



Sustainability Reporting 2018

Global Reporting Initiative (GRI) - Content Index

The Global Reporting Initiative (GRI) is an independent international organisation that helps businesses worldwide communicate their impact on critical sustainability issues such as related to governance, human rights, or social wellbeing. The following pages provide references to the GRI Standards as an index, to help our stakeholders find the information relevant to them, providing a reasonable representation of the Adecco Group's contributions towards sustainable development without adhering to the standards listed in the GRI in their entirety.

The content index refers to information disclosed in several locations and formats, mainly the Adecco Group 2018 Annual Report (AR), the Adecco Group 2018 Sustainability Review (SR), our Carbon Disclosure Project submission 2018 (CDP), as well as other relevant documents available online.

GRI 2016 Reference	Disclosure title	UNGC Relevance	UN SDG	Reference and page number
General disclosures				
Organisational profile				
102-1	Name of the organisation			AR 1, 72; SR Front Cover
102-2	Activities, brands, products, and services			AR 6-7, 28-29, 36-43, 72; SR 2-3
102-3	Location of headquarters			AR 72; SR Inside Back Cover
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102-11	Precautionary Principle or approach	7		AR 145
102-12	External initiatives	1-6, 10	4, 5, 8, 10, 17	AR 45, 52-53, 57; SR 14, 16
102-13	Membership of associations	1-6, 10	4, 5, 8, 10, 17	AR 45, 52-53; SR 14
Strategy				
102-14	Statement from senior decision-maker			AR 3, 8-14; SR 1
102-15	Key impacts, risks, and opportunities	1-6, 8, 10	4, 5, 8, 10	AR 31-35, 44-45, 50-53



GRI 2016 Reference	Disclosure title	UNGC Relevance	UN SDG	Reference and page number
Ethics and integrity				
102-16	Values, principles, standards, and norms of behaviour	1-6, 8, 10	16	AR 13-14, 36-37, 49, 50-57; SR2-3, 12 Core Values Code of Conduct Code of Conduct for Suppliers Human and Labour Rights Guideline Our commitment to quality work
102-17	Mechanisms for advice and concerns about ethics	6; 10	5, 8, 10, 16	SR 12 Code of Conduct p. 10-11 Adecco Compliance and Ethics Conduct website Contacting the Board
Governance				
102-18	Governance structure			AR 71-89; SR 6
102-19	Delegating authority			AR 81
102-20	Executive-level responsibility for economic, environmental, and social topics			AR66, 81; SR 6
102-21	Consulting stakeholders on economic, environmental and social topics		16	AR 50; SR 4
102-22	Composition of the highest governance body and its committees			AR 76-77
102-23	Chair of the highest governance body			AR 76
102-24	Nominating and selecting the highest governance body			AR 78, 80
102-25	Conflicts of interest			AR 78, 86
102-26	Role of highest governance body in setting purpose, values, and strategy			AR 80-81; SR 6
102-27	Collective knowledge of highest governance body			AR 76-77, 80
102-28	Evaluating the highest governance body's performance			AR 78, 80
102-29	Identifying and managing economic, environmental, and social impacts		4, 5, 8, 10, 16	AR 31-35, 44-45, 50-53 SR 4-6
102-30	Effectiveness of risk management processes			AR 44-45, 145
102-31	Review of economic, environmental, and social topics			AR 50-53; SR 7-16
102-32	Highest governance body's role in sustainability reporting			AR 80; SR 6
102-33	Communicating critical concerns		16	SR 12 Code of Conduct p. 10-11 Adecco Compliance and Ethics Conduct website Contacting the Board
102-35	Remuneration policies			AR 91-98
102-36	Process for determining remuneration			AR 94-98
102-37	Stakeholders' involvement in remuneration			AR 93
Stakeholder engagement				
102-40	List of stakeholder groups			AR 37, 50; SR 3
102-42	Identifying and selecting stakeholders			AR 44-45
102-43	Approach to stakeholder engagement			AR 44-45, 50, 67, 93; SR 4



GRI 2016 Reference	Disclosure title	UNGC Relevance	UN SDG	Reference and page number
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102-46	Defining report content and topic boundaries			SR 5, Inside Back Cover
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102-49	Changes in reporting			SR 4-6, 11
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102-51	Date of most recent report			AR 167
102-52	Reporting cycle			Annually
102-53	Contact point for questions regarding the report			SR Inside Back Cover
102-54	Claims of reporting in accordance with the GRI Standards			SR Inside Back Cover
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103-1	Explanation of the material topic and its boundary			AR 50-53; SR 5-15
103-2	The management approach and its components			AR 51-52; SR 6
103-3	Evaluation of the management approach			SR 6
Economic performance				
201-1	Direct economic value generated and distributed		4, 8, 10	AR 4-5, 58, 106-108, 129-133, 137-141; SR Inside Front Cover
201-2	Financial implications and other risks and opportunities due to climate change	7, 8	13	AR 53; SR 14; CDP
201-3	Defined benefit plan obligations and other retirement plans			AR 129-131
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203-2	Significant indirect economic impacts		4, 5, 8, 10	AR 54-57; SR 11, 15-17
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205-2	Communication and training about anti-corruption policies and procedures		16	SR 12
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403-6	Promotion of worker health		8	AR 52; SR 13, 15
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		8	AR 52; SR 13
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404-2	Programmes for upgrading employee skills and transition assistance programmes		4, 5, 8, 10	AR 33, 42, 48; SR 7, 9
Diversity and equal opportunity				
405-1	Diversity of governance bodies and employees	6	5	AR 49, 75-77; SR 10-11
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412-2	Employee training on human rights policies or procedures	1, 2	8	AR 52; SR 12
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413-1	Operations with local community engagement, impact assessments, and development programmes	6	4, 5, 8, 10	AR 54-57; SR 15-17