

# MANPOWERGROUP BELUX (GROUP)

BRUXELLES - Belgium | Temporary employment agency activities

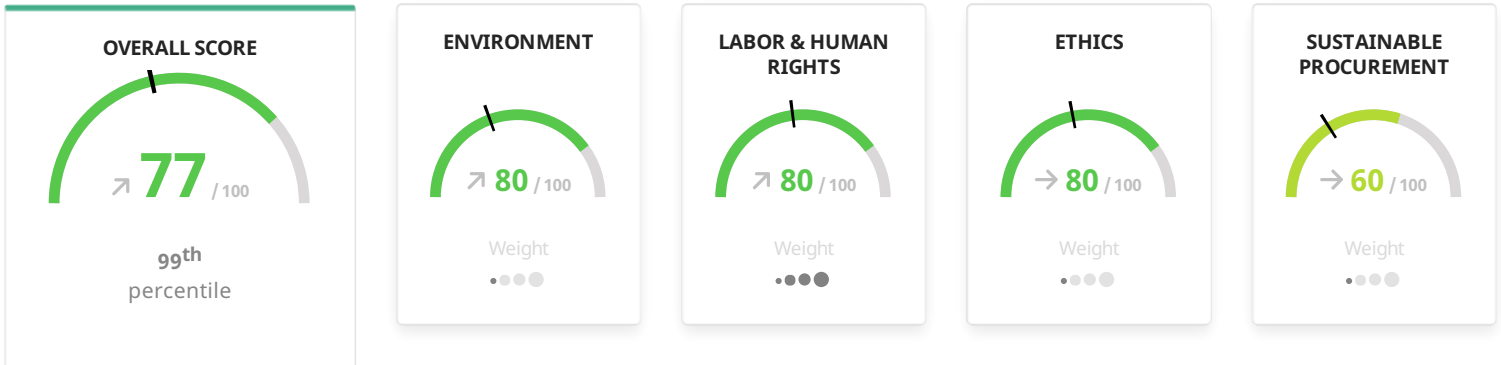


Publication date: 24 Jan 2023

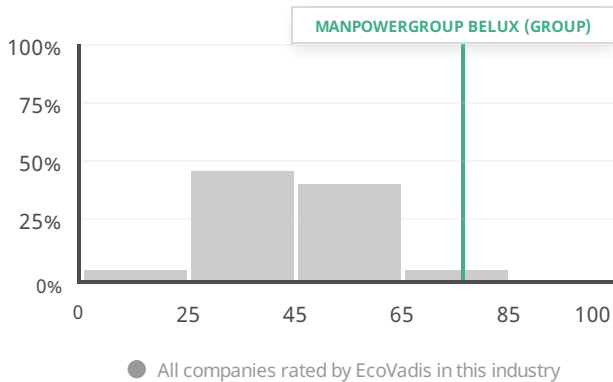
Valid until: 24 Jan 2024

Sustainability performance

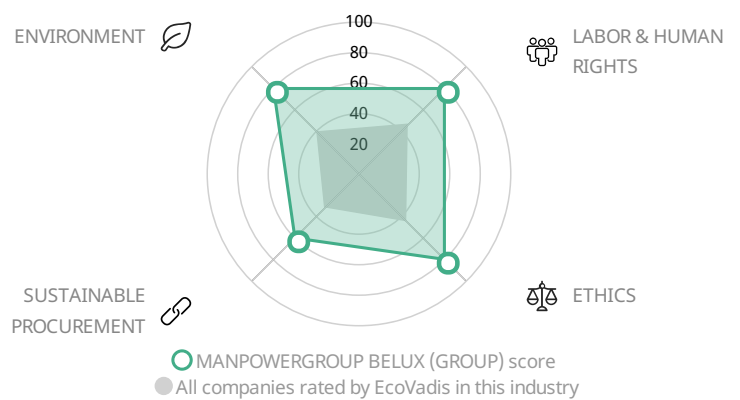
- Insufficient
- Partial
- Good
- Advanced
- Outstanding
- Average score



Overall score distribution



Theme score comparison



# Strengths and Improvement Areas



## Environment

Weight ●●●●

### Strengths

#### Policies

Strengths

Endorsement of the World Business Council for Sustainable Development (WBCSD)

Quantitative objectives set on waste

Environmental policy on waste

Quantitative objectives set on energy consumption & GHGs

Environmental policy on energy consumption & GHGs

Endorsement of the Science Based Targets initiative - Targets Set

Exceptional policy on major environmental issues

Endorsement of the United Nations Global Compact (UNGC)

#### Actions

Strengths

Internal sorting & disposal of waste according to waste streams

Actions or training to raise employee awareness on waste reduction & sorting

Reduction of energy consumption of lighting systems

Training of employees on energy conservation/climate actions

Purchase and/or generation of renewable energy

Reduction of carbon emissions in transportation

Reduction of energy consumption of IT infrastructure

Improvement of energy efficiency through technology or equipment upgrades

Energy and/or carbon audit

Measures to reduce energy consumption

Measures to reduce paper consumption

Measures to reuse or recycle waste

Partnership established to help dispose of waste that the company cannot recycle

Measures to recycle IT equipment

## Results

### Strengths

Reporting in accordance with SASB

Reporting on total amount of renewable energy consumed

Company communicates progress towards the Sustainable Development Goals (SDGs)

Parent company reports to CDP

Reporting on scope 2 GHG emissions

Reporting on scope 1 GHG emissions

Reporting on total energy consumption

Standard reporting on environmental issues

## Improvement Areas

### Actions

Priority

Improvement Areas

Medium

No information regarding certification of an environmental management system

### Results

Priority

Improvement Areas

Low

No information on reporting on total weight of waste

Low

No information related to reporting on total weight of waste recovered



## Labor & Human Rights

Weight ●●●●

### Strengths

#### Policies

##### Strengths

Quantitative objectives set on diversity, equity & inclusion

Labor & human rights policy on diversity, equity & inclusion

Labor & human rights policy on child labor, forced labor & human trafficking

Labor & human rights policy on career management & training

Labor & human rights policy on social dialogue

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

Company labor and human rights policies also cover temporary employees

Comprehensive policy on a majority of labor or human rights issues

Endorsement of the United Nations Global Compact (UNGC)

**Actions**

Strengths

Monitoring of internal controls and effectiveness of actions taken to prevent child labor, forced labor and/or human trafficking

Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)

Actions to promote gender inclusion in the workplace

Actions to prevent discrimination in professional development and promotion processes

Remediation procedure in place for victims of discrimination and/or harassment

Measures related to temporary employees' training and career management

Measures related to temporary employees' health and safety

Compensation for extra or atypical working hours

Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)

Employee satisfaction survey

Collective agreement on diversity, discrimination and/or harassment

Collective agreement on working conditions

Flexible organization of work (eg. remote work, flexi-time)

Health care coverage of employees in place

Specific measures related to temporary employees' working conditions

Awareness training on child labor, forced labor and human trafficking

Grievance mechanism on discrimination and/or harassment issues

Actions to promote wage equality in the workplace

Awareness training regarding diversity, discrimination, and/or harassment

Emergency preparedness plan to all impacted employees (e.g. fire drills)

Employee representatives or employee representative body (e.g. works council)

Measures for the integration of senior employees

Employee health & safety detailed risk assessment

Transparent recruitment process communicated clearly and formally to all candidates

Actions to prevent discrimination during recruitment phase

Grievance mechanism on child labor, forced labor and/or human trafficking issues
Regular assessment (at least once a year) of individual performance
Mandatory health check-up for employees
Active preventive measures for noise exposure
Active preventive measures for stress
Active preventive measures for Repetitive Strain Injury (RSI)
Official measures to anticipate or reduce layoffs and associated negative impacts (e.g. financial compensation, outplacement service)
Official measures promoting career mobility
Provision of skills development training
Joint labor management health & safety committee in operation
Actions to promote the inclusion of employees with disabilities
Setting of individual career plan for all employees
European Works Council in place
Training of relevant employees on health & safety risks and best working practices
<b>Results</b>
Strengths
Reporting on the percentage of women employed in relation to the whole organization
Reporting in accordance with SASB
Report on average unadjusted gender pay gap
Reporting on average training hours per employee
Company communicates progress towards the Sustainable Development Goals (SDGs)
Reporting on the percentage of women in top executive positions
Reporting on health & safety indicators for temporary employees
Standard reporting on labor and human rights issues
<b>Improvement Areas</b>
<b>Actions</b>
Priority      Improvement Areas
<b>Medium</b> No information regarding certification of a labor and human rights management system



**Strengths**

**Policies**

Strengths

Policy on fraud

Policy on money laundering

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Employee signature acknowledgement of ethics policies

Policy on information security

Policies on corruption

Exceptional policy on ethics issues

Dedicated responsibility for ethics issues

Endorsement of the Partnering Against Corruption Initiative (PACI)

Endorsement of the United Nations Global Compact (UNGC)

**Actions**

Strengths

Whistleblower procedure for stakeholders to report information security concerns

Whistleblower procedure for stakeholders to report corruption and bribery

Information security due diligence program on third parties in place

Incident response procedure (IRP) to manage breaches of confidential information

Implementation of a records retention schedule

Information security risk assessments performed

Audits of control procedures to prevent information security breaches

Awareness training to prevent information security breaches

Corruption risk assessments performed

Measures to protect third party data from unauthorized access or disclosure

Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information

Audits of control procedures to prevent corruption

Awareness training performed to prevent corruption

Anti-corruption due diligence program on third parties in place

Specific approval procedure for sensitive transactions (e.g. gifts, travel)

### Results

Strengths

Reporting in accordance with SASB

Company communicates progress towards the Sustainable Development Goals (SDGs)

### Improvement Areas

### Results

Priority

Improvement Areas

High

Insufficient reporting on ethics issues



## Sustainable Procurement

Weight ●●●●

### Strengths

### Policies

Strengths

Standard policies on sustainable procurement issues

### Actions

Strengths

Supplier sustainability code of conduct in place

Regular supplier assessment (e.g. questionnaire) on environmental or social practices

Integration of social or environmental clauses into supplier contracts

Sustainability risk analysis (i.e. prior to supplier assessments or audits)

### Results

Strengths

Reporting in accordance with SASB

Company communicates progress towards the Sustainable Development Goals (SDGs)

### Improvement Areas

### Actions

Priority

Improvement Areas

Medium

No conclusive documentation on the training of buyers on social and environmental issues within the supply chain

Medium

No conclusive documentation on on-site audits of suppliers on environmental or social issues

### Results

Priority

Improvement Areas

High

Insufficient reporting on sustainable procurement issues

## 360° Watch Findings

15 Dec 2022 | <https://www.droits-salarie...>

Impact on score

**Neutral →**

Impacted themes



### Accords d'entreprise chez MANPOWER - MANPOWER FRANCE

Les négociations entre la direction de MANPOWER - MANPOWER FRANCE et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez MANPOWER - MANPOWER FRANCE précisent les droits, avantages et obligations de l'employeur et des salariés.

22 Aug 2022 | <https://www2.staffingindus...>

Impact on score

**Neutral →**

Impacted themes



### Uk - Manpowergroup Uk Agrees It Will Not Provide Staff to Replace Royal Mail Group Employees Amid Industrial Action

ManpowerGroup UK and the Communications Workers Union (CWU) announced that the staffing firm will not provide staff to replace client employees who are supporting official industrial action.

3 Aug 2022 | <https://unicourt.com/case/...>

Impact on score

**Neutral →**

Impacted themes



### Bryce Cornelious vs Manpower US Inc.

On 08/03/2022 Bryce Cornelious filed a Civil Right - Employment Discrimination lawsuit against Manpower US Inc. This case was filed in U.S. District Courts, California Central District Court. The case status is Pending - Other Pending.

12 Jul 2022 | <https://www.esquerda.net/a...>

Impact on score

**Neutral →**

Impacted themes



### Call centers: Concentrix project workers achieve victory [PT]

After months of negotiations with no results, a strike was scheduled for this week. Randstad, Manpower and Concentrix eventually gave in and reached an agreement with the STCC, which includes the reinstatement of a union delegate who had been fired. The agreement reached allows workers to achieve some victories, less than a year after having obtained a 100 euros increase in the base salary and another 35 euros in the allowance feed.

16 Jun 2022 | <https://www.droits-salarie...>

Impact on score

**Neutral →**

Impacted themes



### Accords d'entreprise chez MANPOWERGROUP SOLUTIONS ENTERPRISE

Les négociations entre la direction de MANPOWERGROUP SOLUTIONS ENTERPRISE et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez MANPOWERGROUP SOLUTIONS ENTERPRISE précisent les droits, avantages et obligations de l'employeur et des salariés.

30 May 2022 | <https://www.iprofesional.c...>

Impact on score

**Neutral →**

Impacted themes



### El 78% de las organizaciones quiere mejorar la diversidad de su fuerza laboral

La multinacional de talento, ManpowerGroup Argentina, asegura que el 78% de las empresas y organizaciones espera mejorar la diversidad de su fuerza laboral en los próximos 12 a 18 meses. La compañía presentó los resultados de la investigación "Futuro del trabajo: ¿Quién lo realizará?". Este estudio fue elaborado por su marca en consultoría organizacional Talent Solutions en asociación con Everest Group, tras encuestar a líderes senior de Recursos Humanos en varias geografías, industrias y tamaños de compañías.



2 May 2022 | <https://unicourt.com/case/...>

Impact on score

**Neutral** →

Impacted themes



### Brown vs ManpowerGroup US Inc.

On 05/02/2022 Brown filed a Civil Right - Employment Discrimination lawsuit against ManpowerGroup US Inc. This case was filed in U.S. District Courts, Ohio Northern District Court. The Judge overseeing this case is James R. Knepp II. The case status is Pending - Other Pending.

10 Mar 2022 | <https://www.notretemps.com...>

Impact on score

**Neutral** →

Impacted themes



### Des entreprises s'engagent contre l'âgisme au travail

À l'initiative du Club Landoy, cercle de réflexion sur la transition démographique, quatorze grandes entreprises françaises y compris Manpower Group signent le 10 mars une charte contre la discrimination liée à l'âge dans le monde du travail. Les signataires s'engagent notamment à recruter des personnes à toutes les étapes de leur carrière, à leur offrir des opportunités pour leur permettre de travailler dans un environnement inclusif jusqu'au départ à la retraite, à favoriser la transmission des savoirs et le partage d'expérience entre les générations, à lutter contre les stéréotypes liés à l'âge, à valoriser les collaborateurs expérimentés.

24 Feb 2022 | <https://www2.staffingindus...>

Impact on score

**Neutral** →

Impacted themes



### ManpowerGroup introduces 4-day working week in SEE

ManpowerGroup has decided to introduce a four-day working week for all of its employees in Southeast Europe. Manpower has conducted a four-month trial run of the project, the company said in a statement, describing the project as an undeniable success. ManpowerGroup has offices in Bulgaria, Serbia, Bosnia and Herzegovina, Croatia and Slovenia.

16 Feb 2022 | <https://unicourt.com/case/...>

Impact on score

**Neutral** →

Impacted themes



### Wright vs Manpower Group US Inc.

On 02/16/2022 Wright filed a Labor - Labor Standard lawsuit against Manpower Group US Inc. This case was filed in U.S. District Courts, Michigan Western District Court. The Judges overseeing this case are Jane M. Beckering and Phillip J. Green. The case status is Pending - Other Pending.

7 Feb 2022 | <http://pulsoslp.com.mx/val...>

Impact on score

**Neutral** →

Impacted themes



### El 40% de empleados quieren elegir qué días laborar en casa: Manpower

El 40% de los empleados quieren elegir qué días laboran a distancia y tener la flexibilidad de mover esas fechas cada semana, según datos del informe "Great Realization" de ManpowerGroup. En opinión de los especialistas, el esquema remoto los empleados demandan que se reinvente la dinámica laboral con mayor flexibilidad, nuevas opciones de capacitación y un enfoque en bienestar para evitar el agotamiento laboral.

31 Jan 2022 | <http://www.compromisorse.c...>

Impact on score

**Neutral** →

Impacted themes



### ManpowerGroup reducirá las emisiones de CO2 en un 50% o más para 2030

Con motivo del Día Mundial por la Reducción de las Emisiones de CO2, ManpowerGroup España ha dado a conocer su iniciativa para medir la huella de carbono de la compañía en nuestro país; se denomina así al cálculo de las emisiones de Gases de Efecto Invernadero (GEI) que una organización emite, de manera directa o indirecta para desarrollar sus actividades.

30 Jan 2022 | <https://www.torinotoday.it...>

Impact on score

**Neutral** →

Impacted themes



### From the contract with the temporary agency to the dismissal: the sad story of 14 workers from Zara Turin and Grugliasco [IT]

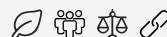
From tomorrow, Monday 31 January 2022, fourteen people will no longer be employees of Zara, the Spanish clothing, shoes and accessories chain.

1 Jan 2022 | <https://www.spglobal.com/e...>

Impact on score

**Neutral** →

Impacted themes



### S&P Global Sustainability Yearbook 2022

ManpowerGroup Inc's ongoing efforts in the areas of ESG (environmental, social and governance) have received fresh recognition at the global level. In 2022, the company was cited in the S&P's Sustainability Yearbook. It received a global ESG score of 68 in the S&P Global Bronze Class category.

1 Jan 2022 | <https://www.newsweek.com/a...>

Impact on score

**Neutral** →

Impacted themes



### America's Most Responsible Companies 2022

ManpowerGroup was ranked 58th for America's Most Responsible Companies 2022 with a score of 84.3. The company scored 92.8 in environment, 82.9 in social and 77.4 in corporate governance.

1 Jan 2022 | <http://hrc-prod-requests.s...>

Impact on score

**Neutral** →

Impacted themes



#### Corporate Equality Index 2022

According to the 20th edition of the Human Rights Campaign Foundation's 2022 Corporate Equality Index, ManpowerGroup met the criteria of the Corporate Equality Index Rating Criteria and scored 100%. The HRC Foundation Corporate Equality Index criteria serve as a road map for major U.S. businesses' adoption of inclusive policies, practices and benefits for LGBT employees.

8 Dec 2021 | <http://www.droits-salaries...>

Impact on score

**Neutral** →

Impacted themes



#### Accords d'entreprise chez MANPOWER - MANPOWER FRANCE

Les négociations entre la direction de MANPOWER - MANPOWER FRANCE et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez MANPOWER - MANPOWER FRANCE précisent les droits, avantages et obligations de l'employeur et des salariés.

1 Dec 2021 | <https://unicourt.com/case/...>

Impact on score

**Neutral** →

Impacted themes



#### Perkins vs Manpower Group Talent Solutions LLC

On 12/01/2021 Perkins filed a Labor - Other Labor lawsuit against Manpower Group Talent Solutions, LLC. This case was filed in U.S. District Courts, Kentucky Western District Court. The Judge overseeing this case is Charles R. Simpson, III. The case status is Pending - Other Pending.

7 Nov 2021 | <http://www.esquerda.net/ar...>

Impact on score

**Neutral** →

Impacted themes



#### Seia Contact Center workers on strike on February 16 [PT]

ManpowerGroup workers providing services at the EDP Contact Center in Seia and Lisbon will stop working on February 16, between 00:00 and 00:00. The action claims, among other measures, the payment of additional expenses with telework.

8 Oct 2021 | <https://www.huffingtonpost...>

Impact on score

**Neutral** →

Impacted themes



#### Discrimination à l'embauche: une agence d'intérim sur deux testée par SOS Racisme épinglée

Une opération de "testing inversé" au résultat choquant. Trois ans après son enquête sur le secteur de l'immobilier, SOS Racisme révèle les résultats d'une nouvelle opération dans le secteur des agences d'intérim ce vendredi 8 octobre dans les colonnes du Monde et de France Inter.

4 Oct 2021 | <https://unicourt.com/case/...>

Impact on score

**Neutral** →

Impacted themes



#### Tivnan vs Manpower Group US Inc.

On 10/04/2021 Tivnan filed a Civil Right - Employment Discrimination lawsuit against ManpowerGroup US Incorporated. This case was filed in U.S. District Courts, Arizona District Court. The Judge overseeing this case is Michael T Liburdi. The case status is Pending - Other Pending.

4 Oct 2021 | <https://unicourt.com/case/...>

Impact on score

**Neutral** →

Impacted themes



#### Walker vs Manpower Group US Inc.

On 10/04/2021 Walker filed a Civil Right - Employment Discrimination lawsuit against ManpowerGroup US Incorporated. This case was filed in U.S. District Courts, Arizona District Court. The Judge overseeing this case is Deborah M Fine. The case status is Pending - Other Pending.

1 Oct 2021 | <http://www.droits-salaries...>

Impact on score

**Neutral** →

Impacted themes



#### Accords d'entreprise chez EXPERIS FRANCE

Les négociations entre la direction de EXPERIS FRANCE et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez EXPERIS FRANCE précisent les droits, avantages et obligations de l'employeur et des salariés.

30 Sep 2021 | <http://www.esquerda.net/ar...>

Impact on score

**Neutral** →

Impacted themes



#### Call center workers achieve victory at Manpower and Randstad [PT]

The Call Center Workers Union (STCC) announced on Tuesday the employer's transfer that resulted in the call off of the strike scheduled for the following day. At issue was the demand for salary increases for Randstad and Manpower workers allocated to the Concentrix projects in Porto and Braga. The base salary of these more than 950 workers will increase by 100 euros and the meal allowance by 1.63 euros.

14 Sep 2021 | <http://www.droits-salaries...>

Impact on score

**Neutral** →

Impacted themes



### Accords d'entreprise chez MANPOWERGROUP SOLUTIONS ENTERPRISE

Les négociations entre la direction de MANPOWERGROUP SOLUTIONS ENTERPRISE et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez MANPOWERGROUP SOLUTIONS ENTERPRISE précisent les droits, avantages et obligations de l'employeur et des salariés.

12 Sep 2021 | <http://www.dailyrecord.co...>

Impact on score

**Neutral** →

Impacted themes



### Workers at Scots PPE factory 'humiliated by bosses' who 'timed toilet breaks' in 'sweatshop conditions'

Whistleblowers at Honeywell have come forward to make a series of shocking allegations at the Lanarkshire PPE factory run by a firm given a £58m UK Government deal. Some of the staff complained to Honeywell and Manpower, the recruitment firm who had employed them. Debbie Hutchings, of Unite union, said: "Unite is deeply alarmed at allegations being brought forward by agency workers at Honeywell. "It's unacceptable and even more shocking because this appears to be happening while producing PPE products to save lives. "We have no collective bargaining or recognition for some areas on site, including the one where the workers have been supplied through agency Manpower.

19 Aug 2021 | <http://observador.cr/manpo...>

Impact on score

**Neutral** →

Impacted themes



### Manpower alerta de estafas con promesas de entrevistas de trabajo en esta empresa

ManpowerGroup Costa Rica, compañía de soluciones en talento humano, comunica que personas inescrupulosas se hacen pasar por colaboradores de la empresa para realizar estafas digitales y sustraer dinero de cuentas bancarias. Esto a cambio de participar en presuntos procesos de reclutamiento, denunció la firma. Las ofertas fraudulentas de trabajo se realizan -en su mayoría- a través de plataformas digitales como WhatsApp o redes sociales.

30 Jul 2021 | <http://www.ambientemagazin...>

Impact on score

**Neutral** →

Impacted themes



### Manpowergroup joins BCSD Portugal and reinforces its commitment to sustainability [PT]

ManpowerGroup Portugal joined the Business Council for Sustainable Development (BCSD Portugal), an association that represents more than 100 leading companies in Portugal and that supports them in their journey towards sustainability, promoting a positive impact on their stakeholders, society and the environment. ManpowerGroup's Sustainability Plan is built around learnability, or the capacity for continuous learning, and employability, with the objective of helping people to acquire the skills most in demand in the market.

13 Jul 2021 | <http://www.railwayage.com/...>

Impact on score

**Neutral** →

Impacted themes



### 2021 Disability Equality Index® (DEI® ) Best Places to Work™

The American Association of People with Disabilities and Disability:IN are honored to recognize ManpowerGroup among the companies that scored an 80 or above on the 2021 DEI. The 2021 DEI was completed by 319 companies in 2021.

15 Jun 2021 | <http://www.droits-salaries...>

Impact on score

**Neutral** →

Impacted themes



### Accords d'entreprise chez FUTURSKILL - MANPOWER NOUVELLES COMPETENCES

Les négociations entre la direction de FUTURSKILL - MANPOWER NOUVELLES COMPETENCES et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez FUTURSKILL - MANPOWER NOUVELLES COMPETENCES précisent les droits, avantages et obligations de l'employeur et des salariés.

30 May 2021 | <https://unicourt.com/case/...>

Impact on score

**Neutral** →

Impacted themes



#### Angela Castellano vs Manpower Group US Inc.

On 05/30/2019 Angela Castellano filed a Civil Right - Employment Discrimination lawsuit against ManpowerGroup US Inc. This case was filed in U.S. District Courts, California Central District. The Judges overseeing this case are Karen E. Scott and David O. Carter. The case status is Pending - Other Pending.

16 Apr 2021 | <http://www.droits-salaries...>

Impact on score

**Neutral** →

Impacted themes



#### Accords d'entreprise chez SUPPLAY

Les négociations entre la direction de SUPPLAY et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez SUPPLAY précisent les droits, avantages et obligations de l'employeur et des salariés.

9 Apr 2021 | <http://www.osha.gov/pls/im...>

Impact on score

**Neutral** →

Impacted themes



#### Proposed OSHA Penalty for Serious H&S Standard Violation(s)

On 9th April 2021, Manpower Usa, Inc's facility in Mehoopany, PA, was proposed a \$3,949 penalty for 1 serious violation of U.S. OSHA health and safety standards.

6 Feb 2021 | <https://www.lanuovacalabri...>

Impact on score

**Neutral** →

Impacted themes



#### "Discriminated at work as a mother". The multinational Manpower condemned by the Court of Catanzaro [IT]

According to the judges, the worker S. B. was prevented from carrying out her business due to her condition as her mother.

1 Jan 2021 | <https://www.newsweek.com/a...>

Impact on score

**Neutral** →

Impacted themes



#### America's Most Responsible Companies 2021

ManpowerGroup was ranked 144th for America's Most Responsible Companies 2021 with a score of 76.7. The company scored 80.8 in environment, 83.0 in social and 66.5 in corporate governance.

10 Nov 2020 | <http://www.comunicarseweb...>

Impact on score

**Neutral** →

Impacted themes



#### ManpowerGroup anuncia objetivos validados con la ciencia y se compromete a lograr Net Zero para 2045

ManpowerGroup anunció que la iniciativa Science Based Targets (SBTi) ha validado sus objetivos para reducir las emisiones de gases de efecto invernadero e impulsar una acción climática positiva. Los compromisos de la compañía son reducir 60% las emisiones operativas (Alcance 1 y 2) y 30% las emisiones de la cadena de suministro (Alcance 3) para 2030.

9 Nov 2020 | <http://www.jdsupra.com/leg...>

Impact on score

**Neutral** →

Impacted themes



#### Johnson Controls and ManpowerGroup to Pay \$40,000 to Settle EEOC Sex Discrimination / Retaliation Suit

Johnson Controls, Inc. (JCI) and ManpowerGroup US, Inc. (Manpower) have agreed to pay \$40,000 and hire outside consultants to review their sexual harassment policies and procedures to resolve a sex discrimination and retaliation lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency announced today.

22 Oct 2020 | <http://www.excelsior.com.m...>

Impact on score

**Neutral** →

Impacted themes



#### Acusan a Manpower de evasión y soborno; enfrenta querellas en cinco países

En El Salvador, Manpower tiene demandas de tipo penal por el delito de defraudación, además de otras en el ámbito laboral, como lo muestra un documento de la Cámara Tercera de lo Penal de la Primera Sección del Centro. De acuerdo con las indagatorias que se llevan a cabo en estos países, existe un patrón de operación en el que es probable que las razones sociales principales de Manpower no son las que pagan día con día, sino que tienen otras con las que efectúan las retenciones y dispersiones, con el posible fin de evadir impuestos.

29 Jun 2020 | <http://www2.staffingindust...>

Impact on score

**Neutral** →

Impacted themes



#### UK - Manpower UK may face job cuts due to pandemic (The Telegraph)

Manpower UK has warned that job cuts among its own 1,800 staff are looming as Covid-19 shatters the employment market. Mark Cahill, managing director, said that the firm, which has placed "hundreds" of its staff in the government's coronavirus job retention scheme, could be forced to shed workers as support for employers starts to be wound in at the end of next month. Cahill refused to comment on how many jobs could go but said the end of July was the "next hurdle".

23 Jun 2020 | <https://unicourt.com/case/...>

Impact on score

**Neutral** →

Impacted themes



#### Tharpe vs Manpower Group US Inc.

On 06/23/2020 Tharpe filed a Civil Right - Employment Disability Discrimination lawsuit against ManpowerGroup US, Inc. This case was filed in U.S. District Courts, Kentucky Western District. The Judges overseeing this case are Justin R. Walker and Lanny King. The case status is Pending - Other Pending.

5 Apr 2020 | <http://www.eltiempo.com/co...>

Impact on score

**Neutral** →

Impacted themes



#### Trabajadores denuncian cientos de despidos en medio de la pandemia

Las 2 primeras semanas de confinamiento dejaron ya cientos de despidos en diferentes sectores. Igual situación se está viviendo en las minas de carbón en Cesar, donde el sindicato de trabajadores de la empresa temporal Manpower Group Co, (Sintraeman) subcontratista del grupo Prodeco, manifestó su preocupación frente a la reciente cancelación de contratos de 400 trabajadores que venían laborando desde hace varios años en los proyectos mineros del grupo Prodeco, localizado en los municipios de El Paso, La Jagua de Ibirico y Becerril (Centro del Cesar).

5 Apr 2020 | <http://gender-pay-gap.serv...>

Impact on score

**Neutral** →

Impacted themes



#### MANPOWER UK LIMITED 2020/21 Gender pay gap report

In this organisation, women earn 94p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 5.7% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 3.9% lower than men's.

5 Apr 2020 | <http://gender-pay-gap.serv...>

Impact on score

**Neutral** →

Impacted themes



#### EXPERIS LIMITED 2020/21 Gender pay gap report

In this organisation, women earn 82p for every £1 that men earn when comparing median hourly pay. Women occupy 33.3% of the highest paid jobs and 57.9% of the lowest paid jobs. Women earn 74p for every £1 that men earn when comparing median bonus pay.

5 Apr 2020 | <http://gender-pay-gap.serv...>

Impact on score

**Neutral** →

Impacted themes



#### BROOK STREET (UK) LIMITED 2020/21 Gender pay gap report

In this organisation, women earn £1 for every £1 that men earn when comparing median hourly pay. Women occupy 63.4% of the highest paid jobs and 58.4% of the lowest paid jobs. Women earn £1 for every £1 that men earn when comparing median bonus pay.

31 Mar 2020 | <https://www.ouest-france.f...>

Impact on score

**Neutral** →

Impacted themes



#### Après le décès d'un employé chez FedEx Roissy, les agences d'intérim retirent leurs salariés

Plusieurs agences d'intérim y compris Manpower, ont décidé de ne plus envoyer de salariés en mission sur le hub de FedEx, à Roissy CDG (Val-d'Oise). La mort d'un intérimaire des suites du Covid-19 a fait réagir les syndicats, qui demandent plus de mesures de sécurité pour tous les salariés. Les syndicats CGT des sociétés d'intérim avaient alors déclenché un droit d'alerte, estimant que les employés courraient un « danger grave et imminent ».

28 Mar 2020 | <http://www.noticiasgalicia...>

Impact on score

**Neutral** →

Impacted themes



### Denuncian a las ETT Manpower y Eurofirms por abandono de los trabajadores

El sindicato CCOO Industria en Vigo ha interpuesto ante Inspección de Trabajo dos nuevas denuncias contra las Empresas de Trabajo Temporal (ETT) Manpower y Eurofirms por abandono de los trabajadores. Según ha informado este sábado el sindicato, ante la actual aplicación masiva de ERTÉ s, las ETT, además de dejar en suspenso los contratos de trabajo del personal contratado y cedido, aplicando "una cláusula ilegal, abusiva y discriminatoria", están llevado a cabo finalizaciones de contrato fraudulentas y destruyendo empleo. Manpower también ha sido denunciada ante Inspección de Trabajo por suscribir con cada empleado acuerdos de suspensión de contratos bajo coacción.

3 Mar 2020 | <https://www.abc.net.au/new...>

Impact on score

**Neutral** →

Impacted themes



### Fears private details of Defence Force members compromised in database hack

A highly sensitive military database containing the personal details of tens of thousands of Australian Defence Force (ADF) members was shut down for 10 days due to fears it had been hacked.

26 Feb 2020 | <https://larochesuryon.mavi...>

Impact on score

**Neutral** →

Impacted themes



### Saint-Nazaire. Un accident mortel aux Chantiers de l'Atlantique

Ce mercredi 26 février, vers 3 h, un intérimaire de 54 ans a été victime d'un accident mortel, au sein de l'atelier des panneaux plans du chantier naval de Saint-Nazaire. Plusieurs enquêtes sont en cours pour déterminer les circonstances du drame.

20 Feb 2020 | <http://www.lovemoney.com/g...>

Impact on score

**Neutral** →

Impacted themes



### The best companies to work for in Canada

For 2020, the best companies to work for in Canada offer a strong work-life balance, education and training programmes, and give employees the chance to give back to their communities, according to Glassdoor. Ranked 12th, ManpowerGroup has been praised for its work on accessibility, having recruited thousands of people with disabilities with employees. The company is now working with the Dutch Council for Refugees to offer re-training and employment.

1 Jan 2020 | <http://assets2.hrc.org/fil...>

Impact on score

**Neutral** →

Impacted themes



### 2020 & 2019 Corporate Equality Index for ManpowerGroup

In this 18th Edition Of the Human Rights Campaign Foundation's Corporate Equality Index, 686 businesses earned a 100 percent rating and the designation of being a "Best Place to Work for LGBTQ Equality." ManpowerGroup has earned a perfect CEI Rating of 100 for both the years 2020 and 2019.

1 Jan 2020 | <https://www.newsweek.com/a...>

Impact on score

**Neutral** →

Impacted themes



### America's Most Responsible Companies 2020

ManpowerGroup was ranked 157th for America's Most Responsible Companies 2020 with a score of 70.1. The company scored 85.2 in environment, 70.6 in social and 54.6 in corporate governance.

25 Oct 2019 | <https://assets.publishing...>

Impact on score

**Neutral** →

Impacted themes



### U.K. Employment Tribunal decision - Mr A Arif v Manpower UK Ltd and Jaguar Land Rover

The claim for disability discrimination was brought by Mr Mohammed Atif Arif originally against the first respondent, Manpower UK Ltd, on 28 May 2018. The claimant is a disabled person for the purposes of the Equality Act 2010. The claimant says that, as a result of his disability, he was unable to perform any of the roles in "final assembly 2 area" to which he was assigned and consequently he was no longer able to work for the second respondent. The claimant's claim of discrimination arising from disability pursuant to section 15 of the Equality Act 2010 succeeded against Manpower UK Ltd only in respect of the decision to remove him from the assignment with Jaguar Land Rover Ltd.

21 Oct 2019 | <http://www.comunicarseweb...>

Impact on score

**Neutral** →

Impacted themes



### 10 empresas argentinas se comprometen con la inserción socioeconómica de personas refugiadas

Las empresas International Chamber of Commerce y la Cámara Argentina de Comercio, We Work, Manpower, Randstad, Banco Ciudad, Adecco, Accenture, Wix y Bubbo, se comprometieron a facilitar oportunidades de empleo decente, promover instancias de capacitación, desarrollar acciones de promoción de la empleabilidad, brindar apoyo a emprendimientos, y/o generar acciones de difusión y sensibilización sobre la temática.

21 Oct 2019 | <http://www.comunicarseweb...>

Impact on score

**Neutral** →

Impacted themes



### 20 empresas reciben el "Sello Gestión Inclusiva"

La Agencia Nacional de Discapacidad reconoció a 20 empresas, incluida ManpowerGroup, con el Sello de Gestión Inclusiva por promover el empleo de personas con discapacidad en el sector privado.

10 Oct 2019 | <https://www.adnkronos.com/...>

Impact on score

**Neutral** →

Impacted themes



### Worker mom transferred illegally [IT]

Despite an order from the Court of Rome that had already previously stopped a similar measure, the company, qualified it as a transfer. This is the odyssey of Valeria F. worker of Manpower Srl, a mother of a 4 year old girl.

1 Oct 2019 | <http://www.eeoc.gov/eeoc/n...>

Impact on score

**Neutral** →

Impacted themes



### EEOC Sues Johnson Controls, Inc. and Manpowergroup US, Inc. for Sexual Harassment, Retaliation

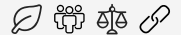
Johnson Controls, Inc. (JCI) and ManpowerGroup US, Inc. (Manpower) violated federal law when they fired a female employee who complained about sexual harassment at a JCI manufacturing facility in Norman, Okla., the U.S. Equal Employment Opportunity Commission (EEOC) charged in a lawsuit filed today.

31 Jul 2019 | <http://www.compromisorse.c...>

Impact on score

**Neutral** →

Impacted themes



### ManpowerGroup España se suma al 'New Deal for Europe' por una Europa sostenible

ManpowerGroup España se ha adherido al pacto europeo "New Deal for Europe". Hasta el momento se han sumado a esta iniciativa más de 200 organizaciones representadas por sus CEO y principales ejecutivos, con la finalidad de aunar el ámbito empresarial, a la sociedad civil y el sector público para entablar diálogos de confianza, establecer plataformas de colaboración y modelos de financiación que sirvan para el desarrollo de una economía circular y digital sostenible que fomente la competitividad, la empleabilidad y la cohesión social.

18 Jul 2019 | <https://unicourt.com/case/...>

Impact on score

**Neutral** →

Impacted themes



#### Hegeman vs ManpowerGroup US Inc.

On 07/18/2019 Hegeman filed a Civil Right - Employment Discrimination lawsuit against ManpowerGroup US Inc. This case was filed in U.S. District Courts, Texas Western District. The case status is Pending - Other Pending.

15 Jun 2019 | <http://disabilityin.org/wh...>

Impact on score

**Neutral** →

Impacted themes



#### Disability Equality Index Names ManpowerGroup As the Best Place to Work in the U.S.

ManpowerGroup has been recognized by the Disability Equality Index® (DEI®) as one of the Best Places to Work in the U.S, receiving a top score of 100% for its commitment to diversity and inclusion in the workplace.

13 Jun 2019 | <http://www.dn.pt/lusa/inte...>

Impact on score

**Neutral** →

Impacted themes



#### 95% adherence to the ManpowerGroup strike in Seia - Syndicate [PT]

The 24-hour strike by ManpowerGroup Solutions workers at the EDP Contact Center in Seia, Guarda district, has a 95% .According to the union, the workers "demand better salary increases than those proposed by the management of the company in negotiation with the union structure of SITE-CN."

13 May 2019 | <https://unicourt.com/case/...>

Impact on score

**Neutral** →

Impacted themes



#### Washington vs Manpower Group US Inc.

On 05/13/2019 Washington filed a Civil Right - Employment Discrimination lawsuit against Manpowergroup US, Inc. This case was filed in U.S. District Courts, Pennsylvania Middle District. The Judge overseeing this case is Malachy E Mannion. The case status is Pending - Other Pending.

5 Apr 2019 | <http://gender-pay-gap.serv...>

Impact on score

**Neutral** →

Impacted themes



#### BROOK STREET (UK) LIMITED 2019/20 Gender pay gap report

In this organisation, women earn £1 for every £1 that men earn when comparing median hourly pay. Women occupy 60.7% of the highest paid jobs and 56.1% of the lowest paid jobs. Women earn £1 for every £1 that men earn when comparing median bonus pay.

5 Apr 2019 | <http://gender-pay-gap.serv...>

Impact on score

**Neutral** →

Impacted themes



#### EXPERIS LIMITED 2019/20 Gender pay gap report

In this organisation, women earn 92p for every £1 that men earn when comparing median hourly pay. Women occupy 30% of the highest paid jobs and 52.5% of the lowest paid jobs. Women earn 57p for every £1 that men earn when comparing median bonus pay.

5 Apr 2019 | <http://gender-pay-gap.serv...>

Impact on score

**Neutral** →

Impacted themes



#### MANPOWER UK LIMITED 2019/20 Gender pay gap report

In this organisation, women earn 92p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 7.7% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 3.4% lower than men's.

18 Mar 2019 | <http://www.osha.gov/pls/im...>

Impact on score

**Neutral** →

Impacted themes



#### OSHA Accident Investigation Summary for Manpower Group Us Inc's facility in Wichita, KS

At 11:23 a.m. on March 13, 2019, an employee was operating forklift. The employee ran over his foot when he put the forklift in reverse too fast, fracturing it . The employee was hospitalized.

13 Feb 2019 | <http://michelangelosalvagn...>

Impact on score

**Neutral** →

Impacted themes



#### Manpower sentenced to reinstate the employee [PT]

By order of 16 January 2019, n. 965, the Court of Velletri, section Labor, in acceptance of the appeal promoted by a worker against Manpower Srl, declared the nullity of the dismissal ordered for allegedly justified objective reason, since it is actually characterized by a discriminatory nature; consequently, the judge sentenced the employer to reinstate the applicant in their jobs and to pay all the wages accrued in the meantime , from the date of dismissal to that of actual reinstatement, in addition to the payment of social security contributions.



1 Jan 2019 | <http://assets2.hrc.org/fil...>

Impact on score

**Neutral** →

Impacted themes



**ManpowerGroup named best place to work for LGBTQ equality in US in 2019**

ManpowerGroup has been named a Best Place to Work for LGBTQ Equality for the year 2019 in the Corporate Equality Index (CEI). CEI is a national benchmarking survey focused on corporate policies and practices awarded by the Human Rights Campaign Foundation.

14 Nov 2018 | <http://www.osha.gov/pls/im...>

Impact on score

**Neutral** →

Impacted themes



**OSHA Accident Investigation Summary for Manpower Us Inc's facility in Woodland, CA**

At 2:00 p.m. on October 30, 2018, an employee was working for a temporary staffing agency. He had been assigned to work at a firm that engaged in shipping, warehousing, or packaging activities. He was unjamming the clogged shredder belt of a blower machine. The shredder belt was covered with sharp spikes. As he was cleaning the machine, by removing excess poly fibers that were clogging the shredder belt, the machine was energized. The employee's right hand came into contact with the rotating shredder belt. He sustained the amputation of his right hand. He was hospitalized.

21 Aug 2018 | <https://www.wsbtv.com/news...>

Impact on score

**Neutral** →

Impacted themes



**Racial slur and hand-written note trigger workplace lawsuit**

A workplace racial discrimination lawsuit is headed to trial, with allegations that a former Atlanta executive's handwritten notes prove an employee did not receive a promotion because he's black.

20 Jul 2018 | <https://unicourt.com/case/...>

Impact on score

**Neutral** →

Impacted themes



**Seida vs Manpower Group US Inc.**

On 07/20/2018 SEIDA filed a Civil Right - Employment Discrimination lawsuit against MANPOWERGROUP US INC. This case was filed in U.S. District Courts, Pennsylvania Eastern District. The Judge overseeing this case is MICHAEL M. BAYLSON. The case status is Pending - Other Pending.

9 Jul 2018 | <https://www2.staffingindus...>

Impact on score

**Neutral** →

Impacted themes



**Former exec sues ManpowerGroup following termination in wake of hacking**

Former ManpowerGroup Inc. (NYSE: MAN) executive Sheldon Schur filed a lawsuit alleging the company breached a contract when it terminated him following a wire-fraud hacking incident in late 2017.

20 Jun 2018 | <http://www.funktionshinder...>

Impact on score

**Neutral** →

Impacted themes



**Denied extra jobs due to reduced work capacity [SE]**

A staffing agency is being charged for discrimination since a woman with reduced work capacity has been denied part-time work. The judgment states that a staffing company Manpower Student AB has exposed a woman for discrimination since she was denied part-time work with reference to the requirement for other main employment. The staffing company is ordered to pay SEK 110000 in discrimination compensation to the woman.

11 Jun 2018 | <https://unicourt.com/case/...>

Impact on score

**Neutral** →

Impacted themes



### Silva vs Manpower Group US Inc.

On 06/11/2018 Silva filed a Civil Right - Employment Disability Discrimination lawsuit against Manpowergroup US Inc. This case was filed in U.S. District Courts, Texas Western District Court. The Judge overseeing this case is Philip R. Martinez. The case status is Pending - Other Pending.

16 May 2018 | <http://wvrecord.com/storie...>

Impact on score

**Neutral** →

Impacted themes



### Former employee accuses employer, staffing agent of retaliation

A Jackson County man is suing his former employer and a staffing agent, alleging retaliation and unlawful termination.

8 May 2018 | <http://www.fiequimetal.pt/...>

Impact on score

**Neutral** →

Impacted themes



### Strike reaffirms demands on EDP and Manpower [PT]

For better salaries and a direct and stable bond, for the performance of permanent functions, the employees of the EDP Contact Center in Seia, contracted through ManpowerGroup Solutions, are making a 24-hour strike today, with a membership of 75 per cent. For the current year, the salaries proposed by Manpower vary, according to the seniority levels, between 580 euros (national minimum wage) and 625 euros. Workers' wage claims range from € 603 to € 633.

3 May 2018 | <http://france3-regions.fra...>

Impact on score

**Neutral** →

Impacted themes



### Lorient : les dockers interpellent l'agence Manpower sur l'emploi d'intérimaires sur le port

Ils étaient une quarantaine à avoir fait le déplacement ce jeudi matin devant l'agence d'intérim Manpower de Lorient. Selon Eddie Le Goulven, secrétaire des ouvriers dockers CGT de Lorient, des intérimaires sont employés pour faire le travail réalisé par les dockers de la société KSI avant qu'ils ne soient licenciés économiques.

18 Apr 2018 | <http://www.elperiodico.com...>

Impact on score

**Neutral** →

Impacted themes



### Trabajadores de Amazon se manifiestan en las sedes de las subcontratas

Los sindicatos con representación de trabajadores en la planta de Amazon de San Fernando de Henares (Madrid) han protagonizado concentraciones delante de las sedes de las dos principales empresas que gestionan la subcontrata de trabajadores, Manpower y Adecco. La protesta ha tenido como objetivo denunciar los "despidos", según señalan los sindicatos, que estas empresas impusieron a aquellos trabajadores que secundaron la huelga de los días 21 y 22 de marzo por la vía de la no renovación de los contratos.

17 Apr 2018 | <http://www.birminghammail...>

Impact on score

**Neutral** →

Impacted themes



### JLR worker reveals how agency staff told of 1,000 job losses and says: 'They sacked us in 10 minutes'

A Jaguar Land Rover agency worker has lifted the lid on the huge cull which could see 1,000 job losses in Solihull, revealing: "They've basically sacked us in 10 minutes". The worker told how bosses at the JLR plant in Lode Lane gathered Manpower UK agency staff together for a mass meeting yesterday (April 16), when it was announced the luxury car manufacturer would be "making some adjustments to the level of agency staff".

13 Apr 2018 | <https://businessweekly.it/...>

Impact on score

**Neutral** →

Impacted themes



### Manpower: unions say no to individual company talks [IT]

Following the meeting between the personnel management of the Manpower Group and the unions Filcams Cgil, Fisascat Cisl and Uiltucs, the unions expressed strong dissent towards the company's choice to organize tête-à-tête with individual workers.

5 Apr 2018 | <http://gender-pay-gap.serv...>

Impact on score

**Neutral** →

Impacted themes



### BROOK STREET (UK) LIMITED 2018/19 Gender pay gap report

In this organisation, women earn £1 for every £1 that men earn when comparing median hourly pay. Women occupy 61.3% of the highest paid jobs and 53.1% of the lowest paid jobs. Women earn £1 for every £1 that men earn when comparing median bonus pay.

5 Apr 2018 | <http://gender-pay-gap.serv...>

Impact on score

**Neutral** →

Impacted themes



### MANPOWER UK LIMITED 2018/19 Gender pay gap report

In this organisation, women earn £1 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0.3% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 1.9% higher than men's.

5 Apr 2018 | <http://gender-pay-gap.serv...>

Impact on score

**Neutral** →

Impacted themes



#### EXPERIS LIMITED 2018/19 Gender pay gap report

In this organisation, women earn 82p for every £1 that men earn when comparing median hourly pay. Women occupy 30.6% of the highest paid jobs and 53.5% of the lowest paid jobs. Women earn 79p for every £1 that men earn when comparing median bonus pay.

5 Mar 2018 | <http://www.capital.fr/votr...>

Impact on score

**Neutral** →

Impacted themes



#### Manpower, Adecco... Les entreprises préférés des salariés des services à l'emploi

Les poids lourds de l'intérim dominent le classement des employeurs du recrutement les plus appréciés. Comme l'an dernier, deux géants de l'intérim restent en tête chez les prestataires à qui les DRH confient leurs missions de recrutement. Manpower est au premier rang.

5 Mar 2018 | <http://www.humanite.fr/dis...>

Impact on score

**Neutral** →

Impacted themes



#### Discrimination chez Manpower

Employé par la société Manpower, un salarié a eu l'idée saugrenue d'être désigné par son syndicat pour exercer différents mandats représentatifs dans l'entreprise. À partir de là, le nombre de missions qui lui étaient confiées a chuté de manière considérable. Les rares missions encore proposées au salarié étaient, en outre, soit largement en-deçà de ses différentes qualifications, soit contraires aux restrictions de la médecine du travail. Le juge a reconnu la discrimination et condamné l'employeur à payer des dommages et intérêts.

26 Feb 2018 | <http://www.abrilabril.pt/t...>

Impact on score

**Neutral** →

Impacted themes



#### Manpower workers on strike [PT]

Manpower workers - a temporary work company providing a number of services to PT / MEO - complete a 48-hour strike on Tuesday, demanding an increase in salaries and effective integration into the "parent company".

24 Feb 2018 | <http://www.dn.pt/lusa/inte...>

Impact on score

**Neutral** →

Impacted themes



#### Manpower workers at the PT-MEO service return to strike on Sunday and Monday [PT]

ManpowerGroup Solutions employees working for PT-MEO are on a new strike on Sunday and Monday, demanding salary increases and the effective integration of the telecom operator.

11 Jul 2013 | <http://www.staffingindustr...>

Impact on score

**Neutral** →

Impacted themes



#### France - Adecco, Manpower, and Randstad face competition inquiry

Adecco, Manpower, and Randstad, confirmed today that they are under investigation by the French Competition Authority (CFA).

1 Dec 2022 |

Impact on score


**Neutral** →

No records found for this company on Compliance Database

## Specific comments

 No records found in third party risk and compliance database.

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 The company demonstrates an advanced management system on environmental issues.

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 The company demonstrates an advanced management system on labor & human rights issues.

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 The company demonstrates an advanced management system on ethics issues.

You are receiving this score/medal based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the scorecard/medal validity, EcoVadis reserves the right to place the business' scorecard/medal on hold and, if considered appropriate, to re-assess and possibly issue a revised scorecard/medal.

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marc.vandeleene@manpowergroup.be | MANPOWERGROUP BELUX (GROUP) | 24 January 2023