

## **Sustainability Statement**

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Randstad CPE Ltd is committed to the delivery of an ingrained sustainable service to our Clients. We understand the importance of our Clients' focus and responsibility to minimise their impact upon society and the environment and as a service provider, we represent their supply chain with the same approach.

As part of a Global organisation, we already have access to great international resources as well as have a strong sustainability framework in place. At Randstad CPE, we specifically focus on the local needs of our Client partners in the Construction and Engineering markets.

### **Our Standards:**

#### **Providing Optimal Workforces for our Clients**

- We work closely with our Clients by understanding their needs, acting quickly and responsively to short term solutions and by ensuring that we focus on attracting and sourcing a diverse and local workforce fit for long term needs and requirements.

#### **Providing the Best Jobs for Candidates**

- We give as many people as possible access to jobs, providing them with options to develop themselves, with Fairness, Inclusion and Respect for all, respect for health and safety, and with unyielding integrity. We also play a crucial role in guiding people from unemployment to employment.

#### **Being the Employer of Choice for our Employees**

- We want to be an attractive employer with equal opportunities for everyone in an environment in which knowledge, trust and diversity are highly valued. By attracting and training a diverse workforce of our own who thrive in an environment built on Fairness, Inclusion and Respect (FIR) we will drive a culture that fulfils the same ambition of our Clients.

#### **Providing Expertise for a Better Society**

- We encourage young people to consider careers across the broad spectrum of the Construction, Property and Engineering markets, as well as serving the industry with us as a workforce provider, through local colleges and universities.
- We are inclusive to those re-entering the market (e.g. rehabilitated offenders, post workplace injuries or with long term health conditions etc) by providing the same opportunities to all.
- We look for ways to attract people to the market that may not otherwise consider a career in construction or engineering.

### **Getting the Sustainability Basics Right**

- We have a set of management tools, business principles and policies in place that are in line with or exceed the standard for our industry and that enable accountability for all elements of our sustainability framework.

Bridging the skills gap with as many candidates in their preferred roles has a positive impact on society as a whole. It makes companies productive and it provides people with a fulfilling life.

It is our ambition to be an employer of choice ourselves, so that we can continue to attract the best people, who in turn will provide our clients with the flexible, innovative and creative workforce they need. In this way, we can contribute to a better society, leveraging the experience and expertise we have gained in the Construction industry over the last 40 years. As such, we help to maximise future employment and economic growth.

A handwritten signature in black ink, appearing to read 'Owen Goodhead', with a large, sweeping flourish at the end.

**Owen Goodhead**

Managing Director, Randstad CPE