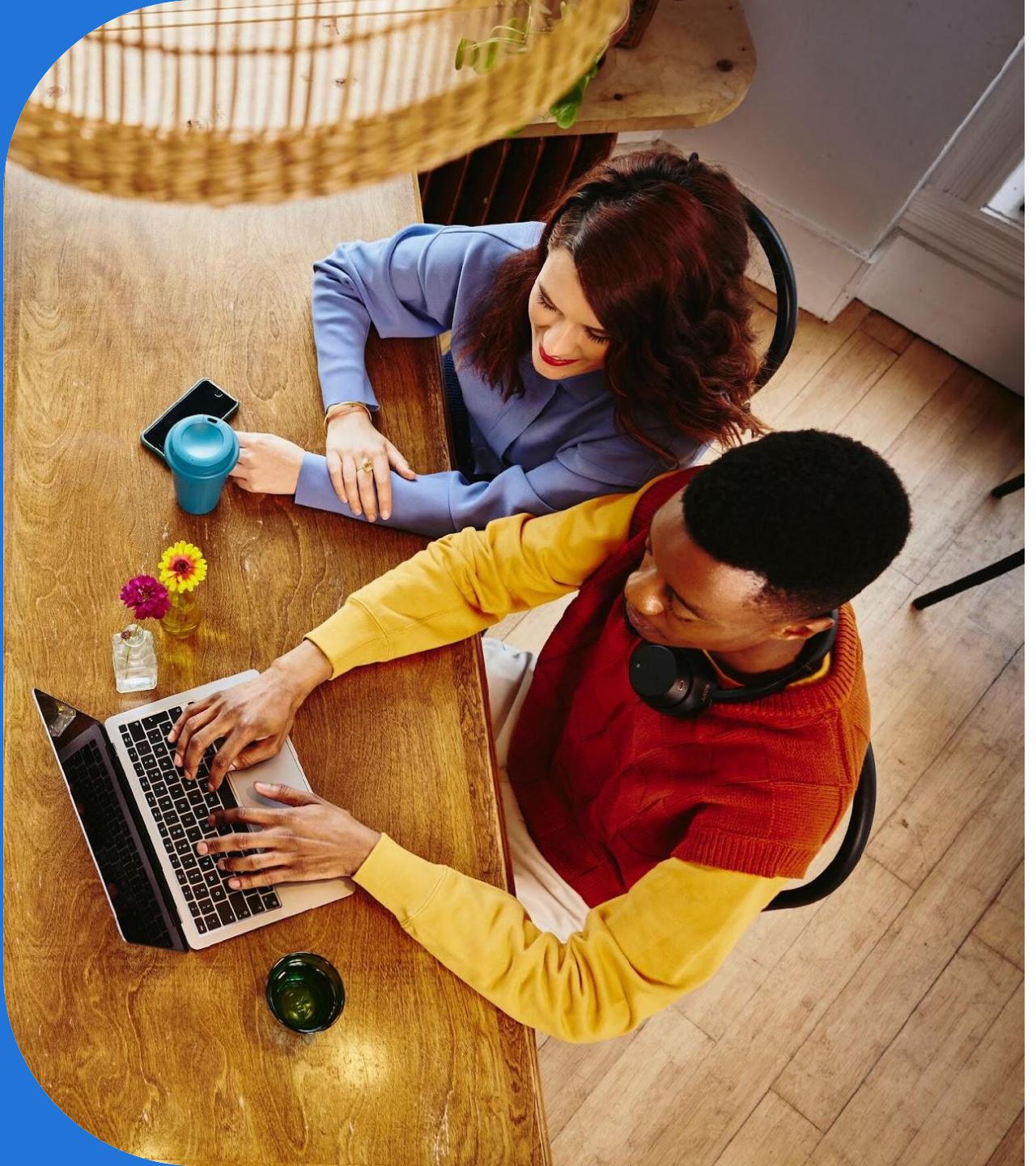


# randstad italy.

corporate presentation.



randstad



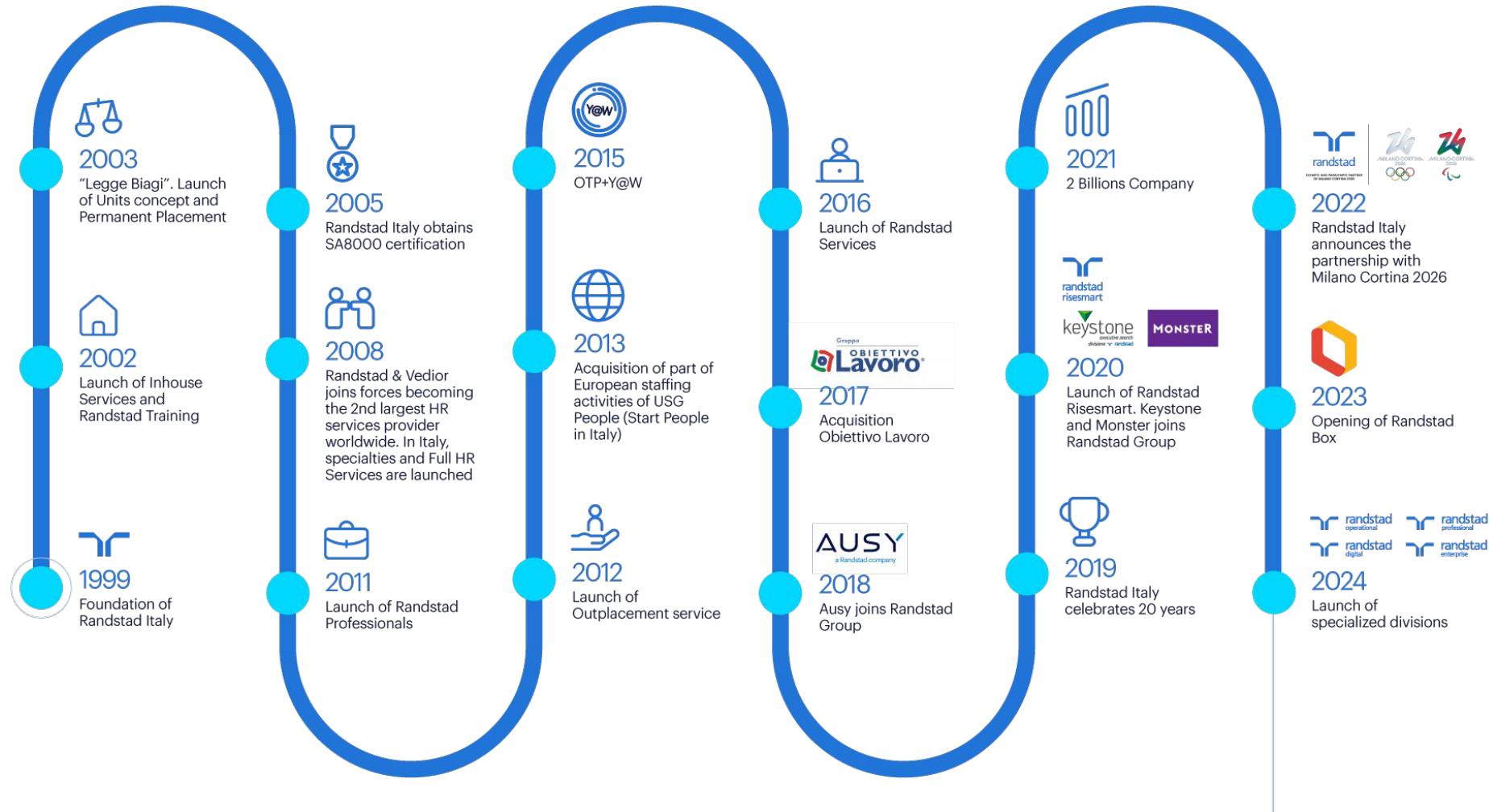
# our achievements in 2024.



our story.



# over twenty years of experience.



the world  
around us.



# fundamental trends shaping the world of work.

The world of work is transforming: During the course of 2023, the geopolitical scenario, climate change, technological innovation, the development of the platform economy, demographic trends, globalization, and the shrinking labor markets drove these diverse transformations.

talent scarcity and changing expectations.



Talent wants to learn and grow but work-life balance, equity and flexibility are key.

clients seeking deeper partnerships.



Clients are seeking more support in delivering their talent strategies, including attracting, managing and transitioning talent.

digital technologies and AI in the workplace.



The combination of digital processes, strategic deployment of data and the introduction of AI technologies creates massive opportunities for deeper engagement, as well as faster service and improved productivity.



our vision and  
strategy.

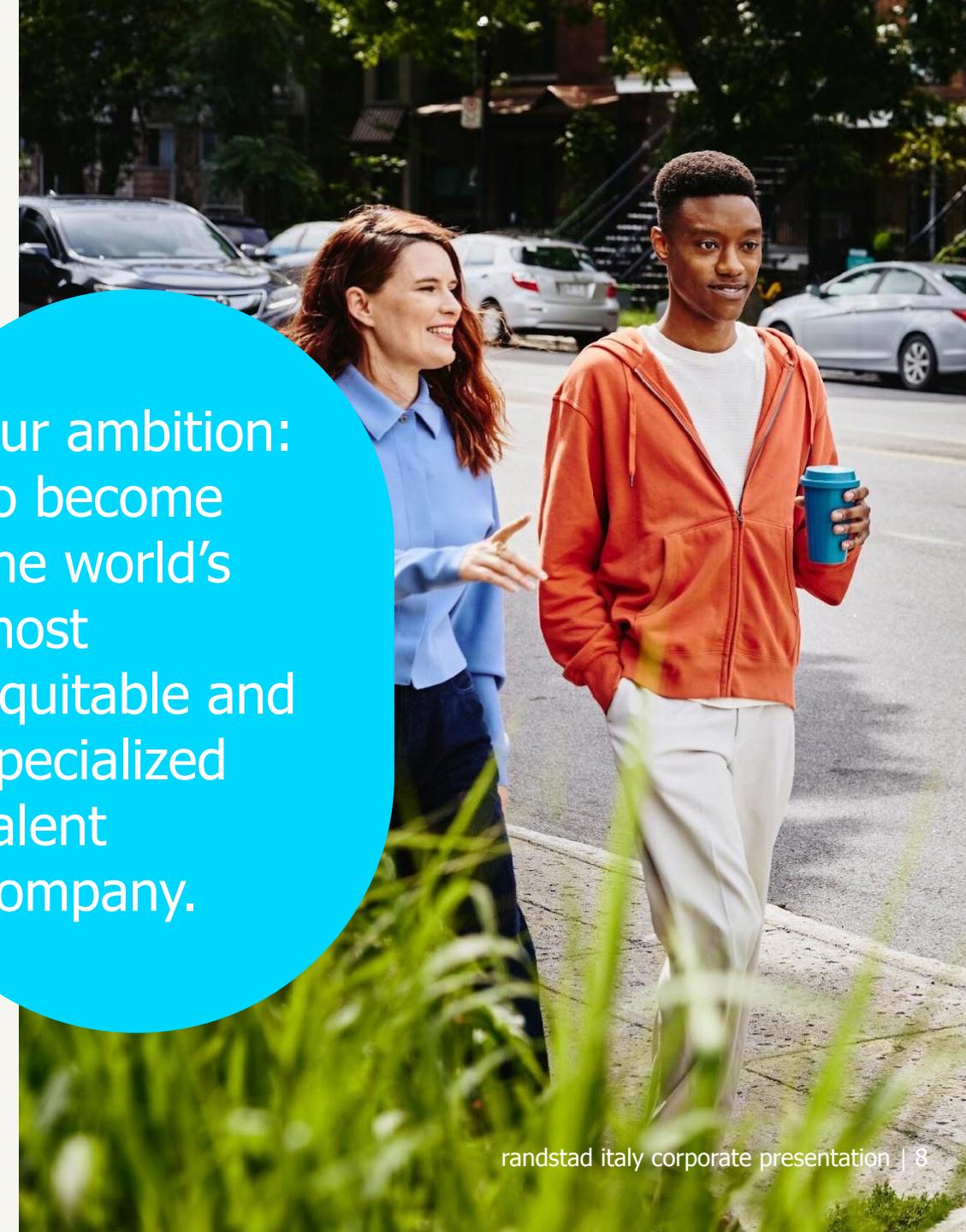
# in an ever changing world of work, we support:

## need for specialization

Our specialization approach ensures that all talent and clients receive the focused expertise they are looking for. By understanding their industries, markets and skills needs, Randstad is uniquely positioned to transform their workforce to meet current and future business imperatives and ambitions.

## importance of equity

Promoting equity isn't just the right thing to do, it is also a business imperative. To deliver the best talent to our clients, we need to consider all talent pools, especially in a talent-scarce world.



## our strategy: to be a trusted partner for talent.

Our partner for talent strategy is how we deliver our vision. It puts our focus on being a partner for both our clients and the talent themselves.

It also ensures talent receive the focused support they require and clients get the specialized skills and expertise their businesses need.



# delivering value to all our stakeholders.

our strategy is underpinned by five key pillars that will ensure we drive growth at scale

## growth through specialization

Addressing the needs for specialized talent is critical to labor market efficiency. Our focus on this will allow us to grow the trust and confidence clients and talent have in our brands.

## talent and equity at the heart

We're focused on removing barriers that can get in the way of people securing rewarding careers and development opportunities. Equity is at the heart of everything we do, and we work to create a fairer labor market where decent jobs offering prosperity and security are available to everyone.

## delivery excellence

Delivery excellence is why Randstad is the preferred partner for talent for many organizations. Our objective is simple: create the best and most efficient experience for our clients.

## randstad talent platform

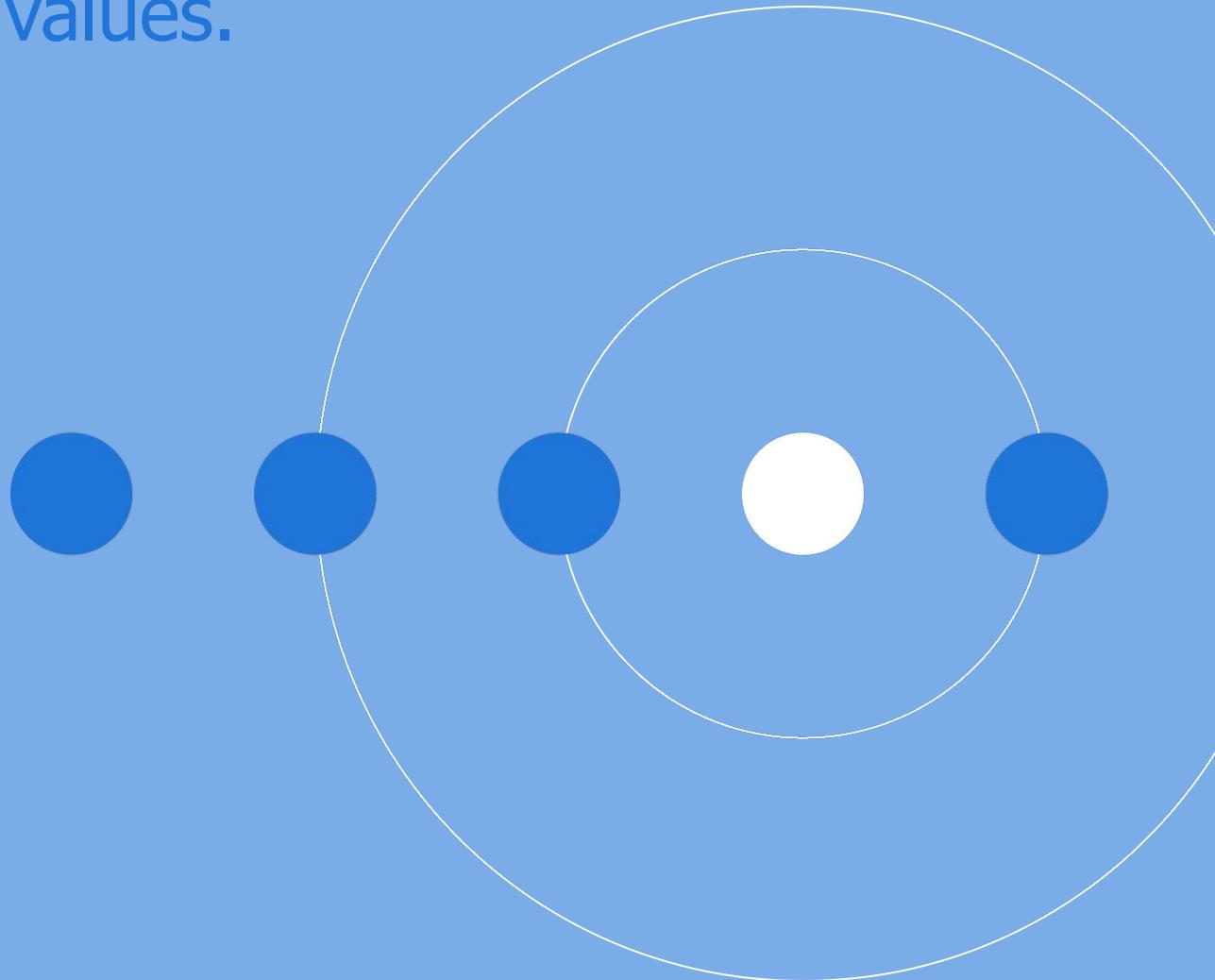
The Randstad talent platform includes a fully digitized workflow supporting end-to-end transactions between employers and talent. This powerful technology offers quality and speed, and unparalleled value and satisfaction to both talent and clients.

## best team in the industry

Our employees embody the values and culture that set us apart in the eyes of clients and the talent we support. They bring the vision, strategy and principles of Randstad to life, and are the driver behind our market-leading status.



# guided everyday by our core values.



## to know

We know our clients, candidates, suppliers and other business partners. In our business it is often the details that count the most.

## to serve

We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

## to trust

We create trusted partnerships and value the relationship with customers, workers and candidates.

## striving for perfection

We always seek to improve and innovate our work, using the right tech tool to guide our daily activities.

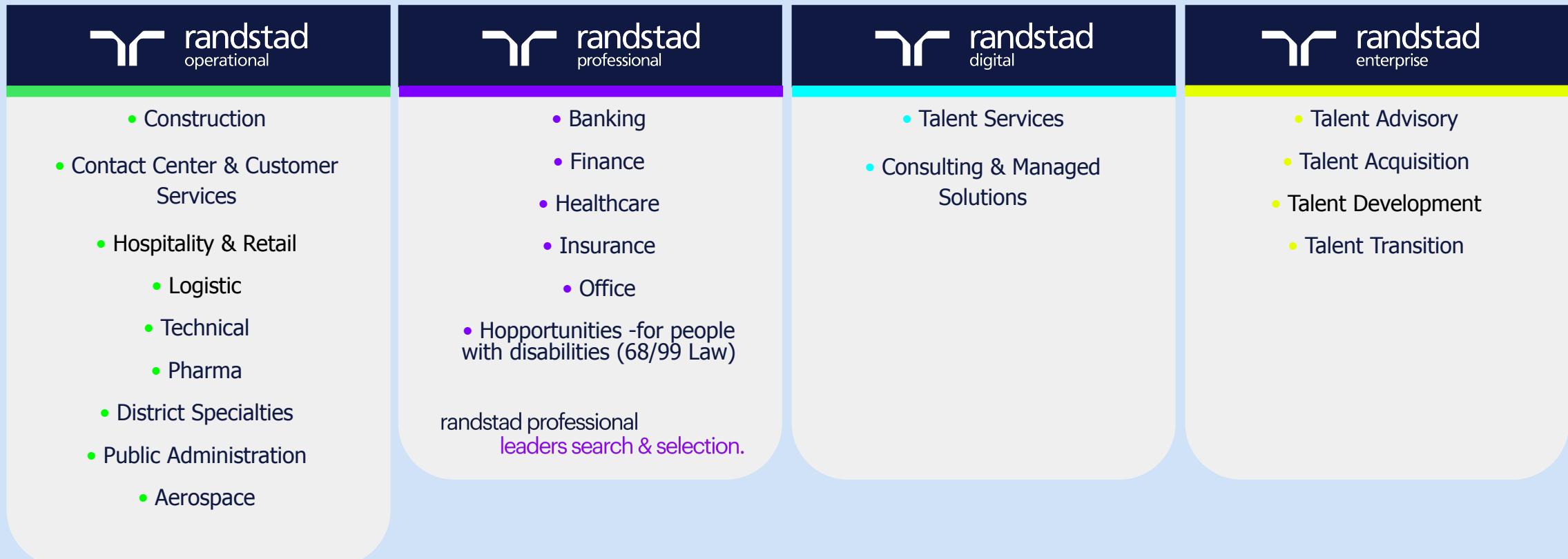
## simultaneous promotion of all interests

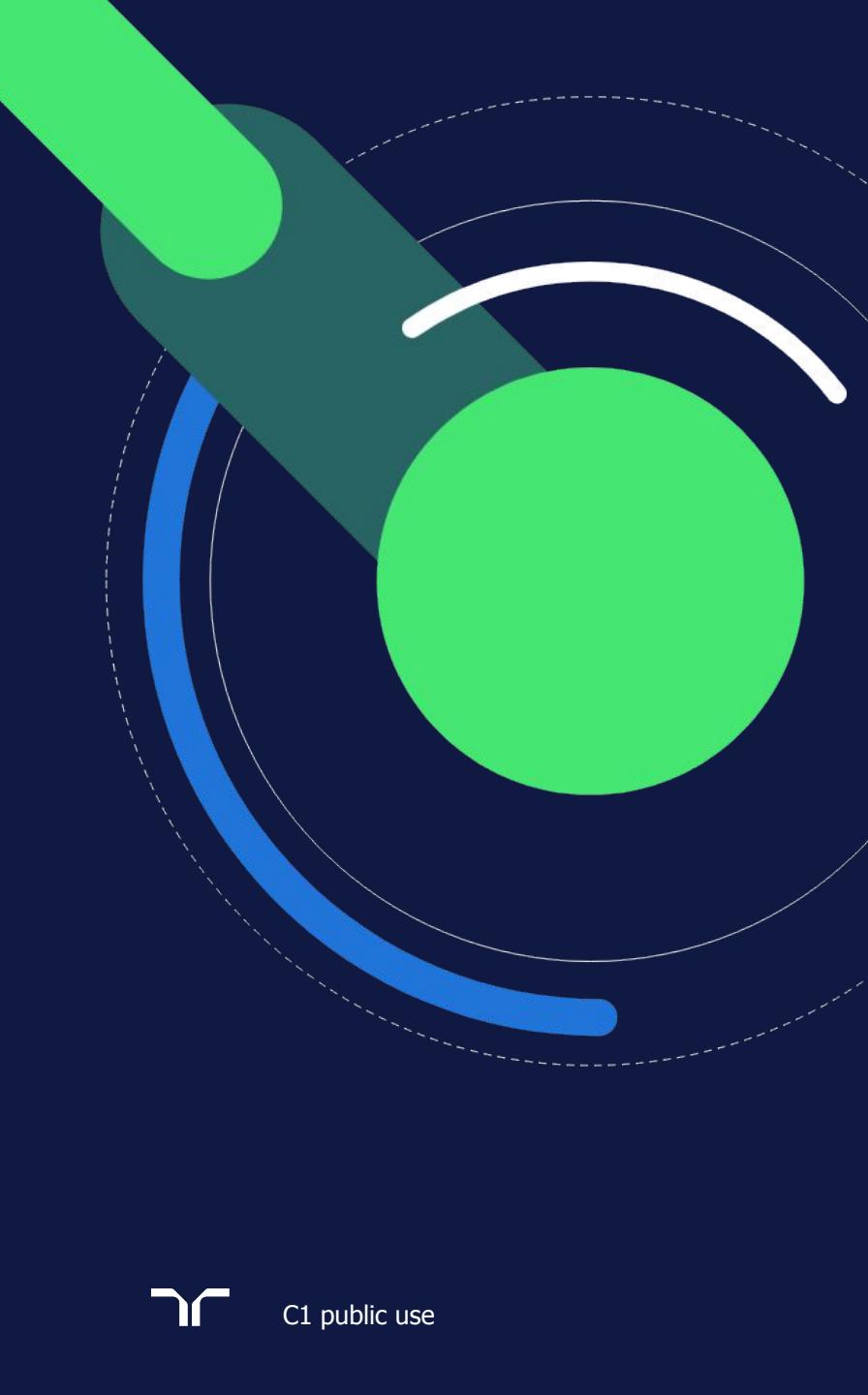
Our business should always benefit society as a whole.



our specializations.

to support talents and clients  
of every sector.





# randstad operational.

Randstad Operational is the division **specialized in the search, supply** and training of light industry talents, specialized technicians, logistics profiles, the aerospace sector and **figures from the** construction and infrastructure world. Randstad Operational also recruits talents in **hotel and restaurant, customer service, retail, pharmaceutical manufacturing sectors and public administration.**

Randstad Operational can **support your business with the largest pool of pre-qualified candidates, deep industry experience and in-depth knowledge of operational workforce dynamics.**



operational

# randstad professional.

Randstad Professional is the **division specialized in the search, supply and training of white-collars, talents in the banking, finance and insurance world, in the back-office and in the healthcare sector.**

With a team of consultants - **Randstad Professional Leaders Search & Selection** - dedicated to the **search, selection and head hunting** of professionals in the fields of **digital & new media, sales & marketing, design & furniture, food, beverage, FMCG, fashion & luxury, engineering, life science, public sector, public administration.**

Randstad Professional can **support your business** thanks to a portfolio of **pre-qualified candidates** and through **specific data and insights** on new market dynamics.

professional



C1 public use

# randstad enterprise.



Randstad Enterprise is the **specialized division** of the Randstad Group that, through the Randstad HR Solutions legal entity, focuses on **talent strategy** to support **organizations** and **individuals**.

It delivers solutions that help companies navigate business transformations and complex challenges, designing strategies that impact **company culture and organizational models**. This is achieved by combining the expertise of the **talent advisory** consulting team with specialized services in **talent acquisition**, **talent development** and **talent transition**.

Additionally, Enterprise supports other Randstad specialized divisions (Operational, Professional, Digital) by assisting people, defined as **talents**, throughout their career journeys—from career orientation to professional development. This comprehensive **talent journey** process also includes training for new competencies and professional skills, often addressing areas affected by talent shortages.

enterprise

# randstad digital.

As a **digital enablement partner**, Randstad Digital applies a **"talent-first"** approach to accelerate the **digital journey** of your business, supporting your company in developing its potential.

Randstad **Digital Talent Services** supports the growth of companies through **tailor-made planning** both in the **selection** and **management and training of talents**, with respect to the specific needs of the information technology market.

Randstad **Digital Consulting & Managed Solutions**, through a **team of experienced and highly qualified consultants**, helps your organization strengthen and accelerate technology programs, in IT and engineering, by providing results-oriented services and solutions.

digital



C1 public use

# our services.



C1 public use

# in line with the needs of our stakeholders.



## flexibility

### staffing

- temporary staffing
- staff leasing
- apprenticeships
- internships

### inhouse

- high volume management
- customized service
- cost saving program
- process management

### randstad intempo

- port and maritime sector
- sea logistics and shipbuilding



## search and selection

### permanent placement

### talent selection

- customized permanent service teams

### randstad professional leaders

### search and selection

- head hunting
- middle & senior management
- competence mapping

### keystone executive search



## outsourcing

### randstad services

- logistics
- portage
- industrial
- end of line
- cleaning
- concierge
- secretariat
- reception
- events
- ICT



## talent strategy

- talent advisory
- talent acquisition
- talent development
- talent transition



## people care

### welfare

- welfare platform (with the possibility to customize the platform, track its usage and plan training sessions for the users)
- welfare card
- randstad fuel card
- meal vouchers

# randstad box: a place and a project for orientation, training and discovery.



# randstad box, a co-learning space to learn and share ideas.

A flagship space for [training](#), [orientation](#) and [coworking](#) where all people - students, professionals and companies - can build their careers, attend courses, events and activities, in order to recognize Randstad as the unique partner for their "talent journey".

Located inside a building of historical-artistic importance, designed by Gio Ponti in the '70s in the Famagosta district of Milan, Randstad Box is equipped with workstations and common areas.

Randstad box, as well as being the headquarters of the [ITS Tech Talent Factory](#), hosts all our Academies and a vast offer of training courses accessible to all, with the intent of creating a passionate community of students and workers. In a year of activity in Randstad Box we have met [over 2000 participants in professional training courses](#), [1800 workers registered for coworking](#), [650 candidates engaged in job interviews](#) and we have organized [35 events and workshops](#).





committed to achieve  
great goals, at work  
and in sport.

proudly HR partner of the Olympic and Paralympic Winter Games of Milano Cortina 2026.

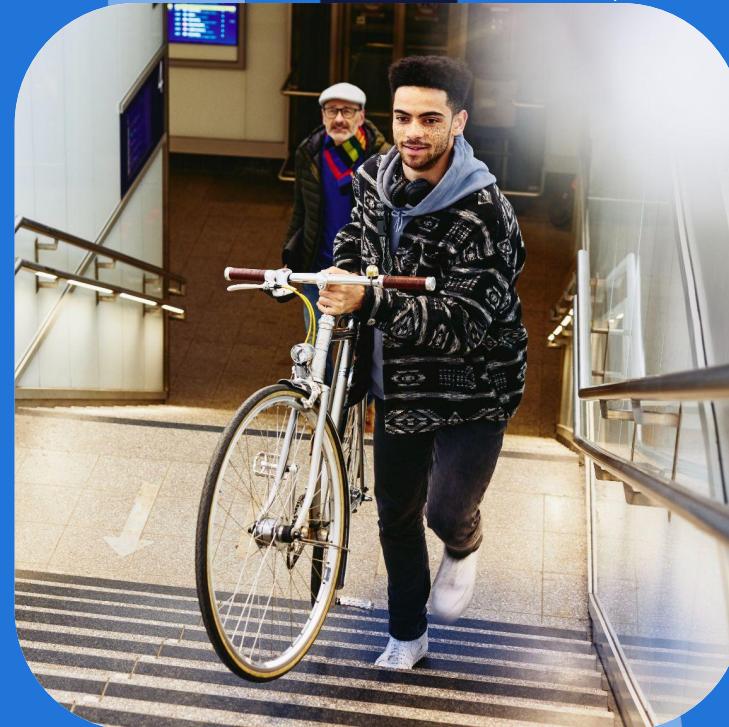
Thanks to our professionalism and expertise, we contribute to the success of the organization of the greatest Italian sport event in the coming years: the Olympic and Paralympic Winter Games of Milano Cortina 2026.

We believe that the values of sport, such as tenacity, passion and dedication are core also in the world of work.

For this reason, we are proud to support Italian athletes on their path to success as Partner of the Italia Team and the Italia Paralympic Team.



# our approach to sustainability.



# work shapes society, making it better.

Since the 1960s, we are aware that success depends on society, defined as a group of subjects who benefit from the positive effects of team working towards a common goal. For this reason, **Corporate Social Responsibility (CSR)** is a key element for the way we act.

Talking about sustainability means keeping economic responsibility in balance with social and environmental responsibility, following an approach based on **3 strategic pillars**. We carry out projects capable of generating shared value (**profit**); we contribute to the creation of a work environment that is attentive to people's well-being, fair and inclusive (**people**); we are committed to reducing carbon emissions by 2030, with investments and organizational actions (**planet**).

Our approach fits into the **framework of the 2030 Agenda for Sustainable Development Goals** (SDGs, Sustainable Development Goals).



# creating shared value (esg).

Randstad aims at [managing continuous measurements](#) to track and reinforce its own economic, social and environmental performance.

In order to do that, since 2017, Randstad Italy decided to invest in drawing up a [local sustainability report](#), following the International Non-financial Reporting Standard.

[click here to read the full integrated report 2024](#)



# made concrete through our certifications.

Since 2002, Randstad has obtained a series of **certifications** that have made it possible to develop an **Integrated Management System (IMS)** for quality, environment, social responsibility, health and safety, data protection, information security and tender management.

## highlight:

UNI PDR 125:2022 Certification evaluates organizations' compliance with gender equality conditions, monitoring six main clusters: HR Processes, Culture & Strategy, Parenthood support and work-life balance, Growth opportunities, Governance, Salary equity. The certification audits aim at certifying that the activities, processes and initiatives implemented by the company in the last 24 months are compliant with the non-discrimination of the female gender.

	Randstad Italia S.p.A.	Randstad HR Solutions S.p.A.	Randstad Group Italia S.p.A.	Randstad Intempo S.p.A.	Randstad Services S.r.l.
ISO 9001 Sistema di Gestione della qualità di un'organizzazione	2006	2005	2011	2011	2018
SA 8000 Sistema di Gestione della responsabilità sociale di un'organizzazione	2005	2016	2016	2010	
ISO 14001 Sistema di Gestione ambientale di un'organizzazione	2016	2022	2022	2022	
ISO 27001 Sistema di Gestione della Sicurezza delle Informazioni			2018		
GEEIS Standard internazionale relativo alla diversità e inclusione all'interno dell'organizzazione	2020	2020	2020	2020	2020
ISO 45001 Sistema di Gestione della salute e della sicurezza sul lavoro		2022			2020
UNI PDR 125 Prassi di Riferimento italiana relativa al sistema di gestione sulla parità di genere	2023	2023	2023	2023	



# protecting privacy is central to our actions.

Starting in 2025, Randstad has adhered to the [Code of Conduct for Privacy in Employment Agencies](#).

The Code, pursuant to Article 40 of the GDPR, is a self-regulatory instrument promoted by Assolavoro (the National Trade Association of Employment Agencies) and approved by the Italian Data Protection Authority (Garante per la Protezione dei Dati Personali).

It defines a [common set of rules](#) and approaches to contribute to the correct application of GDPR rules, considering the peculiarities of the Employment Agency sector (e.g., privacy roles with clients, processing of judicial data, data retention, social recruiting, etc.).

Adherence to the Code is managed by the [Monitoring Body](#) through a transparent procedure that can be consulted on the [Body's website](#), as is the [list of Agencies](#) that have already adhered.

## Who oversees compliance with the Code of Conduct?

This is the [Monitoring Body](#), which is independent and external to Assolavoro and ensures impartial monitoring and handles complaints.

### goals

guarantee of a common set of rules

demonstration of commitment to privacy compliance

guarantee of reliability for stakeholders



# our commitment to promote the social and work integration of all talents.

Through our [Randstad Without Borders](#) project we sustain talents with a migrant background towards entering the world of work and support companies in developing a working environment in which [multiculturalism](#) represents a source of productivity, innovation and motivation.

The United Nations High Commissioner for Refugees (UNHCR) recognized Without Borders as a valuable project, awarding Randstad Enterprise the 'We Welcome' Award for 2024, for supporting companies and refugees in implementing paths of employment inclusion. Randstad Italia and Randstad Services received the '[Welcome. Working for refugee integration](#)' Award for promoting the employment of refugees.



In [collaboration](#) with Chora Media, we created a [podcast series](#) about the stories of some migrants who participated in the training and job placement programs of Without Borders. Listening to the voices of Marieme, Abdulkarim, Hamadi and Anastasiia, we can understand the difficulties of fitting into a foreign country and the same desire to build a life, find a job and a place to call 'home'.



ascolta il podcast

# randstad with heart.

Randstad employees are highly engaged in corporate citizenship activities. Through a variety of volunteer initiatives, we support vulnerable people across the world to find meaningful work and reach their full potential.



## volunteering

All employees get 1 day per year to engage with good causes they care about. They can be:

- Locally-driven volunteering programs: in 2024, employees dedicated 1.219 hours to volunteer service (+63% compared to 2023)
- Globally-led partnerships (such as VSO). In 2024: we helped + 7,000 people in 4 countries.



## giving

We support charities, foundations and NGOs aligned with our purpose and **strategic objectives**. Our main initiatives support:

- VSO
- WBR (World Bicycle Relief)
- UNICEF | € 2 milioni donati nel 2024.



## pro bono consulting

The Challenge Fund for Youth Employment supports employment initiatives for 200,000 young adults in the Middle East, North Africa, Sahel & West Africa and Horn of Africa.

- Randstad contributes to the fund by providing pro bono consulting and volunteers. In 2024: 290 hours of technical assistance.
- So far 1000,000 jobs for youth have been created, matched or improved.

# partner for talent.



OLYMPIC PARTNER  
OF ITALIA TEAM

