



Contact : ManpowerGroup BeLux
Marc Vandeleene +32 495 24 05 43
marc.vandeleene@manpowergroup.be

FOR IMMEDIATE RELEASE

CLIMATE ACTION

Climate : ManpowerGroup announces validated science-based targets and commits to achieve net zero by 2045 or sooner.

ManpowerGroup leads in its industry to set climate action targets validated by Science Based Targets initiative.

Brussels, Belgium, 29 novembre 2021 – As the COP26 concluded with a new agreement to tackle climate change, there has never been more urgency for business, government and consumers to accelerate climate action. Before the Glasgow conference, ManpowerGroup announced that the [‘Science Based Targets \(SBTi\)’](#)⁽¹⁾, the leading authority driving corporate climate action, has validated its ambitious targets to cut greenhouse gas emissions and drive positive climate action. ManpowerGroup's commitments are to reduce by 2030 operational emissions (Scope 1 & 2 – energy and electricity consumption in our buildings, company cars etc.) and supply chain emissions by 30% (Scope 3 - waste management, travel, mobility, suppliers). These validated science-based targets are a key part of ManpowerGroup's ambition to reach net zero by 2045 or sooner.

This commitment is the latest milestone in ManpowerGroup's Climate Action Plan to measure and reduce full value-chain impact, as outlined in the 2021 ESG Report, [Working to Change the World](#)⁽²⁾. ManpowerGroup has long-been committed to transparency on climate, disclosing to the [Carbon Disclosure Project \(CDP\)](#)⁽⁴⁾ for a decade and most recently moving towards aligning with the [‘Task Force of Climate-Related Financial Disclosures’](#)⁽⁴⁾ guidelines. This Task Force was set up by the G20 Financial Stability Board to measure the financial impact of climate risks. ManpowerGroup is actively engaged in the World Economic Forum Alliance of CEO Climate Leaders and recently co-signed an [OpenLetter](#) pushing world leaders at COP26 to pursue ambitious public-private collaboration for climate action.

"Alongside People and Governance, Climate is one of the three pillars of ManpowerGroup's new sustainability strategy, which we are also implementing in Belgium and the Grand Duchy of Luxembourg," explains Philippe Lacroix, Managing Director of ManpowerGroup BeLux. "By joining this ambitious climate project, we will be able to rely on a rigorous methodology and act faster and more collectively to reduce our environmental impact. The validation of these targets by SBTi provides reassurance to our stakeholders - our employees, clients and candidates, our supply chain, our investors and the communities in which we operate - in our renewed commitment to People and Planet, and our progress towards 'net zero emissions'. This is how we will accelerate job creation and demand for new skills, to reshape a more sustainable, resilient future with more opportunities for all."



The multi-disciplinary 'Planet Team' set up by ManpowerGroup BeLux will define science-based targets at national level (SBTi) in 2022 and establish a new climate roadmap. In parallel, the team will continue to implement the many projects already launched in this area, including the use of green energy, greening the car fleet, zero paper target, total control of recycling, actions related to mobility and the extension of the hybrid working model. These efforts for the climate allowed ManpowerGroup BeLux to obtain a score of 70% in the most recent audit, conducted in 2020 by EcoVadis, the reference platform for evaluating the sustainable development performance of suppliers. With this score, ManpowerGroup BeLux is in the top 6% of companies in its sector audited worldwide by EcoVadis in this field.

SBTi provides independent, scientifically-validated confirmation that ManpowerGroup's emissions targets are consistent with reductions required to limit warming to 1.5°C, making a critical contribution to combat the effects of climate change with over 1,000 of the world's leading organizations. Of the more than 4,200 companies in the G20 that have set climate targets, only 20% are science-based.

- (1) **Science Based Targets initiative (SBTi)** - aims to drive "ambitious climate action" in the business world, making its targets a means for companies to turn the transition to a low-carbon economy into a competitive advantage. The main idea is to align greenhouse gas reduction targets with climate science. Setting a science-based target involves four steps for companies: signing a letter of commitment that confirms that the company will work towards a science-based greenhouse gas reduction target, developing an SBT within 24 months, submitting the target for validation, announcing the target www.sciencebasedtargets.org
- (2) **ManpowerGroup Report - ESG 2021** (Environment, Social, Governance) - Working to Change the World <https://resources.manpowergroup.com/story/working-to-change-the-world-2021/>
- (3) **CDP** is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts. Over the past 20 years we have created a system that has resulted in unparalleled engagement on environmental issues worldwide www.cdp.net
- (4) **'Task Force of Climate-Related Financial Disclosures (TCFD)'** was created in 2015 by the The Financial Stability Board of the G20 in order to improve and increase reporting of climate-related financial information. www.fsb-tcf.org/
- (5) **The Alliance of CEO Climate Leaders**, under the banner of the World Economic Forum, published an open letter co-signed by more than 90 CEOs of multinational companies in the run-up to COP26 with a list of concrete solutions to combat climate change. www.weforum.org/projects/alliance-of-ceo-climate-leaders
<https://www.weforum.org/agenda/2021/10/cop26-ceo-climate-alliance-message-to-world-leaders/>





Three new ManpowerGroup priorities

Today more than ever before, **sustainable development** must be at the heart of corporate strategy. From the beginning, ManpowerGroup's **values** have always inspired our actions in the labour market and in society in general.

Since 2006, our sustainability strategy has been structured and strengthened through **our commitment to the UN Global Compact principles** for human rights, ethical practices, and international labour standards, and also by linking our **CSR pillars with the Sustainable Development Goals (SDGs)**.

To meet the challenges of today's world, ManpowerGroup has defined **three new priorities** that are in line with the new reporting standards in sustainable development: **Planet (Environment)**, **People & Prosperity (Social)**, **Principles of Governance (Governance)**.

In a [OnePager](#), ManpowerGroup set out its international objectives in detail.

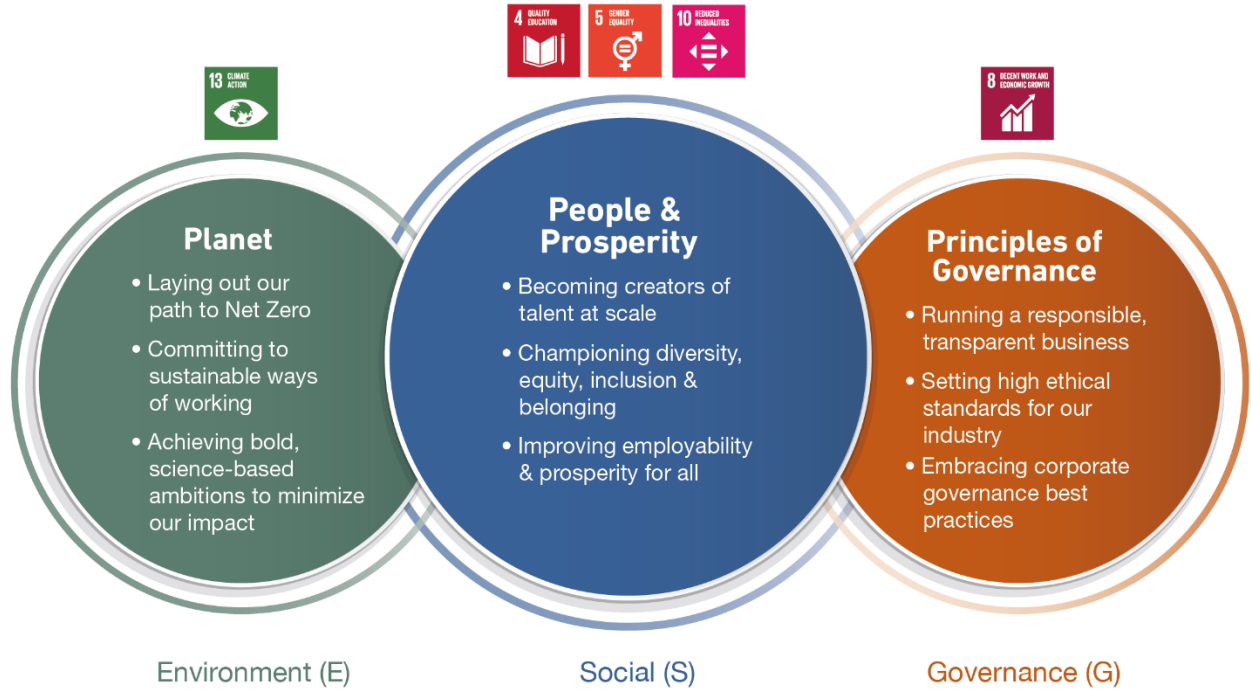
More information on our ManpowerGroup website : [ManpowerGroup Knowledge Center](#).

OUR WORKING TO CHANGE THE WORLD PLAN





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Our approach reflects both the World Economic Forum's International Business Council Stakeholder Capitalism Metrics and our focus on prioritizing the five UN Sustainable Development Goals where we can deliver the greatest impact.

<p>PLANET</p> <ul style="list-style-type: none"> Reduced Greenhouse Gas (GHG) emissions 26% from 2019 and 37% over 2018 baseline (64,360 to 102,373 tCO2e) Actively engaged in WEF CEO Action Group to advance the Paris Agreement and European Green Deal supporting lighthouse projects to innovate solutions that build sustainability skills Committed to transparency on climate, disclosing CDP for a decade, and now aligning with TCFD guidelines Designed Climate Action Plan with the ambition to reduce emissions 50%+ across all scopes by 2030 Committed to setting Science-Based Targets and being part of the solution to achieve Net Zero by 2050 or earlier 	<p>PEOPLE & PROSPERITY</p> <p>Committing to Diversity, Equity, Inclusion and Belonging and championing pro-diversity, pro-equity, pro-inclusion and anti-racist actions</p> <p>Reaching our primary global diversity dimension of 40% female leadership by 2024 and setting goals for secondary dimensions in key markets to enable all people to participate, feel welcome and thrive in the workplace</p> <p>Being creators of talent by advancing employment security for the long term, reskilling, upskilling, and improving prosperity, wellbeing and flexibility</p> <p>Innovating for Impact by leveraging our vast access to people, clients and jobs, together with our aggregate data, enables us to create new differentiated value and deliver data-driven insights and actions.</p>	<p>PRINCIPLES OF GOVERNANCE</p> <p>Setting high ethical standards for our industry and stakeholders and understanding the importance of trust and transparency</p> <p>Being responsible stewards of information and data entrusted to us and using technology and ethical AI by design</p> <p>Supporting common metrics on public reporting to international standards and preparing to report on the IBC's Stakeholder Capitalism Metrics in 2022, adding to our disclosures of Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and Carbon Disclosure Project (CDP)</p> <p>Embracing corporate governance best practices</p>
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JOIN US IN WORKING TO CHANGE THE WORLD

We believe meaningful, sustainable employment has the power to change the world
2021 ESG Report | Read more on <https://www.manpowergroup.com/sustainability>





ManpowerGroup has set Science-Based Targets to:

- ✔ Reduce absolute scope 1 and 2 GHG emissions 60% by 2030
- ✔ Reduce absolute scope 3 emissions 30% by 2030

As part of our ambition to achieve Net Zero by 2045 or sooner



**TOWARDS A
NET-ZERO FUTURE**





About ManpowerGroup®

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower, Experis, Talent Solutions and Jefferson Wells – creates substantial value for candidates and clients across 80 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity - as a best place to work for Women, Inclusion, Equality and Disability. In 2021, ManpowerGroup was named one of the World's Most Ethical Companies for the twelfth consecutive year. We also earned globally and in Belgium a Platinum and a Gold CSR & sustainability rating on EcoVadis's environmental, social and ethical supplier performance assessment. ManpowerGroup Belgium received the Diversity Label from the Brussels-Capital Region and was named 'Best Staffing, Sourcing & Contingent Workforce Company' at the HR Excellence Awards 2020. All these recognitions confirm our position as the brand of choice for in-demand talent.

See how ManpowerGroup® is powering the future of work → www.manpowergroup.com

Ready for the new era The Human Age, where talent is the engine of the economy? Visit our ManpowerGroup Knowledge Center → www.manpowergroup.be

Press contact ManpowerGroup BeLux

Marc Vandeleene – marc.vandeleene@manpowergroup.be - M: +32 495 24 05 43

Avenue des Communautés 110, 1200 Brussels - www.manpowergroup.be