

Our corporate responsibility

Adecco Group

Dear stakeholder,

The work we do every day has a direct impact on the lives of hundreds of thousands of people. The importance of work and what we do to help people find jobs cannot be overstated. Work is one way to define who we are and it can give purpose and meaning to our lives. It permits us to realise our talents and to contribute to society. It is essential for our financial well-being.

To foster and enhance the key role we play is clearly my long-term goal. Adecco wants to be alongside our customers and candidates at each stage of their life cycle. In the midst of the global recession, the value of 'work' has crystallized in the minds of governments, companies, families and individuals. Work is at the core of the Adecco business, and optimizing our positive contribution to economy and society is a vital part of our corporate responsibility.

Our areas of focus

As the world's leading employment services group, operating in 60 markets worldwide and doing business that has a positive impact on more than 500 000 people every day, we are conscious of our global role.

In 2009, our corporate responsibility management system was enhanced by the addition of specific performance indicators to measure accident frequency rates, training and development, retention, as well as diversity and mobility in our organisations. These performance indicators were derived from the three main areas of focus of Adecco's corporate responsibility strategy:

The first, 'safety', encompasses all our efforts to guarantee employees' safety from threats and risks in the workplace.

The second area of focus is 'skills'. Our people benefit from our experience in developing talent, not just finding people their next job, but providing expert career guidance and training. Third is 'integration'. We strive for fair access to the labour market and equal opportunities for all. Integration starts with training in non-discriminatory practices for our consultants and reaches out to our public-private partnerships with governmental organizations to help disadvantaged groups enter the labour market.

Adecco runs many initiatives and programmes at local, national and global level which exemplify these three aspects of our action on corporate responsibility. In this Olympic year, I will allude to our group wide programme which stands as an example of talent development, career guidance and integration: the IOC and IPC Athlete Career Programme, which we run in cooperation with the International Olympic and Paralympic Committees.

The programme helps elite athletes around the world ease the transition from sport to their next career, focusing on their integration into the workforce by leveraging and developing their special skills. These dedicated individuals devote their formative years to training and competition, often at the expense of their education and career prospects.

An in-depth account of our CR strategy, initiatives and performance can be found on our corporate web page or in our latest Corporate Responsibility Report.

Patrick De Maeseneire, CEO