

External acknowledgements of our sustainability performance

The Adecco Group decides to not participate in the 2016 DJSI assessment

In September 2015, the Adecco Group received notification by RobecoSAM that it was no longer included in the Dow Jones Sustainability World and Europe Indices. The notification followed a continuous inclusion in both Indices since 2011, with an industry lead in the Commercial & Professional Services Industry in 2013. The yearly DJSI assessment benchmarked our organisation against the largest companies worldwide by undergoing an in-depth analysis of financially material economic, environmental and social practices.

These include innovation and supply chain management, climate strategy and stakeholder engagement, with a special focus on industry-specific risks and opportunities. Each year, RobecoSAM invites over 3,000 publicly traded companies, including 800 companies in emerging markets, to report annually on their sustainability practices.

Following the 2015 DJSI assessment result, the Adecco Group decided to not participate in the 2016 DJSI assessment but to focus on the goal to move towards an integrated reporting process which requires an in-depth review of material topics, KPIs and targets.

[Read more about RobecoSAM and S&P Dow Jones Indices on the DJSI review 2015 website.](#)

Other ratings we have received:

Enhanced rating in the Carbon Disclosure Project (CDP)

Adecco's efforts in measuring and reporting its greenhouse gas emissions were acknowledged in CDP's evaluations 2015: Adecco achieved a disclosure score of 86 (CDP Supply Chain average 60) and was placed in performance category Band D (CDP Supply Chain average D).

[CDP website](#)

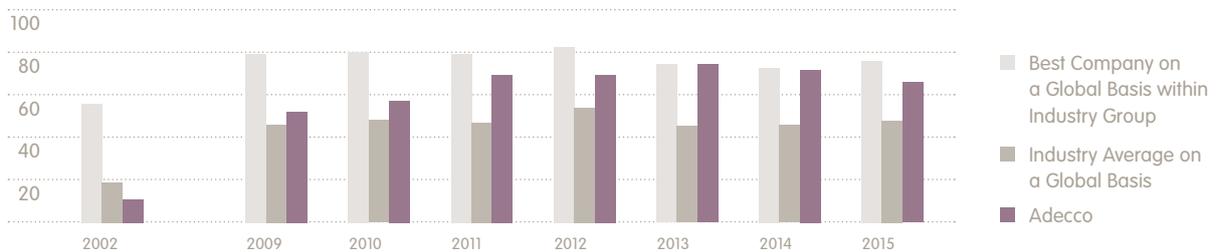
EcoVadis – Gold ratings

The Adecco Group and Groupe Adecco France were both given gold rating in the EcoVadis 2015 assessment which indicates our advanced CSR engagement. The EcoVadis methodology framework assesses companies' policies and also measures the reporting published on the environment, labour practices & human rights, fair business practices and sustainable procurement. The assessment conducted by CSR experts is made on the basis of the company's responses and supporting documents to a survey which is dynamically adapted to country, sector and size, as well as public and stakeholder (NGOs, trade unions, press) information publicly available.

[EcoVadis website](#)

DJSI Assessment – Results for Adecco Group

Scorecards 2002–2015



The Adecco Group's long-standing commitment with the Dow Jones Sustainability Index.

SXI Switzerland Sustainability 25® – Adecco amongst the most sustainable Swiss companies in 2014

The SXI Switzerland Sustainability 25 Index® includes 25 stocks from the SMI® Expanded Index with the best sustainability scores. The Index is weighted based on free-float market capitalisation, with a single component's weight capped at a maximum of 15%. A total score is derived for each company provided by a third-party research provider. The higher the score, the more sustainable the company. All companies that are considered sustainable and belong to the SMI expanded are eligible and ranked according to their total score. The index is built out of the SMI expanded and a rebalancing is implemented yearly as part of the ordinary review in September. The SXI Switzerland Sustainability 25® was launched on June 17, 2014.

[Read more](#)

- DJSI World sustainability-indexes.com
- DJSI Europe sustainability-indexes.com
- FTSE4GOOD Global Index ftse.com/ftse4good
- FTSE4GOOD Europe Index ftse.com/ftse4good
- ECPI Ethical Index Global ecpigroup.com
- ECPI Ethical Index Euro ecpigroup.com
- Ethibel EXCELLENCE Investment Register forumethibel.org
- DAXglobal® Sarasin Sustainability Germany (TR) EUR dax-indices.com
- Pictet-Ethos CH – Swiss Sustainable Equities pictetfunds.com
- Standard Ethics – Standard Ethics Rating (SER) standardethics.eu
- STOXX® Global ESG Leaders indices stox.com
- Vontobel Fund – Global Responsibility Swiss Equity vontobel.com



FTSE4Good



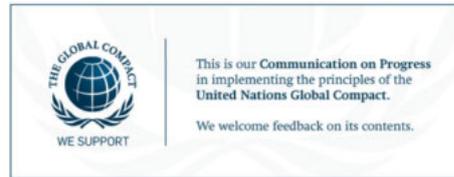
GRI G4 Content Index

UN Global Compact Communication on Progress (CoP)

Content guidance

UN Global Compact Communication on Progress (CoP)

The various case studies featured in this report give an insight into our activities in line with the ten principles of the UN Global Compact. For more details on our progress in relation to the [UNGC principles](#), please refer to the GRI G4 Content Index on next pages.



GRI Reporting Framework The current CSR Report is prepared in accordance with the Global Reporting Initiative's G4 guidelines; it is actually an update of our last year's CSR Report, which had successfully completed the GRI Materiality Disclosures Service.

The Global Reporting Initiative GRI™ is an international independent organization that has pioneered corporate sustainability reporting since 1997. With thousands of reporters in over 90 countries, GRI provides the world's most trusted and widely used standards on sustainability reporting.

As of 2017, we plan to communicate our progress through an Integrated Report.

Reporting on country level For further examples of **Adecco Group's CSR engagement at country level**, please refer to the respective country websites. We would like to highlight the [CSR Reporting of Groupe Adecco France](#), following the law known as 'Grenelle II', voted by French Parliament on 29 June 2010 and promulgated on 12 July 2010 which newly defined public reporting on sustainable development for major corporations in France. Furthermore, we recommend the [CSR Reporting of Adecco Argentina](#).