



Contact : ManpowerGroup BeLux

Marc Vandeleene +32 495 24 05 43

marc.vandeleene@manpowergroup.be

FOR IMMEDIATE RELEASE

#SUSTAINABILITY #CSR # CERTIFICATION #ECOVADIS

ManpowerGroup BeLux awarded the EcoVadis Gold Medal for the third time in a row for performance in sustainability and social responsibility

Environmental, social and economic sustainability is now essential to meet the demands of new generations of workers

Brussels, Belgium, 15 February 2023 – In recent years, sustainability has become an integral part of public debate and corporate management. Demand for sustainable products and services is growing. A growing number of workers want to find meaningful work. According to the recent ManpowerGroup study 'The New Human Age' ⁽¹⁾, 64% of employees surveyed worldwide want to contribute to a better society, through their work. Two out of three want to work for a company whose values they share. Younger generations in particular are demanding: 52% of Generation Z employees feel that companies are not doing enough to protect the planet, while 68% think their employers are not doing enough to promote a more inclusive and diverse work environment. ESG (Environment, Social and Governance) criteria are also gaining momentum with investors and are influencing the assessment of companies' stock market value. Companies must be transparent and demonstrate their commitment to environmental, social and economic sustainability, as well as to corporate social responsibility.

As with digital transformation, nearly 8 out of 10 companies (78%) surveyed by ManpowerGroup worldwide say they have or are developing ESG goals to move their organization forward.

21 criteria to measure companies' social performance

Using a rigorous methodology, EcoVadis analyses the social performance of more than 100,000 organisations in 175 countries, using 21 criteria split into 4 categories: Environment, Labour/Human Rights, Ethics and Sustainable Procurement. The evaluation method - which is based on international sustainable development standards such as those from the UN Global Compact, the Global Reporting Initiative (GRI), the ILO conventions and the ISO 26000 standard (CSR) - measures the policies in place, actions taken and the results obtained for each of the 21 criteria. The EcoVadis requirement levels have continued to increase, and yet ManpowerGroup BeLux has been awarded the Gold Medal for the third consecutive time and has improved its score compared to 2020 by 7 points overall and 10 points for the environmental criteria. With a score of 77/100, ManpowerGroup BeLux ranks in the top 4% of companies rated worldwide, and in the top 1% of companies rated within its sector in terms of sustainability and social responsibility.

"As awareness of the climate emergency and societal issues has increased in recent years, we are very proud and satisfied with our new 'Gold' recognition on the Ecodadis rating platform, which places us among the leading companies in terms of sustainability and social responsibility," explains Sébastien Delfosse, Managing Director of ManpowerGroup BeLux. *"We have strengthened our sustainability management procedures (ESG) to meet the very strict criteria measured by EcoVadis, but above all, to enable us to better achieve the ambitions we set ourselves in our 'Working To Change the World' plan, a plan that is enthusiastically supported by all our teams. New generations expect to get something different from work – a meaningful work that contributes to a better society – and companies need to respond with clarity and consistency to attract and retain talent."*



Working to change the world

In its latest report 'Working to Change the World' ManpowerGroup Belgium presented the progress made on the three ESG pillars: Planet, People and Prosperity, and Governance Principles. This includes actions taken in Belgium to combat global warming with a view to achieving carbon neutrality, programmes to strengthen the employability of temporary workers and build fulfilling careers for its permanent staff, as well as the strengthening of procedures in cybersecurity and risk management, and the fight against all forms of discrimination.

Globally, ManpowerGroup has achieved EcoVadis Platinum, Gold and Silver certifications in 25 countries, with Belgium ranking among the top countries. The HR Group, founded in Milwaukee in 1948 when it opened the world's first temporary employment agency, will celebrate its 75th anniversary in 2023.

- (1) The study the [New Human Age](#) presents the new 2023 trends in the world of work.
- (2) The [ESG report 'Working to Change the World'](#) is available on the ManpowerGroup Belgium website (ManpowerGroup Knowledge Center)

Appendice



[EcoVadis Scores](#)

Platinum - top 1% (overall score between 78 and 100)

Gold - top 5% (overall score between 70 and 77)

Silver - top 25% (overall score between 59 and 69)

Bronze - top 50% (overall score between 50 and 58)

www.ecovadis.com



ManpowerGroup®

ManpowerGroup BeLux has been awarded a **Gold Medal** by **EcoVadis**, the World's Most Trusted Business Sustainability Ratings

TOP 1% 77/100

2023 ecoVadis Sustainability Rating

GOLD

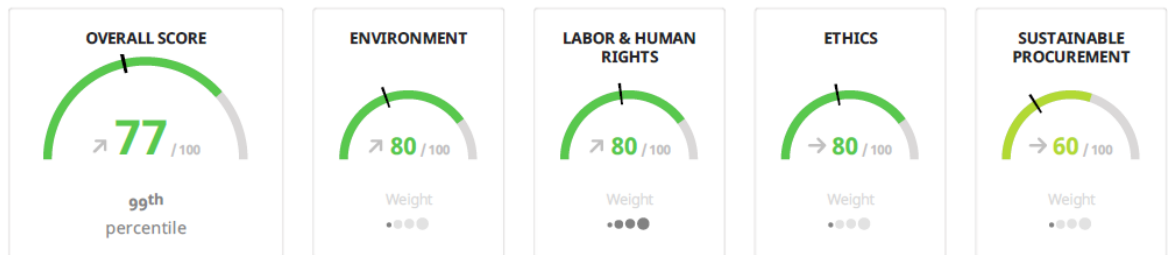
ENVIRONMENT - LABOR & HUMAN RIGHTS - ETHICS - SUSTAINABLE PROCUREMENT

SUSTAINABILITY PERFORMANCE OVERVIEW

Score breakdown

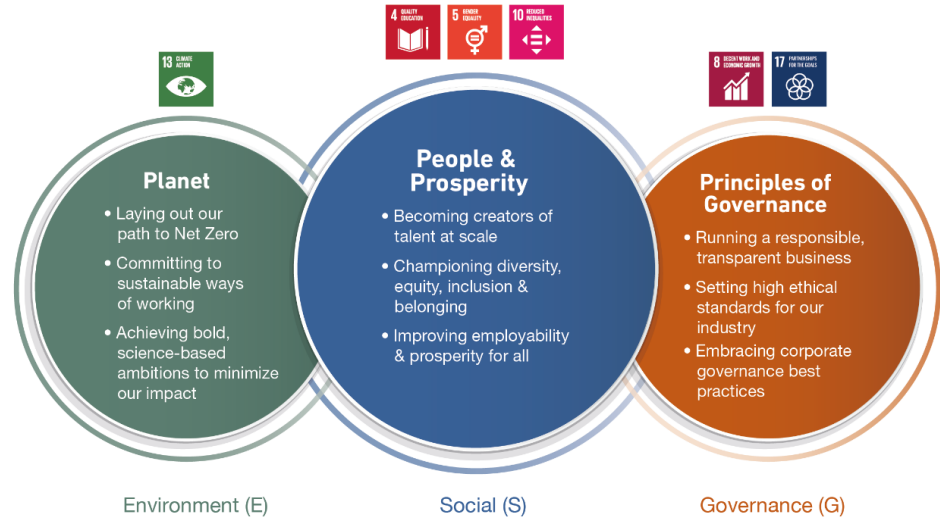
MANPOWERGROUP BELUX (GROUP) sustainability performance is: **Advanced**

Sustainability performance ● Insufficient ● Partial ● Good ● Advanced ● Outstanding — Average score





OUR WORKING TO CHANGE THE WORLD PLAN



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 2022, ManpowerGroup was named one of the World’s Most Ethical Companies for the thirteenth consecutive year. We also earned globally and in Belgium (2023) 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 Sourcing & Staffing Company’ at the HR Excellence Awards 2022. All these recognitions confirm our position as the brand of choice for in-demand talent.

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

Ready for the new era The Human Age, where talent is the engine of the economy? Visit our ManpowerGroup Knowledge Center à 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