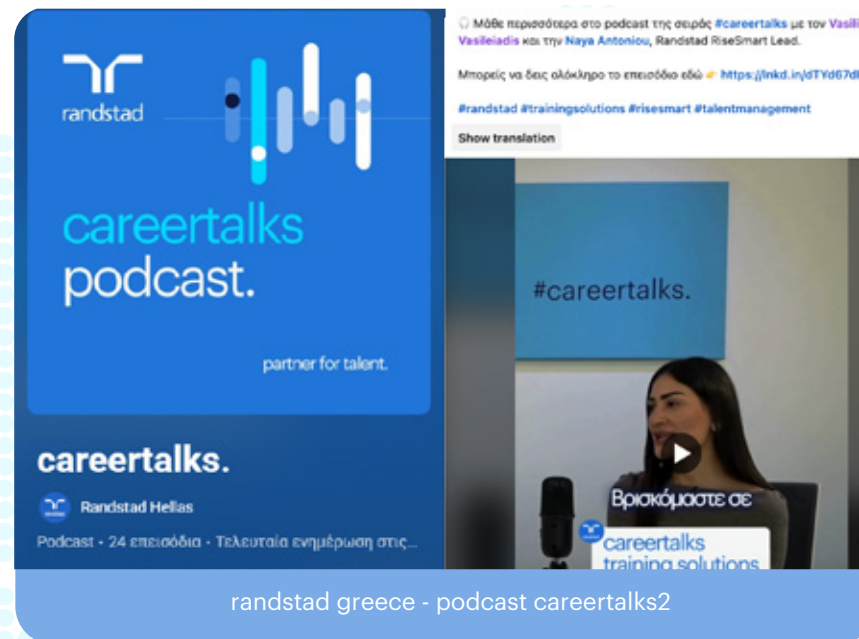
germany - fki 2025 certificate

greece

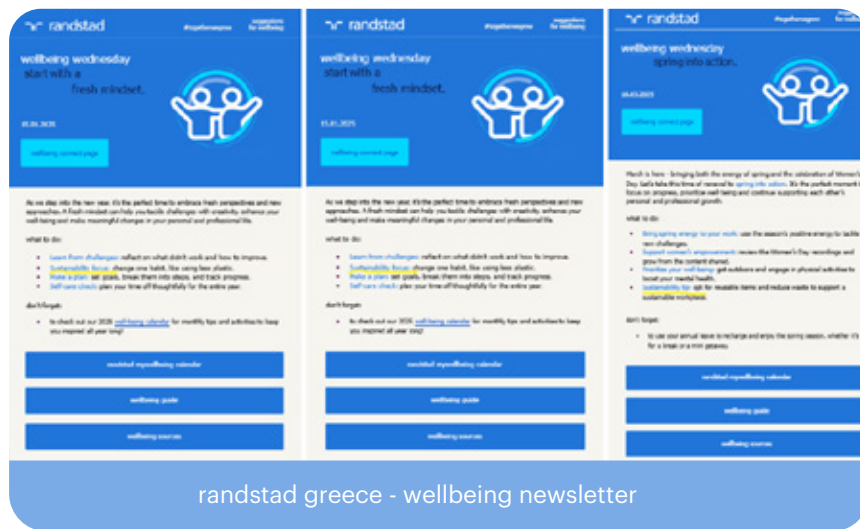
Randstad Greece's unique onboarding buddy program pairs newcomers with experienced employees for guidance on non-work aspects like navigating the office and company culture (a nod to the new@randstad BRG). This system reduces stress and fosters a sense of belonging, ensuring a smoother transition.

Randstad Greece also publishes a well-being newsletter, a professional resource with advice, tips, and content (articles, podcasts, events) to support mental health and sustainability at work. This initiative reflects our dedication to a supportive workplace where everyone can thrive.

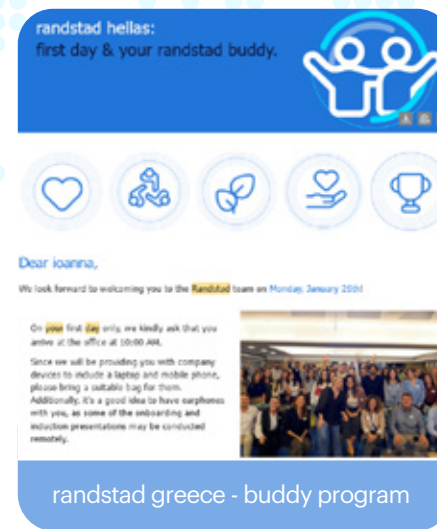
Finally, Randstad Greece runs "Career Talks" podcasts, sharing expertise on topics like job market trends, interview preparation, needed skills, and professional branding. Our goal is to be a trusted guide for everyone's career journey.



randstad greece - podcast careertalks2



randstad greece - wellbeing newsletter



randstad greece - buddy program

greater china

On the occasion of International Women's Day 2025, Randstad China hosted a series of engaging activities. We proudly joined the world in celebrating women's achievements and reaffirmed our commitment to their rights, equality, and empowerment.

Some of the key highlights included a themed photo collection activity where employees enthusiastically shared photos using the hashtag #frominspirationtoaction, successfully showcasing the team's positive spirit and smiles. The other engagement was the EDI*EVP Roundtable discussion. This successful cross-strait event featured two inspiring women speakers who shared valuable career insights, discussing opportunities and challenges for women and offering practical advice. Linking to our EVP pillar of growth, the discussion highlighted Randstad's commitment to supporting all employees' career aspirations with real-world examples.



randstad china - IWD



randstad china - panel discussion

To address China's severe urban youth unemployment (around 21%) and a record 12.2 million new university graduates, Randstad China hosted a Gen Z Open Day in Shanghai. The interactive session, designed to aid young job seekers, revealed Gen Z's top three job priorities: salary, development, and interest. This insight offers Randstad China a new, systematic perspective for strategic talent investment and supporting employee career growth. The initiative involved 47 participants (graduates and managers) and included 32 face-to-face interviews.

hong kong

Randstad Hong Kong hosted a non-commercial special screening of the acclaimed, locally produced film about pride, identity and love. This initiative was part of a broader commitment to fostering inclusion and belonging, specifically aiming to raise awareness and support within the Pride community. The choice of the film was deliberate, as it sensitively explores themes crucial to the community, particularly the challenges and triumphs associated with finding the courage to live one's authentic life and embracing one's true self, even in later life. The event provided a platform for dialogue and reflection, underscoring Randstad's dedication to creating a workplace and a society where every individual feels seen, valued, and empowered to be themselves without reservation.



randstad hong kong movie screening for pride month.

italy

Randstad Italy's November 2025 "Randstad Equity Contest" celebrated internal inclusion projects, awarding the Randstad Back2Work project (employing Italian inmates) and "[La casa di Toti](#)" (job inclusion for young people with special needs).

Also, in November 2025, Randstad launched "Essere Genitori Oggi" ("Being Parents Today"), a training course with CPP - [Centro PsicoPedagogico](#) to promote shared parental responsibility. The initial meeting drew 400 colleagues, with 10 monthly webinars to follow until November 2026 (5 on childhood, 5 on adolescence). A separate 2025 course, "Parenting: discover your new best self," supported 80 new parents returning from leave in reconciling parental and professional identities.

Beyond training, Randstad provides financial support: "Baby Randstad" (€250/month for nursery school, 306 requests in 2025), "Randstad Baby Sitting" (reimbursement up to €330/month, 14 requests), and "Randstad Grow up" (a €1,000 annual welfare bonus until the child's 6th year, totaling €7,000, 486 requests).

Randstad Italy's "Disability... col cavolo!" BRG ran an intranet campaign from October 10 to December 3 to promote psychological well-being. The campaign focused on respectful language, suggested media for understanding mental health, and culminated on December 3 with the "Well-being and mental health: are they topics that concern everyone? Spoiler: yes!" webinar, co-organized with Progetto Itaca Foundation, which aimed to dismantle prejudices and provide self-care tools. Finally, the LGBTQAI+ BRG shared an intranet post and video defining "inclusion" and advocating for a welcoming, respectful, and authentic workplace.



[watch the video](#)



[watch the video](#)

In 2025, Randstad Italy strengthened the Randstad Box initiative. We started with a physical hub in Milan in 2023 for Millennial, Gen Z, and Gen Alpha talents, organizing training and orientation. This successful model was replicated in 2025 with a second hub in the Italian Motor Valley. Also in 2025, we innovated PCTO (Pathways for Transversal Skills and Orientation, formerly school-work alternation) training modules, focusing on relational health, social presence, and critical/entrepreneurial thinking. A key project was "intraPRendenti," a 33-event course in Parma to develop young people's entrepreneurial potential.



japan

Randstad Japan, led by the Gender ERG, launched internal initiatives focused on women's health, mental health, and career diversity. In March 2025, a "Parallel Careers" webinar promoted career options and work-life integration. In October 2025, for Pink Ribbon Month, Dr. Kanako Inaba, an obstetrics and gynecology specialist, led a webinar on "Women's Health and Cancer," emphasizing early detection and fostering empathy for colleagues undergoing treatment. These contents, shared with internal employees, 30,000 dispatched workers, and external participants, reinforced Randstad's commitment to employee wellbeing.

To boost inclusion and belonging penetration, Randstad Japan launched the ED&I (equity, diversity and inclusion) Ambassador Program in August 2025, which is now expanding. This bottom-up initiative appoints Ambassadors across all 93 regional branch offices to link them with headquarters. Ambassadors disseminate inclusion and belonging policies, promote events, and gather field feedback. The program fosters inclusion through voluntary employee engagement, offering professional growth like cross-departmental networking and leadership development.

Randstad Japan continued its robust commitment to LGBTQI+ inclusion, which was nationally recognized by securing the highest rating of "Gold" for the fifth consecutive year and the special "Rainbow" certification for the third consecutive year in the PRIDE Index 2025. A significant development includes the establishment of a Gender Transition Process to allow transitioning employees to manage the process confidentially, ensuring that progress is not disclosed to personnel outside of the designated contact. Other efforts include internal visibility through Employee interview on "Humans of Randstad" (interview with a transgender employee) and the provision of LGBTQI+ educational books in the office.

Randstad Japan proactively engaged with the next generation of talent by participating in the inaugural Tokyo Pride 2025 "Youth Pride" event. In June 2025, Randstad's ED&I/Employer Branding Manager participated in a panel discussion titled "The Cutting Edge of Corporate Diversity: A Candid Talk." Focusing on the "Working" theme, Randstad shared its best practices and inclusive workplace environment (example., treating domestic partners the same as legal spouses in work regulations) as a model case. The primary goal was to inspire and inform future LGBTQI+ talent about companies dedicated to inclusion, helping them envision a career where they can work authentically without fear of discrimination, thereby strengthening Randstad's position as an employer of choice.



gender ERG webinar



randstad japan - pride month activities with colleagues



randstad japan pride month activities

netherlands

Randstad Netherlands' 2025 Diversity Week successfully promoted inclusion, connecting talent, clients, and colleagues. A session with philosopher Lammert Kamphuis focused on using active listening and curiosity to combat polarization. The 'equity@work' mobile stand toured offices, engaging stakeholders in key ED&I conversations and demonstrating our external commitment. A candid roundtable with our Global CEO and four colleagues' personal stories highlighted inclusion as a core cultural value. Diversity Week 2025 reinforced the collective daily responsibility for an inclusive environment.

Randstad Group Netherlands hosted an impactful event for LGBTQ+ colleagues during Pride Amsterdam. The session featured an informative talk and dialogue with the women of Lesbische Liga, deepening understanding of effective allyship and LGBTQ+ history.

Randstad Netherlands held an insightful neurodiversity lunch session for 40 participants, aiming to provide knowledge, foster connection, and establish a safe space for neurodivergent colleagues. In October, Randstad Group Netherlands headquarters hosted a vibrant Diwali celebration. This event promoted learning about the tradition and strengthening global ties, with a live connection to colleagues in India sharing insights and well wishes, underscoring cultural exchange and international team unity.



randstad netherlands during pride amsterdam



image of randstad netherlands colleagues during the neurodiversity lunch.



randstad netherlands colleagues for diwali

poland

Randstad Poland's "Multi-generational Dialogue," an internal initiative, connected 50 employees over four months to build awareness and mutual understanding for multi-generational management. The core was structured discussions in pairs/trios, offering a safe space to share perspectives. This deep learning, which included external webinars, increased appreciation for diverse generational needs and proved essential for leading multi-generational teams effectively organization-wide.

Randstad Poland marked International Day of Persons with Disabilities by launching its inaugural Disability Awareness Week in early December. Disability inclusion is a core priority, backed by mandatory new-hire training and a subject matter expert. The week featured quizzes, stories, webinars, and learning. A highlight was Disability Experience Day, an event where employees could explore disabilities firsthand, significantly boosting their empathy and comprehension.

Randstad Poland launched NEUROpower, its first local BRG focused on neurodiversity, aiming to be a neuro-friendly workplace, anticipating that over 40% of the global workforce will be neurodivergent by 2040. NEUROpower hosts monthly "unboxing sessions" for learning and idea sharing, expert webinars, and neurodiversity knowledge-sharing sessions for all Randstad employees. The group, open to all and including support for parents/caregivers, recently had a Committee Member present at the NEUROSHOW 2025 conference.



portugal

In 2025, Randstad Portugal launched a structured volunteer training program to equip employees for effective and responsible community action. The three-module program covers core volunteering principles, inclusion, ethics, communication, and social realities, along with practical sessions. This initiative reinforces responsible volunteering, aids professional development (leadership, teamwork, problem-solving), and aligns volunteers with company values (equity, diversity, inclusion).

Randstad Portugal's annual ED&I survey for corporate employees assessed perceptions of diversity, inclusion, management, leadership stance, and belonging. Results guided an HR action plan to enhance the equitable and inclusive workplace.

In November 2025, Randstad Portugal launched five local, employee-led Business Resource Groups (BRGs) to promote inclusion and equity. These BRGs support Randstad's strategy and UN SDGs, focusing on core drivers (wellbeing, diversity/inclusion, engagement) and strategic domains (leadership, communication). BRG leaders receive a special development path, including informal leadership and presentation workshops.

Randstad Portugal launched two comprehensive guides on Accessibility and Reasonable Accommodations, promoting inclusive thinking and dignity at work. Accessibility covers general conditions, while reasonable accommodations address individual barriers, the lack of which can be discriminatory under EU and national law. The first module focuses on Assistive Technologies and AI, such as screen readers and real-time captioning. These technologies complement employee abilities, with AI further enhancing tools like voice recognition and text simplification, aiming for accessibility for all Randstad employees.

Randstad Portugal was again named an Inclusive Employer Brand (Marca Entidade Empregadora Inclusiva) by the Portuguese Institute of Employment and Vocational Training (IEFP) for 2025-2026. This distinction recognizes organizations that implement inclusive policies promoting equal opportunity and non-discrimination, specifically acknowledging commitment to including people with disabilities in the labor market.

Randstad Portugal's International Contact Center Week strategically developed external talent via diverse training focused on skills, inclusion, and a sustainable work environment. Key initiatives included financial literacy, AI workshops on customer service technology, and first aid training. Dedicated inclusion sessions offered tools for empathetic engagement, and immersive experiences boosted sector understanding and soft skills. These actions reinforced our commitment to empowering external talent and positioning the contact center sector for continuous learning and growth. This resulted in 45 completed initiatives, 1069 participants and with 4 call center sites involved.



randstad portugal - inclusion workshop



randstad portugal - corporate volunteering programme

singapore

Randstad Singapore hosted a t-shirt design contest and a catwalk to celebrate pride month earlier in 2025. The designs were not only beautiful, but also a reminder of the purpose of pride. It was a moment of special celebration as employees enthusiastically participated in the activity to celebrate compassion, confidence and color.

To celebrate Singapore's National Day, Randstad Singapore employees came together to spotlight the country's rich diversity, in heart the spirit of unity and inclusion. Activities included word games and a food contest that crowned the best Singapore-inspired dish. The celebration was a reminder of the power of multiculturalism, shared values of respect, belonging, and collaboration.



randstad singapore - pride month activity



randstad singapore - national day celebrations

malaysia

To celebrate International Women's Day, Randstad Malaysia undertook a thoughtful initiative to recognize and appreciate its women employees. Each woman employee found a beautiful, handcrafted mini flower bouquet on her desk, serving as a personal token of recognition. In addition to this gesture, a motivational card was distributed to all employees to foster a spirit of encouragement and inclusivity across the entire organization.

Later in the year, in observance of mental health month, Randstad Malaysia hosted a unique therapeutic activity. Employees were invited to participate in an air plant terrarium workshop. This hands-on session provided a calming and creative outlet, allowing employees to engage in a mindful activity that supported their mental health. It was a reminder that mental wellbeing is a crucial aspect to promote true inclusion and belonging in the workplace.



randstad malaysia - iwd



randstad malaysia - world mental health day

spain

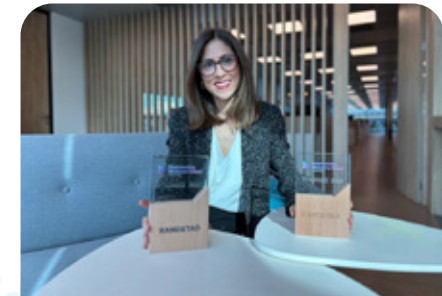
In 2025, Randstad Spain was honored with the "Best Company for All Talent" award, validating our commitment to a diverse and inclusive workplace. We also earned the "Empowering Women Talent" seal, reinforcing our leadership in gender equality and highlighting our efforts to accelerate female leadership and ensure equitable opportunities.

Randstad Spain launched initiatives to harness its multi-generational workforce. "Randstad Generation Talks" videos facilitate open dialogues for junior and senior talent to exchange mentorship and perspectives, breaking down age biases. The "Celebración Sixties" event honored and acknowledged the crucial ongoing contribution of employees in their 60s.

To become the "Partner for Talent" for Gen Z and Millennials, Randstad Spain held a strategy meeting for young professionals. They also used the "Randstad JobTruck" at the Universidad Autónoma de Madrid (UAM) to offer personalized career guidance and CV reviews to students, significantly increasing App downloads and growing their young talent database. Further outreach included sponsoring the "Jardín de las Delicias" festival, positioning Randstad as the link between "life's excitement with professional inspiration." This activation involved a multi-channel digital strategy, including Instagram ticket raffles for virality, and an on-site "re-activate" area.



spain - best company for all talent



spain - empowering womens talent



spain - sixties celebration



spain - jobtruck university

sweden

In Randstad Sweden, we see great value in actively engaging with and educating our staff about societal issues such as diversity and equal treatment. We conduct internal training, which in 2025 was held during the first quarter for internal employees. This training covers, among other things, the definition of diversity and equal treatment, what this means for us, and why it is crucial that we actively address these issues. The training and other aligned engagements help us progress towards even greater inclusion for all.



switzerland

Randstad (Switzerland) AG again earned Fair-ON-Pay's highest Advanced Label certification for its commitment to gender pay equality. This award recognizes companies that demonstrably adhere to internal gender pay equality reviews. The recognition marks a significant milestone in our journey toward a fair and equitable work environment, proving our efforts are effective. We remain committed to upholding this standard and continuously promoting an inclusive workplace.

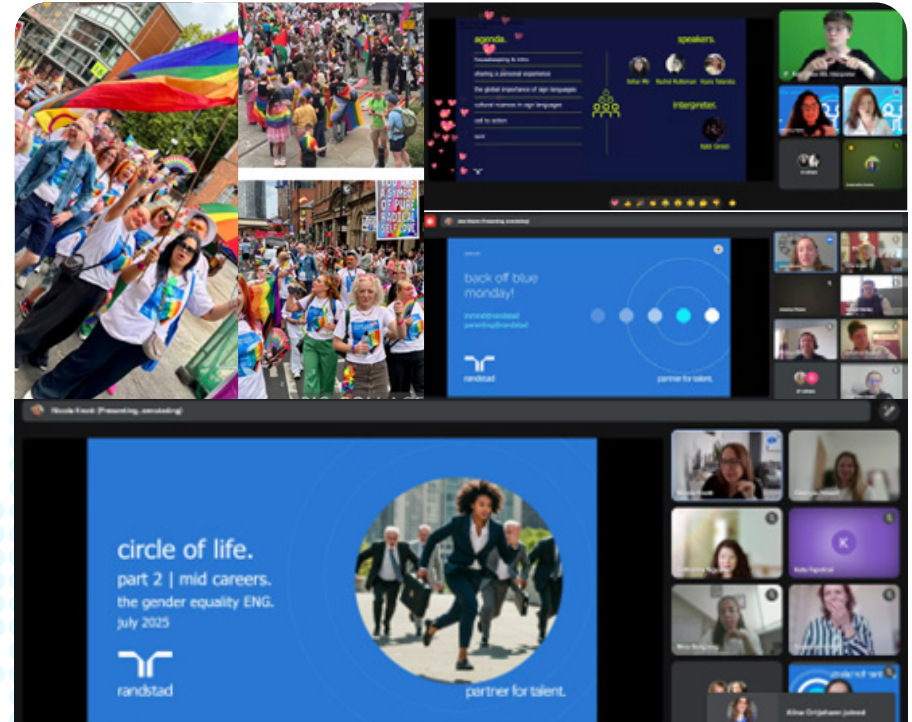
Randstad Switzerland launched a Gen Z campaign, based on a proprietary survey, to prepare this skills-driven talent pool for the job market. A significant gap exists between Gen Z's job aspirations (IT Specialist, Project Manager) and placement reality (Warehouse Worker, General Laborer, Mechanic), which requires a crucial mindset shift for engagement. To effectively reach Gen Z, talent acquisition must prioritize a "skills-first" approach over "degrees-first," focusing on understanding their motivations.

united kingdom and ireland

Randstad United Kingdom (UK) & Ireland significantly enhanced equity and inclusion through seven Employee Network Groups (ENGs), fostering community and allyship. With over 300 active members, around half the workforce is involved in an ENG. Key activities included 52 role model stories, 8 E&I webinars with 500+ attendees and 12 monthly newsletters with nearly 1000 unique views. ENGs spearheaded impactful programs aligned with global inclusion and belonging initiatives, such as webinars for Blue Monday, International Women’s Day, Pride, and mental health.

The local equity team also established The Allyship Academy Workshop Series. This is dedicated to cultivating a workplace culture where inclusion thrives and every voice matters. Our mission is to build a network of inclusive influencers across the business who champion equity, diversity, and inclusion in everything they do.

In 2025, we ran 7 key internal workshops for over 300 Randstad UK and Enterprise EMEA managers and client-facing teams on Wellbeing, Race and Culture, Neurodiversity, LGBTQ+, Disability, Multigenerational working, Sourcing for Inclusion, and Inspiring Inclusion Through Client Conversations. This action-oriented program ensures our people have the confidence, tools, and language to embed inclusive practices in the recruitment process, recognizing that meaningful inclusion starts internally.



selection of photos of inclusion and belonging actions in randstad uk&i

uruguay

In Randstad Uruguay, the local sustainability and equity teams are involved in delivering a plan to promote inclusion and employment accessibility for vulnerable populations. This is achieved with employability workshops delivered through partnerships with local non-profit organizations and the deep interests of our employees who raise their hands to be volunteers to support and train people from disadvantaged groups. So far 96% of employees have been involved in one or more activities, contributing to our global ambition to be the world's most equitable and specialized talent company.



randstad global capability center

Randstad GCC (RGCC) leader, Aqueel Merchant, participated as a panelist in the India region International Women’s Day event. Supported by the local women’s BRG, the event was attended by employees of all Randstad teams located in India. Aqueel shared his perspectives on fostering inclusion and belonging for women and leading multigenerational teams. He also shared an insightful take on the depiction of women and men in media and popular culture and how that has shaped gender norms and roles for the Indian audience.

During the India region pride month webinar, RGCC colleague, Bree Fernandez joined in to share her perspectives on leveraging the Rainbow Forward BRG in India in creating a safe space for LGBTQ+ employees and allies. She also spotlighted the importance of cultural intelligence in promoting inclusion and belonging for all.

At the beginning of the year, a local inspiration moment with Randstad’s global HR leaders was held with participants from RGCC and other India teams joining in for a safe and bold conversation on inspiring actions for inclusion and belonging. Our colleagues had an opportunity to engage in a meaningful, heart-to-heart conversation about the changing realities and opportunities for women in India and beyond.



International Women's Day India event, with India market, Digital and RGCC leaders



randstad GCC - inspiration moment - women of india


beyond the rainbow!
the hues of change.

How can we embrace all the hues of humanity? Build a mindset that is both accepting and inclusive. Join us for this special town hall that celebrates Pride Month with some extraordinary guests.

powered by Rainbow Forward BRG

SPECTRUM
26th June 2025 | 3:00 pm - 4:00 pm

Guests



Vivekanath PS
Managing Director & CEO




Dr. Sachin Bira
Genetic Counselor, Legal & Regulatory Affairs


Speakers



Manasvini Rongarai
An inclusive educator and DEI trainer with over seven years of experience engineering marginalized communities. She is the founder of Atypical Canvas, specializing in neurodiversity-affirming interventions, and has played a pivotal role in training transgender individuals for corporate integration.



Rakshita M
A transgender woman, youth activist, and the Director of Oodada Trust, an organization working for the rights of intersex, transgender, and sexuality minority communities. She is also a trainer and dynamic speaker, conducting training for administrative and police officers in Karnataka.




Shilpa Bose
Lead, Rainbow Forward



Zunaid Khan
Co-Lead Rainbow Forward



Bree Fernandez
Rainbow Forward



randstad

partner for talent.

india region - pride month event with india market and RGCC colleagues - flyer

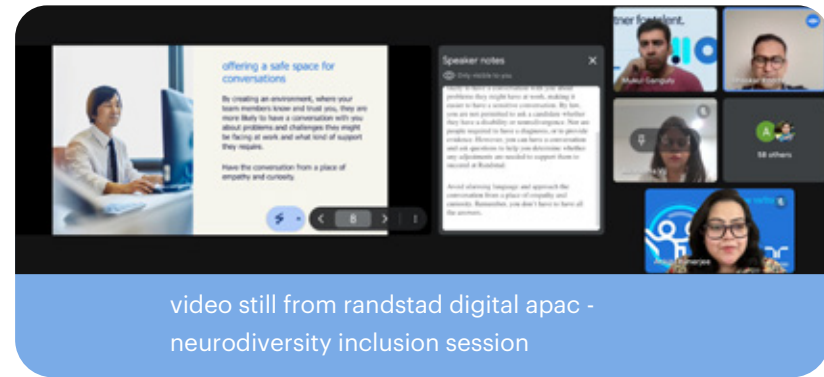
randstad digital

Randstad Digital India colleagues participated in a special edition webinar on neurodiversity inclusion facilitated by the regional equity lead. Powered by the local BRG, the session unpacked neurodiversity situations, traits and how best to provide reasonable accommodations. It also focused on how managers can support individuals with neurodivergent traits, in their teams.

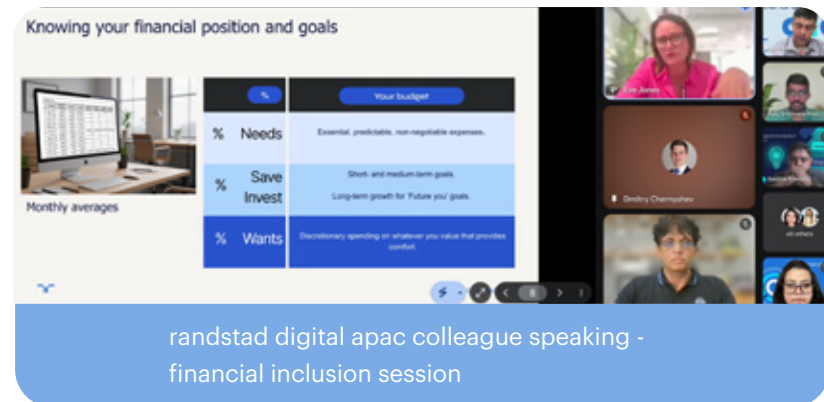
Earlier in the year, one of Randstad Digital’s global leaders, Merlyn Mathew, participated as a panelist in the India region International Women’s Day event. The webinar was attended by employees of all Randstad teams located in India and she shared her perspectives on AI skilling across genders and generations.

One of Randstad Digital’s leaders in India, Milind Shah, joined as a speaker in the Randstad Netherlands Diwali event. Milind generously shared his story and insights about the festival of Diwali and what it means for him and his family and loved ones.

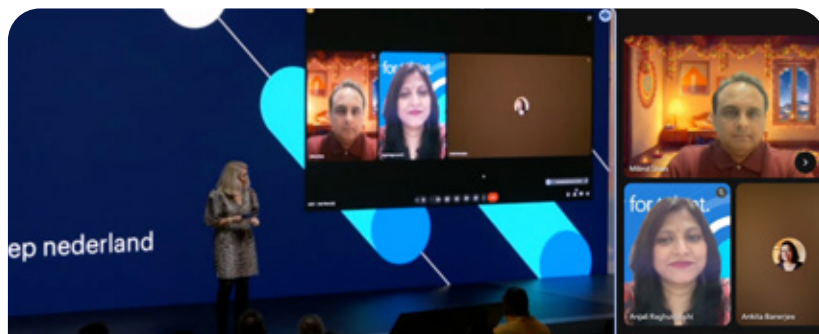
Eve Jones from Randstad Digital APAC generously shared her perspectives and experiences on financial inclusion and money mindfulness during one of our global equity@work coffee moments. She spotlighted the importance of financial positions and goals and how they change through different life situations.



video still from randstad digital apac - neurodiversity inclusion session



randstad digital apac colleague speaking - financial inclusion session



randstad digital apac leader - diwali event with randstad netherlands



grraig paglieri chief executive randstad digital

Our success is anchored in trust, transparency, and shared value creation. By placing people and digital innovation at the center of our strategy, we are deepening our connection with the workforce of the future and positioning ourselves as a trusted partner from the very first interaction. Our business model reflects our values—advancing equity, inclusion, and sustainable growth at scale.

What inspires me most is the bold leadership and purpose-driven mindset of our colleagues and talent, who are leveraging digital capabilities as a force for good—expanding access, empowering underserved communities, and accelerating impact. Guided by a clear sense of purpose, we are shaping a more equitable future inclusive, and accessible for all.



clients.

australia

Randstad Australia supports the global equity@work pillar of disability inclusion, notably by partnering with a large global e-retailer in 2025 to achieve over 90 placements for people with disability.

We also drove positive social and economic impact in 2025 by collaborating with a local government authority, securing employment for almost 45 Aboriginal and Torres Strait Islander peoples facing challenges, which created lasting life and wellbeing benefits.

Randstad Australia's 'Women in Trades' program, delivered for a defence sector client, successfully creates career pathways and formal qualification opportunities for women in trades. In 12 months, the initiative significantly raised women's representation in trades from 1% to 5.4%.

brazil

Randstad Brazil hosts benchmarking events for clients at our office, featuring agendas focused on Diversity, Equity, and Inclusion (DE&I) and encouraging debate and the sharing of best practices.

Throughout 2025, Randstad Brazil's local equity team completed 912 job openings exclusively for people with disabilities, encompassing operational, technical, leadership, and strategic positions nationwide, in addition to improving the team specializing in people with disabilities positions with training on biases, reading characterization reports, and training in Libras (Brazilian Sign Language).



Randstad Brazil roundtable discussion with clients

france

In March 2025, in Clermont-Ferrand, an event was held focused on exchange and experience. This day brought together clients, temporary workers, and Randstad France employees, all committed to a single goal: better understanding the challenges related to disability and acting together! The program included a job dating session with meetings between candidates, recruiters, and clients to foster professional inclusion. Workshops featuring virtual reality headsets and fun, interactive quizzes were organized to test and deepen knowledge about disability. The event aimed to directly support clients in their inclusion and belonging aspirations by providing practical experience and fostering direct connections with diverse talent.



india

Randstad India’s managing director and CEO, Viswanath PS (Vishy), joined as a keynote speaker at a conference organized by one of Randstad’s clients and an external partner. At the event, Vishy spoke about India’s rich and diverse tapestry of inclusion and cultural richness and how it intersects with traditions and innovation. He highlighted that our ancient texts and historical journey have fostered collaboration, inclusion and mutual respect. Vishy was also a panelist at the India Workplace Equality Index awards and summit on the topic of Pride Diversified, Many Roads One Destination. He was joined by panelists from Macquarie Group, Societe Generale Global Solutions Centre and NTT Data. The discussion highlighted different approaches companies in India adopt towards building safe and inclusive workplaces for all.

Earlier in the year, Randstad APAC equity leader, Ankita Banerjee, participated in a panel discussion in association with Merck on the topic of allyship and silently showing up when it matters the most. The conversation unpacked allyship and accountability especially around LGBTQ+ identities.



randstad india - vishy - speaking at external event

IWEI India Workplace Equality Index 2025
SUMMIT & AWARDS
 28th November | Bengaluru

Panel Discussion
Pride Diversified – Many Roads, One Destination

Jaskaran Thukral Division Director Macquarie (Speaker)	Garima Tyagi VP & Head - Business Partners Societe Generale Global Solution Centre (Speaker)	Viswanath PS MD & CEO Randstad India (Speaker)	Srividya Ram Head of Apps and BPS Global Practice - APAC NTT DATA Inc (Moderator)

Register Now: townscript.com/e/iwei2025

randstad india - at the iwei summit and awards

straight, not silent!
 A conversation - voice, presence and being heard.

PANELISTS

Chandra Duraiswamy He/ Him DEI Consultant & Change Management Practitioner	Ankita Banerjee She / Her Lead - ED&I CoE, APAC Region at Randstad	Harsha Arora She / Her GES Hub Leader, Merck Group (Moderator)	Parthasarathi Ray He/ Him Sr. Manager for Regulatory Medical writing group, HC - R&D

#Pride365
 27th May 2025 | 3 PM to 4 PM

randstad india - client engagement

portugal

Randstad Portugal hosted "From Intention to Action: Inclusion of People with Disabilities in the Labor Market," bringing together clients to discuss and showcase Randstad's inclusion practices and corporate best practices. The agenda promoted understanding and action, featuring a welcome, an introduction to the GRACE initiative, and "The Equity Code" led by Lígia Mendes, ED&I Expert Manager. A key session, "Challenges and Successes in Recruitment," included Randstad staff, clients (like Airbus and ANA Aeroportos), and consultants. Following a networking lunch, an inspirational block covered knowledge, transformation, and legal perspectives from various experts. The event reinforced Randstad's commitment to advancing inclusive practices in the labor market. The event had 62 participants including Randstad employees, social partners and companies. There were 17 companies present making it an engaging conversation.

poland

Throughout 2025, Randstad Poland focused client discussions on the anticipated EU Pay Transparency Directive. We leveraged our business, legal, and equity teams' expertise to host nine in-person roundtables for clients in Poland. These high-impact sessions, attended by approximately 60 company representatives each, addressed workplace equity, support for underrepresented groups, and navigating the new pay transparency regulations, concluding with dynamic, actionable Q&A sessions.



randstad poland focused client discussions



randstad poland focused client discussions

spain

Randstad Spain and Fundación Randstad drive the "[ED&I Program](#)" to help clients achieve a more inclusive future. This initiative fosters a collaborative ecosystem where leading companies share knowledge and best practices on critical topics like disability inclusion, mental health, and accessibility. The flagship "[Hub Innovation Day](#)" at our Madrid Social Innovation Hub allows corporate leaders to explore disruptive trends, from the EU Accessibility Act to VR and AI for inclusion. Following this, the data-driven "[EDI Self-Diagnosis Tool](#)" assesses clients' inclusion maturity and identifies improvement areas. By combining these insights with specialized "Innovation Labs," we empower organizations to move beyond mere compliance to a genuine culture of belonging.



Randstad Spain - Hub Innovation Day

sweden

Randstad Sweden, organized two networking meetings during September 2025, where a total of 22 HR Directors from various companies participated to discuss how corporate culture will be impacted by the Pay Transparency Directive, which is set to become effective within the EU in 2026. The initiative for these meetings was to discuss the topic and inform our existing and potential clients on how this directive may impact corporate culture going forward.

randstad enterprise

Randstad Enterprise APAC bolstered its ED&I commitment by participating in MSD Singapore's virtual event, "Celebrating the power of Inclusion," in September 2025, engaging employees in Singapore and Malaysia. Jaya Dass, Managing Director, Randstad Enterprise APAC and India, was a key speaker, sharing Randstad's ED&I expertise and positioning the company as a valued partner and champion in the APAC region.

In April 2025, Randstad Enterprise APAC hosted the "Reimagining work with AI" India Talent Trends 2025 Event in Bangalore. The 90-minute roundtable, led by Glen Cathey, SVP Advisory, Digital Strategy, Randstad, gathered 45 leaders from IT, BFSI, Pharma, Telecom, and HiTech Manufacturing. The session focused on GenAI implementation, upskilling, and critically, how AI can enhance ED&I through inclusive hiring and improved employee experience, emphasizing that technology must align with our values.

The Randstad Enterprise APAC Client Roundtable in Pune, India brought together 17 HR and talent acquisition leaders from key sectors to discuss "Building a Future-Ready Workforce." Topics included equitable upskilling, supportive workplaces, leveraging the city's talent, and balancing governance with culture. The event affirmed Randstad's commitment to inclusive strategies in India's talent landscape.



talent trends event

Randstad Enterprise team also participated in the #PositivelyPurple 2025 event in November 2025, co-hosted with Cisco, reinforcing its commitment to Disability focused resource groups. The event explored PurpleSpace's new learning program, "The Fundamentals and Hurdles of Inner Confidence," for potential use by Randstad's global disability networks, supporting social media content leading up to the International Day of Persons with Disabilities.



positively purple

The Randstad Enterprise APAC team reinforced its inclusion commitment by strategically participating in three Indian industry forums. The People Matters TechHR - focused on leveraging generative AI and pluralistic models for equitable leadership and securing the talent pipeline. The People Matters Talent Acquisition event which focused on leveraging "FutureTech" and "Talent 360" strategies to eliminate hiring biases and engage underrepresented talent. Finally the ET Edge GCC Summit which connected inclusion and belonging advocacy with enterprise growth, positioning Randstad as a key partner for talent architectures within the expanding Global Capability Center ecosystem. A key highlight was the synergy between the equity team, Sales, and Marketing, aligning internal equity goals with external market positioning, and anchoring technological advancement in human-centric equity.

Randstad RiseSmart Belgium of Randstad Enterprise and Volvo Car Ghent addressed the persistent "language gap" in the Flemish labour market, where one in three job seekers lack sufficient Dutch. The joint 'Language Coaching at the Workplace' project offers intensive, on-the-job language and job coaching to non-native speakers, aiding their integration while helping employers secure talent and foster inclusive workplaces. This holistic, scalable, end-to-end approach, distinct from classic language courses, rests on three pillars: Individual Coaching, Employer Transformation, and Stakeholder Collaboration. The results have been inspiring, 228 job placements, 77% retention and noted language proficiency improvement.

The Randstad Without Borders program, a strategic initiative of Randstad Enterprise Italy - Welfare to Work division, partners with the Training Department to offer clients a global, structured approach to corporate cultural diversity. Services include equity, inclusion and belonging related strategic consulting and operational implementation, co-designing personalized training, delivering specific courses (especially focused on interculturality), and promoting "ready for work" talent.

In 2025, this partnership yielded significant results, including equity, inclusion and belonging insights and training modules like Cultural Sensitivity Lab (3 editions), Inclusive Leadership (2 editions), and Breaking Down Bias (2 editions). These initiatives involved 137 participants, enhancing inclusion awareness and skills within client organizations. Randstad RiseSmart Italy executed 48 Active Aging and Generational Mix projects in 2025 for clients, mainly insurance and pharma. Projects included 43 intergenerational courses, 4 courses for those over 50, and 1 work-to-retirement program, promoting inclusive workplaces.

Randstad Enterprise EMEA's Inclusion Lab - AI for Inclusive Hiring & Workforce Transformation session explored how organizations can use AI ethically to enhance fairness, candidate experience, and business results. The November 2025 session featured Randstad colleagues Glen Cathey, Anisha Nadkarni and Josh Willacy, alongside external expert Keith Von Tersch. Key insights included the need for: 'inclusion by design' with ethical frameworks to prevent bias; personalized, accessible, and transparent candidate journeys; proactive risk management (data bias, lack of transparency); and inclusive design for future hiring success, considering gender, people with disabilities, multi-generational, and neurodiversity.



belgium volvo results



belgium volvo project language

Randstad Inclusion Lab: AI for inclusive hiring & workforce transformation:

Our latest Inclusion Lab explored the intersection of AI and inclusive hiring. Experts shared how organizations can harness AI to drive fairness, enhance candidate experiences, and improve business outcomes. Key insights included:

- Inclusion by Design:** AI must be developed with ethical frameworks that prevent bias and promote equity.
- Enhancing Candidate Journeys:** AI can create more personalized, accessible, and transparent hiring processes.
- Proactively Managing Risks:** Data bias and lack of transparency were identified as major risks that must be actively managed.
- Future Workforce Research:** AI will shape the jobs of tomorrow, making inclusive design even more critical for future hiring success.

Thank you to our brilliant speakers (pictured) and everyone who attended and trusted events -- we had a fantastic group join us and received excellent feedback on the session. You can explore the full event summary and event slides to learn more.

Glen Cathey
Senior Vice President, Talent Advisory & Digital Strategy

Anisha Nadkarni
Data and AI Ethics Officer

Keith Von Tersch
Talent Engagement Programs Lead

randstad enterprise EMEA session on AI for inclusive hiring and workforce transformation

The Randstad Enterprise EMEA Inclusion Lab's C-Suite Podcast, "Building Inclusive Workplaces," drew on Workmonitor 2025 data (26,000+ global respondents) showing a shift in workforce expectations toward personalization, community, and skilling. Amid economic and talent challenges, the report stresses that inclusive, people-centric strategies are vital for business resilience, as employees seek connection, belonging, and equity. Thus, ED&I drives engagement and success. The podcast explored how leaders can use data-driven priorities to align employer strategies with talent expectations, ensuring they attract, retain, and empower diverse talent.

Randstad Enterprise EMEA hosted two leadership and client engagement focused ED&I events in London as part of the Clipper London 2025 event aboard Randstad Clipper Stad. "Building for the Future" discussed embedding sustainability, supporting mental health, and attracting talent to male-dominated industries like construction. "Leading with Inclusion" explored Randstad's 2025 Employer Brand Research, focusing on personalized talent strategies for fairness and success, with a keynote by Truth Works CEO Emily Firth on authentic employer branding.





communities.

australia

Randstad Australia collaborated with the University of Sydney on an 'Experiential Learning' curriculum for third and fourth-year students. The program focused on global perspectives, cross-disciplinary learning, real-world projects, and adapting to the digitalized work environment, preparing students to be work-ready critical thinkers. Randstad gained innovative solutions and built relationships with top performers while offering students insights into the future of work and working life.



germany

Randstad Germany has continued its tradition of being the main sponsor of the CSD MTK. Our presence was marked by representatives from the Pride Business Resource Group (BRG) and the Works Council, who represented our company in the Randstad Germany info booth. They interacted with both participants of the demonstration parade and general passers-by, and, of course, welcomed visiting colleagues.



Randstad Germany and PROUT AT WORK launched a podcast with experts to openly discuss inclusion, celebrate queerness, challenge prejudices, and share diverse workplace perspectives. Carlotta Köster-Brons was featured in the inaugural episode on "Diversity Under Pressure?" Frank Münze from Randstad Germany discussed the company's commitment to corporate values, emphasizing that diversity and an appreciative culture are vital for competitiveness in the 5th episode, "Beyond Buzzwords: Corporate Values and Diversity." "PROUT PERFORMERS" are queer role models promoting equal opportunities and encouraging colleagues to be open about their identity without hindering career success. In 2025, Randstad Germany's Frank Münze and René Grigor were nominated for "PROUTExecutives" and "PROUTVoices,"

respectively. "PROUTExecutives" champion a queer-friendly environment based on seniority, visibility, and internal/external commitment, while "PROUTVoices" represent queer colleagues, evaluated on internal/external commitment. The "PROUT PERFORMER MEDALISTS" award ceremony is scheduled for 2026.



randstad germany - selection of images from engagements focused on inclusion and belonging.

Randstad, a founding member of the "Diversity is Future/Vielfalt ist Zukunft" initiative, has been recognized with an award. This corporate initiative, launched with Ikea, Generali, and ProjectTogether, promotes an open society and views immigration as an opportunity. In 2025, "Diversity is Future" was named a prize winner in the "Growing Together: Good Ideas for Labor Market Integration" competition, which honors outstanding initiatives for integrating international skilled workers in Germany.

india

Randstad India facilitated a session with Men’s Circle India on the topic of occupational and financial health. Focused on men, while welcoming all employees, the conversation included a leadership address by Randstad India CEO & MD, Viswanath PS and was moderated by Ankita Banerjee, Leader - equity, APAC region, Randstad. The session was highly engaging, uncovering the hidden challenges and gendered stereotypes that working professionals in India encounter.

Through 2025, Randstad India partnered with several local level non-profits and government agencies, to identify youth talent who are women from under-represented regions and communities in India. They were trained and enabled to be placed through a strategic client leading to tangible social impact and gender equity. This was a powerful story of many youth women who were able to earn a respectable income and support their families, funding their sibling’s education or even their own!



Randstad India - communities - youth women

occupational & financial well-being.

work-life synergy: thriving under pressure



Viswanath PS
MD & CEO
Randstad India
(Leadership Address)



Vijay Sivaram
Co-Founder
RVAI
(Speaker)



Mrin Agarwal
Founder
Finsafe
(Speaker)



Ankita Banerjee
Vice President - ED&I CoE
APAC
Randstad
(Moderator)

13th November, 2025
3:00 - 4:00 PM IST

REGISTER NOW



randstad india - communities -
occupational and financial health

north america

Randstad has consistently demonstrated a strong commitment to the Stad Amsterdam since its establishment, aligning with our fundamental principles. In the US, the Clipper's activities are exclusively centered around clients, talent acquisition, employees, and community engagement.

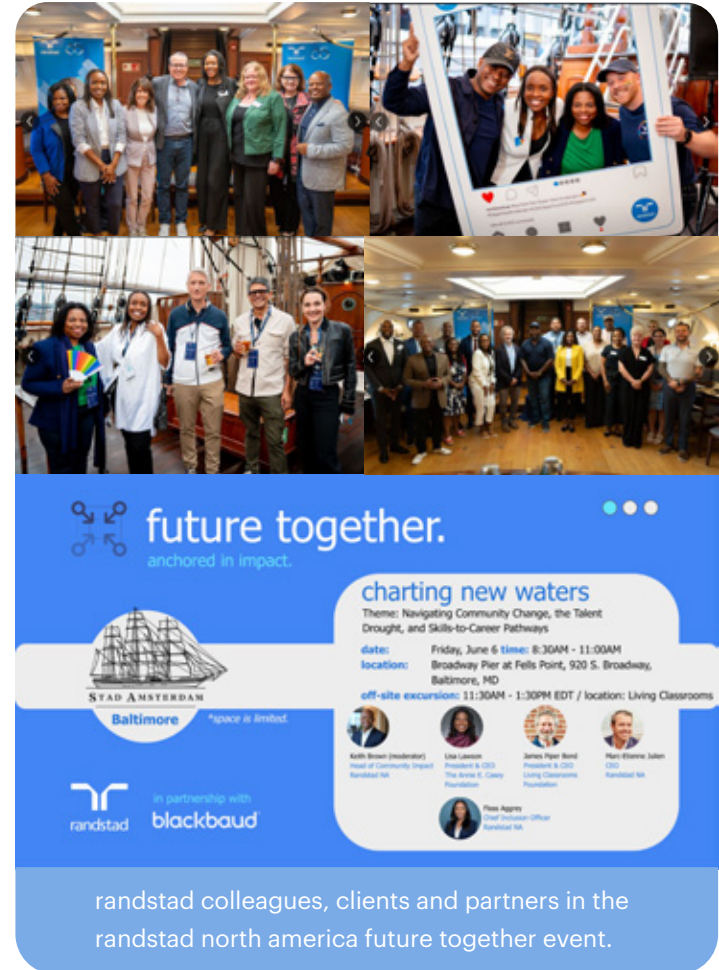
In a distinctive, intimate waterfront environment, Randstad USA and their Community Impact organization, in partnership with Blackbaud, hosted executive leaders in a unique waterfront environment to champion human endeavour. This event was designed to foster the exploration of bold ideas, actionable strategies, and impactful partnerships. The ultimate goal was to drive purpose-driven economic opportunities and sustainable talent development.

This was a call to collective action—to collaboratively chart a new course that bridged divides through innovation and a shared vision of progress. Given that the regional labor market faces a skills deficit that disproportionately impacts all talent profiles, organizations that cultivate inclusive workplaces are best positioned for enduring expansion. This symposium aimed to stimulate collaborative efforts and innovative approaches to workforce strategies, talent development, and employee engagement.

The series brought together over 120 leaders from corporations, nonprofits, communities, and policymakers across Baltimore, New York, and Boston. Discussions focused on addressing talent shortages, creating equitable career pathways, and preparing for AI-driven changes in the workforce. Key findings included that 87% of participants identified workforce equity as a top priority. Also, almost 70% reported being unprepared for AI integration and over 60% committed to cross-sector collaborations post-event.

The series was guided by the Randstad Workforce Iceberg framework, emphasizing growth, inclusion, and innovation to unlock the full potential of individuals.

View the full "[Future Together: Anchored In Impact](#)" thought leadership paper to explore the insights and recommendations for building a resilient, future-ready workforce.



spain

As a thought leader in the Spanish labor market, Randstad Spain has formally adhered to the "Code of Principles for Generational Diversity". Promoted by the Generation & Talent Observatory, this commitment solidifies our pledge to actively manage generational diversity and eradicate age bias. By signing this code, we accept the responsibility to ensure equal opportunities for all employees—regardless of their age—and to foster an environment where the five generations currently in the workforce can thrive together.

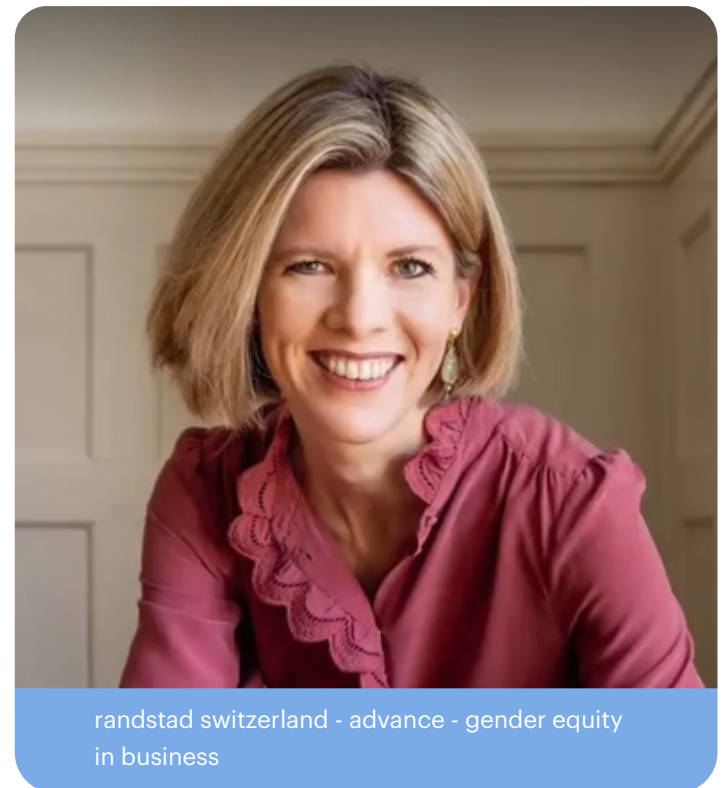
switzerland

Randstad Switzerland proudly maintains its membership in Advance Women, a highly respected association dedicated to driving gender equality across Swiss business.

With a robust network of nearly 150 Swiss companies, Advance is actively committed to significantly boosting the representation of women in senior management and leadership positions.

In line with this mission, Advance launched the influential "Not Your Trendy CEO" campaign in 2025. This initiative featured inspirational CEOs from various member organizations, all of whom publicly demonstrated their clear commitment to advancing gender equality in the workplace. We are proud to confirm that Stéphanie Badourd, our CFO (who also served as our ad interim CEO during 2025), was a key participant in this campaign, underscoring Randstad's firm dedication to the principles promoted by Advance.

In collaboration with a major Swiss online news portal, Randstad Switzerland published a nationwide, tri-lingual article on employee retention, running across blick.ch, Handelszeitung, Bilanz, and social media. The article highlights that retaining skilled professionals is critical, as high turnover costs up to twice an employee's annual salary. Randstad Switzerland expert, Anita Reller, notes that modern employees are highly mobile, with key retention drivers shifting: 54% of Swiss workers would quit for better work-life balance, and 50% due to a lack of belonging.



united kingdom and ireland

Randstad UK's Brilliant Breakfast, held in March 2025, sparked impactful conversations about supporting young women in the workplace. A key social value partner, The King's Trust, helps young people aged 11-30 overcome barriers like unemployment and mental health challenges, to find jobs, education, and training. The event highlighted The King's Trust's transformative work, showcased real stories of beneficiaries, and strengthened partnerships. Through this initiative, Randstad UK reinforces its commitment to creating opportunities for underrepresented groups, particularly young women facing socio-economic employment barriers.

Randstad UK partnered with the Mental Health Foundation for an event at the Houses of Parliament, focusing on protecting mental wellbeing. Speakers included Minister for Mental Health, Baroness Merron, and students from the U OK? program, which promotes youth mental health support. This reinforced Workmonitor Pulse data: 60% prioritize less stress over more pay; 40% have accepted lower pay for better wellbeing; and 55% would quit a job where they felt excluded. Our year-long partnership involves supporting research into mental health inequality, co-developing employer tools, and championing U OK?. This collaboration highlights Randstad's commitment to addressing mental health as a key societal and workplace issue, establishing us as leaders in fostering psychologically safe environments.



randstad uk & i - event for mental health



Randstad UK and Ireland - Brilliant Breakfast



partners.





martin de weerd chief information officer

Our digital-first talent marketplace, powered by the best team in the industry, advances equity by expanding access to opportunity and unlocking human potential. In 2025, we progressed our transformation journey by harnessing technology and artificial intelligence to fuel growth, specialization, and smarter connections between talent and clients. By blending innovation with human insight, we are shaping the future of work, connecting people to meaningful careers while enabling clients to build an agile and skilled workforce.

belgium

Randstad Belgium joined the “groundbreaking employer” movement ([baanbrekende werkgever](#)). By participating in this certification process, you gain access to an active network of like-minded employers who are working on similar themes and challenges within their organizations. We chose to focus on disability inclusion. Our project was to develop an action plan to roll out our disability inclusion manual in practice. This means communicating with the target group (HR & hiring managers), increasing knowledge where necessary, and embedding the solutions in our work processes.



brazil

Randstad Brazil has strategic partnerships that boost the employability of people belonging to underrepresented groups, such as with DIO, a startup that promotes the qualification of people in technology to help them change or advance their careers. We currently use the company Scooto, which is responsible for our candidate service. This company exclusively hires mothers and promotes flexible work that is compatible with motherhood.

france

In October 2025, Randstad Group France renewed its strong commitment to LGBTQ+ workplace inclusion by re-signing the L'Autre Cercle LGBTQ+ Charter. The renewal was formalized by Sander van 't Noordende (CEO Randstad Global) and Benoît Labrousse (CEO Randstad Group France), emphasizing its high-level importance. This commitment involves continuing and intensifying awareness actions for inclusive recruitment, such as new webinars, promoting role model testimonials, targeted awareness workshops with L'Autre Cercle for HR/recruitment teams, and specific training on supporting gender transition.

greece

Randstad Greece, effective 2024 and continuing in 2025 is supporting a women's non-profit organization specializing in gender and equality issues with a vision to highlight and remove gender discrimination and prevention of gender-based violence. Randstad Greece is seeking ways to support women with networking, job matching and career opportunities.

india

In September 2025, Randstad APAC's Ankita Banerjee and Randstad Enterprise APAC's Amith Prakash jointly represented Randstad in an intimate event of reflection over art and culture and networking hosted by the Men's Circle, India chapter. Held at the Museum of Art and Photography in Bangalore, the event brought together over 36 senior HR leaders from several global and local companies and business professionals who shared insights on the evolving lens of inclusion and belonging.

japan

Randstad Japan partnered with the Embassy of the Kingdom of the Netherlands, NCCJ, and NN Life Insurance Co. to host two impactful thought leadership webinars. In July 2025, they held "Unconscious Bias in 45 Minutes" to promote bias awareness as the first step toward EDI&B. In October 2025, the "LGBTQ+ Inclusion Training Webinar" featured external expert Shinya Arita (Director of Nijiuro Diversity), offering practical steps for workplace inclusion. These joint efforts, with over 400 participants, cemented Randstad's role as a leader sharing international best practices and driving collective impact across the business community.

Randstad Japan engaged with the Osaka-Kansai Expo 2025 on wellbeing and diversity. In October 2025, Talent Manager Yusuke Nishino (replacing CHRO Jos Schut) presented on "Wellbeing" at a University of Amsterdam event in the Netherlands Pavilion. Randstad Japan also offered experiential learning on diversity, including a spatial audio experience of visual impairment (with Klepsydra Corporation) and a demonstration of technologies like "Ontenna" and "Ekimatope" (with Fujitsu Limited) to help attendees understand the experience of people who are deaf or hard of hearing.



north america

Randstad North America hosted an exclusive and intimate dinner roundtable bringing together approximately 20 key clients and partners in New York City in October, 2025. The event served as a critical prelude to our participation in the NYC Disability Pride Parade, strategically utilizing the insights and connections gained from that engagement to foster a valuable, forward-looking discussion and lay the groundwork for future collaborations.

The discussion was centered on the nexus of artificial intelligence and accessibility. The dinner explored how AI, when architected with an accessibility-first methodology, possesses the potential to cultivate genuinely inclusive environments, ranging from the professional workplace to consumer-facing products, and examined the requisite qualities for leadership within this domain.

The depth of client and partnership engagement underscored Randstad's steadfast commitment to implementing innovation that comprehensively serves all individuals. This initiative successfully aligned with our partners at the National Organization on Disability (NOD) in maintaining relevance as a sector leader by conspicuously demonstrating innovation and leadership. Furthermore, the event successfully solidified and enhanced existing client relationships while concurrently forging valuable connections within the industry for prospective future engagements.

Later, Randstad North America colleagues joined the [National Organization on Disability](#) to amplify accessibility, community impact and workforce alignment at the 2025 New York City Disability Pride Parade. Watch a video from the parade [here](#).



randstad colleagues, clients and partners in the randstad north america NDEAM mixer event



randstad north america colleagues and partner NOD in the NYC disability pride parade

poland

Randstad Poland partners with the Inclu(vi)sion Association to foster an inclusive labor market for people with disabilities, believing that systemic change requires collaboration between businesses, NGOs, and candidates.

For the second year, Randstad co-created and actively participated in the III Inclu(vi)sion Congress on December 3rd. This online event gathered over 1,200 participants, including business leaders and talented individuals with disabilities. As a Supporting Partner and speaker, Randstad shared insights from the Randstad Work Monitor and our AI x Equity study on AI usage by talent with disabilities.

Randstad Poland maintains a tradition of blending education and fun for well-being through Pink October and Movember. In October, for "Pink October," colleagues joined the virtual "Zawsze pier(w)si" race supporting women with breast cancer, held a "Pink Day," and used the internal platform, Connect, every Friday to share vital educational information on self-examinations, prevention, medical facts, and debunking illness myths. The educational focus continued into November with the Movember Challenge, a running initiative. In just three weeks, colleagues ran over 6,000 km, leading to a donation to the "Rak'n'Roll Foundation." Movember concluded with a fun photo finish where participants shared mustache photos.



united kingdom and ireland

Randstad UK proudly signed the Armed Forces Covenant, earning the prestigious Silver Award from the Defence Employer Recognition Scheme in 2025. This commitment recognizes the immense value, unique skills and professionalism ex-service personnel bring. We are dedicated to creating tangible job opportunities for former forces talent, ensuring their seamless integration and respect within our company and our clients' organisations, thereby building a stronger UK workforce.



Silver Award from the Defence Employer Recognition Scheme in 2025.

randstad enterprise

In October 2025, Randstad Enterprise APAC's equity lead, Amith Prakash, participated in the ERG Summit 2025 (co-hosted by Pride Circle and Northern Trust) to discuss the evolving role of Employee Resource Groups (ERGs). Amith focused on positioning ERGs as authentic brand ambassadors and using storytelling and a "human touch" alongside AI for internal and external communications. This reinforces Randstad's commitment to making inclusion a habitual experience.

Randstad Enterprise APAC participated in the Disability:IN Asia Pacific Global Journey to Disability Inclusion for Business in Bengaluru in November 2025. Aligning with the theme, Randstad Enterprise APAC's equity lead, Amith Prakash facilitated the "Self-Identification: Unlocking Disability Talent and Innovation" session. The session helped corporate attendees identify challenges and agree on recommendations to encourage self-identification and unlock disability talent in APAC workplaces.



Randstad proudly attended a Pride roundtable hosted by Out & Equal, the world's leading nonprofit advancing LGBTQ+ (lesbian, gay, bisexual, transgender, queer+) workplace inclusion.

Bringing together senior leaders from across sectors, the roundtable provided a timely platform to explore the evolving landscape of LGBTQ+ inclusion in both the United States and United Kingdom, particularly in the context of shifting regulatory and socio-political environments.

This event reaffirmed our commitment to championing equity through collaboration and courageous leadership, which was showcased during Pride month with our Chief Executive Officer (CEO) Sander van 't Noordende's op-ed in Forbes Magazine: "Working With Pride: Why Equity Is A Strategic Imperative For A Resilient Future Together."

Randstad is a member of Out & Equal, demonstrating our ongoing commitment to LGBTQ+ workplace equality on a global scale. By fostering knowledge-sharing among leaders, the roundtable identified strategies to safeguard inclusive cultures against evolving socio-political headwinds and external pressures.

Randstad Enterprise Italy, with Randstad Box and the Province of Lecco's Employment Center, led a system action to innovate territorial policies for young people's employment integration. The main goal was to strengthen the school-business system's inclusive approach. The project involved 15 companies, 10 schools, and 3 institutions across 5 meetings (20 hours total). The initiative aimed to increase understanding, raise awareness of transition best practices, share collaboration tools, and define priorities. Experts highlighted macro-trends and effective strategic solutions impacting the youth labor market. Built upon three core pillars - skills, opportunities, and school-business alliances - the initiative established five key priorities: communication, active listening, inclusivity, knowledge-sharing, and educational investment. These served as the foundation for five strategic public policy guidelines: Enabling Experiences, Planning, Investments, Equity, and Governance.



supplier inclusion

Randstad continued to evolve supplier inclusion into a performance engine that strengthens client solutions, expands opportunity, and builds resilient supply chains. The equity through action learning series helped leaders understand how performance based impact spend (PBIS) connects supplier performance, inclusion, and business impact.

PBIS, performance based impact spend

PBIS continues transforming supplier engagement from a certification checklist into a measurable performance model. Each supplier is evaluated using a clear scoring structure that highlights innovation, operational reliability, client outcomes, and alignment with inclusion aspirations.

PBIS reinforces expectations from benchmarking bodies, which emphasize both inclusion and performance. Insights were delivered through digital tools, giving client teams real time visibility into supplier performance and impact.

This visibility helped Randstad introduce the right suppliers to the right opportunities and identify where mentorship or investment would create the strongest business impact. Talent in the supply chain became visible, measurable, and ready for growth.

supplier inclusion partnership

In 2025, Randstad strengthened its client partnerships by serving as a strategic supplier inclusion advisor and supporting readiness for performance based assessment models. Through our DREAM program (Developing Resilient, Empowered, and Accelerated Momentum), we provide targeted mentorship that transforms supplier capabilities, fostering a more robust and inclusive value chain.

Through PBIS, clients gained a legal first, merit based method to evaluate which suppliers were ready for increased responsibility. The DREAM mentorship provided development support for suppliers needing additional capability building in areas such as financial discipline, digital readiness, and operational excellence.

This approach demonstrated that a future ready supplier ecosystem depends not on spend totals, but on structured development and sustained partnership.



a message from floss aggrey chief inclusion and access officer north america

when businesses engage in a comprehensive strategy that fosters open access to all types of suppliers, they unlock broader expertise, sharper solutions, and a supply chain that reflects the markets they serve

randstad and voluntary service overseas VSO

At Randstad, we believe in the power of meaningful work to transform lives. Through our long-standing partnership with VSO, we support equity and inclusion by ensuring that marginalized groups have access to skills, employment, and economic opportunities. We actively contribute through volunteering, fundraising, and project funding, empowering communities to create lasting change. A great example of this approach is the Boosting the Blue Economy (BBE) project in Tanzania, which equips coastal youth, particularly women and people with disabilities, with skills in sustainable industries like fisheries, aquaculture, and marine tourism. By combining vocational training, mentorship, and employer partnerships, the project creates pathways to employment and entrepreneurship in the growing blue economy sector.

how our partnership drives equity and inclusion impact

The Kilimanjaro fundraising challenge, through which 15 Randstad employees raised €100,000, successfully funded the 'She Leads Blue' project, a targeted initiative within the wider Boosting the Blue Economy program designed to empower women. A pivotal achievement in advancing equity has been the establishment of new childcare centers, which addresses the critical lack of support that often hinders women from balancing business activities with family responsibilities. To further tackle the disproportionate burden of unpaid domestic labor, the project, bolstered by Randstad volunteers on the ground, utilized a specific grant to install washing machines at these centers, directly alleviating the time-consuming chore of hand-washing clothes. By combining these essential social services with business resources like solar dryers, the program enables women to reinvest their time into economic independence and personal development, fostering genuine inclusion within the local economy.

"My role in the BBE project focuses on empowering community groups to lead their own long-term development. By building their capacity and strengthening inclusive practices, we create a ripple effect that reaches far beyond the groups themselves. Seeing how locally driven solutions can transform entire communities has been incredibly inspiring and has strengthened my own commitment to equity, inclusion, and sustainable change."
- VSO volunteer from Randstad Enterprise Belgium.



Randstad x VSO - Randstad and VSO partnership featuring a story of change

randstad spain for month of heart

To celebrate our month of heart, Randstad Spain and Fundación Randstad launched a nationwide inclusive sports initiative across 7 cities, directly engaging 171 employees and 121 family members. Moving beyond traditional volunteering, we focused on experiential empathy and active participation alongside 136 beneficiaries with disabilities. By competing together in adaptive disciplines, ranging from wheelchair basketball and inclusive hiking to adapted gymkhanas - our teams experienced the reality of diverse abilities firsthand.

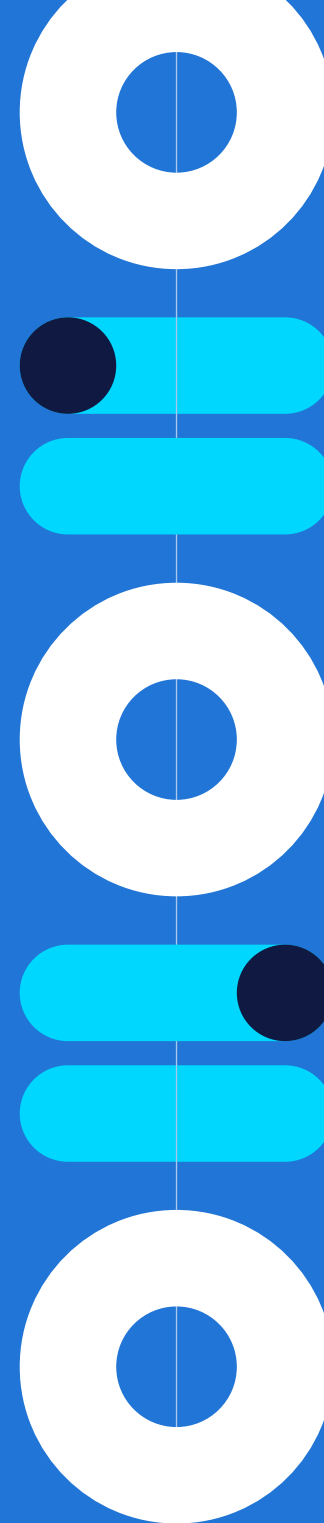
conclusion.

In 2025, we doubled-down on our commitment to equity, inclusion and belonging for everyone, building a deeper connection with our promise of Together We Grow and our value of simultaneous promotion of all interests.

With the dedication of our Global Equity Committee, team members, and practitioners - alongside the unwavering support of our leaders and colleagues - we made meaningful progress toward a more inclusive workplace, where everyone can sense a feeling of belonging.

Visit www.randstad.com to view a full list of our certifications, recognitions and awards for inclusion and belonging related initiatives. You can learn more about our [local sustainability initiatives here](#).

Looking forward, our focus remains on driving significant change to ensure every colleague has equitable access to opportunities and growth, and feels empowered to be their authentic selves. We will continue to cultivate inclusive awareness, acknowledge the diverse experiences across our workforce, and elevate the voices of our global and local teams. While we are proud of the strides we've made, we know this is a continuous journey. Our collective commitment is to make a positive impact contributing to our ambition to be the world's most equitable and specialized talent partner.



partner
for talent.



randstad

