



randstad canada

**2019** social  
responsibility  
report.

# message from our CEO.

There is no denying that the world is facing new and unprecedented challenges. As a result, the world of work looks completely different from what we have come to know and expect. More than ever, we have a responsibility, as HR leaders, to foster sustainable and equitable labour markets and workplaces.

That's why, I'm so proud of the work that Randstad does to bring our social responsibility strategy to life. Through the work of our consultants, managers and senior leadership team, we're finding new and innovative ways to demonstrate our commitment to the Sustainable Development Goals and are advancing our global ambition to touch the work lives of 500 million people by 2030.

In 2019, we developed new partnerships and alliances with organizations across the country to promote life-long employability. We do this across three impact areas:

- skill-building: We are providing individuals with the tools they need to reach their full potential by supporting projects and organizations that build competencies sought-after in the job market.
- workforce integration: We are enhancing access to the Canadian job market for marginalized and immigrant populations by supporting channels of entry.
- early education: We're committed to supporting youth with opportunities, and preparing them to meet the challenges of the future world of work. We do this by helping them build digital skills and encouraging STEM education.

By elevating our skills and resources to support inclusivity and skill development, we create more opportunities for the people who are most vulnerable to the changing needs of a technologically-driven society.

We are excited about the path that we are walking, and I look forward to sharing the journey with you.

Sincerely,



Marc-Étienne Julien  
CEO, Randstad Canada

# the randstad canada charitable foundation.

## elevating impact

The Randstad Foundation underwent a number of mission and vision-based changes in 2019, including a shift to grant-based allocations. For the first time, the Randstad Foundation received grant applications. Eight organizations were selected to receive funding in 2020. The Randstad Foundation also created an Employee Community Fund, which allows employees to nominate a cause they care about to receive funding from the Foundation.

The Foundation also received direct financial support from Randstad Canada Interim to build the sustainability of the Foundation.

## our mission

To make work meaningful and accessible to people in our communities.

## the year in review

\$310,711

total funds raised by employees

72%

of funds raised went to charitable partners in the 2019 calendar year

22

charities across Canada received support through the Randstad Foundation Randstad

## leadership



chair of the board  
lara speirs  
randstad canada



vice-chair of the board  
gabe mazzarolo  
randstad canada



marc-étienne julien  
randstad canada



matthew kindree  
pallett valo llp



steve mackinnon  
randstad canada



uma venkataramaiah  
united way/centraide



arturo ayala  
(term ended July 2019)  
ausy group

# team building through volunteering.

We believe in serving communities where we live and work. Through our Randstad with Heart initiative, in 2019, we invited employees to give back to their communities in groups and participate in team volunteering opportunities. Employees participated in record numbers! Whether giving their time to support a cause important to their team, volunteering at a local shelter, or packing boxes at food banks, Randstad employees showed their heart year round.



# randstad canada and cuso international.

As part of Randstad's commitment to providing expertise to build a stronger global society, for the past ten years, we have partnered with Cuso International to provide support in international communities that need it most. This partnership is a tangible way that we contribute to Sustainable Development Goal number 10, to reduce inequality within and among countries.

In 2019, we had three volunteer placements in Jamaica, Tanzania and Cameroon. Employees spent 3 to 6 months working on the ground developing recruitment and employability strategies and programs for a total of 10,800 hours in-country. Employees also raised over \$7,500 for this important cause!



# partnership spotlight.

At Randstad, our partnerships with charitable non-profits aren't just one-dimensional. We bring together our people, resources and passion to advance the causes we support.



The Breakfast Club of Canada is one of our longest-standing partnerships. In 2019, the Randstad Foundation donated \$114,823 to support BCC programs and fuel childhood learning. Throughout the school year, Randstad employees also donated their time, volunteering at their local Breakfast Clubs.



2019 marked a successful year for our partnership with Jennifer Ashleigh Children's Charity. In 2019, JACC received \$56,461.68 in funding from the Randstad Foundation and Randstad employees showed their support at several JACC events such as a lunch-and-learn and JACC's annual picnic.



# ride for myriam.

The 2019 edition of Ride For Myriam was a resounding success. Participants came from across Canada and the US, with the largest contingent from Western Canada yet!

Entering its 6th year in 2019, the event raised over \$140,000 for cancer research. All of the funds raised in Canada went to the Princess Margaret Cancer Foundation. Renowned as one of the top research centres in the world, Princess Margaret's research team is connected to a global network of scientists and clinicians from over 200 different institutions in over 30 countries.

The Ride For Myriam underpins our commitment to our people and the causes that matter to them. By subsidizing employee involvement in this important event, riders are able to concentrate on what matters most: raising funds for this meaningful cause.





# women transforming the workplace program.

The Women Transforming the Workplace Program was designed to foster a community and co-create initiatives that elevate women in the workplace now and in the future. Each year the program deep-dives into a topic impacting women and reflects on opportunities for women to reinvent workplaces from their unique, collaborative and resourceful perspective.

At the start of 2019, the program focused on how automation and technology have the potential to impact the future of work for women. One of the goals of the program is to hear and share the voices of women across the country.

On International Women's Day we launched a co-written white paper on the subject of automation. We also created a series of podcasts and stories that share how women navigate technological changes in our world.

The later half of 2019 saw the launch of a nationwide survey on unconscious biases. The results were shared through podcasts featuring inspiring women, and solution-focused think tank sessions with female leaders in Calgary, Toronto and Montreal. Through each of these activities, we explored challenges and opportunities for women to reinvent workplaces, taking into account their own unique perspective.



# creating inclusive and collaborative workplaces.



## women in governance certification

At Randstad Canada, more than 60% of our workforce is women. To further our commitment to being an equal opportunity employer, Randstad Canada gained certification from Women in Governance, a non-profit organization dedicated to supporting women with leadership development, career advancement and access to Board seats. Attaining Bronze certification in our first year, we are committed to continuing our journey to be a workplace where women can thrive.



## diversity and inclusion resource group

Our people are what make Randstad so special. We actively celebrate what makes us unique through our Diversity and Inclusion Employee Resources Group, RISE. RISE was created so employees had a voice in the D&I movement at Randstad. The committee aims to foster diverse, inclusive, safe and empowering places to work for all.



# looking forward to 2020.

As we head into 2020, we're building upon the strong foundation we've developed and finding new and meaningful ways to make a difference within our communities. Overcoming barriers to employment is core to our organizational purpose and will continue to be a key goal for us in 2020. The 3 core areas where we will focus our efforts are early education, skill building and workforce inclusion.

To make a difference in these 3 areas, the Foundation has hand-picked several partners for 2020. In 2019, we held our first-ever grant allocations process. Through that process, the Randstad Foundation, with input from the employee corporate social responsibility grant review committee, chose eight organizations for employees to support through Randstad's National Charity Auction.

The partners selected for 2020 include:



Each of these organizations was chosen to support our mission to make work meaningful and accessible through our three focus areas. We look forward to partnering with each of them in 2020 to give back to the community and make work accessible and meaningful for all Canadians.



## about the randstad social responsibility report.

This document provides a snapshot of our corporate social responsibility (CSR) actions and performance for the period from January 1, 2019 to December 31, 2019. The Randstad Social Responsibility 2019 document is our second annual publication and we hope you find it insightful.

For additional information about our CSR initiatives please visit <https://www.randstad.ca/about/social-responsibility/>

Have a question or comment about our 2019 Social Responsibility Report? Contact us at [csr@randstad.ca](mailto:csr@randstad.ca).