



MANPOWERGROUP  
**Human Rights Policy**



ManpowerGroup®

"As a signatory to the United Nations Global Compact, ManpowerGroup is committed to respecting internationally proclaimed human rights, and to making these principles a part of our culture, strategy and day-to-day operations."

*Jonas Prising, Chairman & CEO*



## Purpose

### **We believe that meaningful and sustainable work has the power to change the world.**

Our Values are unwavering. People come first, and work is important in their lives. We trust, respect and provide opportunities for all, transforming people's lives with jobs today and guiding them to jobs of tomorrow.

Our global reach, working with hundreds of thousands of organizations around the world, means we can influence the way people are treated across complex multinational supply chains. ManpowerGroup recognizes [the United Nations Guiding Principles on Business and Human Rights](#) and is committed to advancing the rights of everyone involved in or impacted by our operations. By promoting the internationally declared [Fundamental Principles and Rights at Work](#), we can help ensure that work is a source of dignity and purpose for all.

We use our industry leadership to advocate for ethical recruitment practices, employment flexibility balanced with security, and opportunities for under-represented and vulnerable populations to develop in-demand skills and participate in the formal economy.

## Policies and Principles

Our policy is straightforward: We expect ManpowerGroup employees and business partners to conduct business in a manner that respects Fundamental Principles and Rights at Work. We have a responsibility to comply with all applicable laws in the countries where we do business. Where differences exist between local laws and our standards, the higher standard will prevail.

### **We Have Zero Tolerance Toward Forced Labor and Modern Slavery**

Forced labor (also known as modern slavery) occurs when individuals are coerced to work under threat of penalty, including violence, threats, intimidation, retention of identity papers, restricting freedom of movement, or manipulated debts. Requiring unreasonable working hours or paying workers less than minimum wage can also be considered modern slavery.

ManpowerGroup will not make use of any form of forced labor, including bonded, indentured or prison labor and we will not knowingly do business with any entity that benefits in any way from these practices.

We do not charge fees to candidates or jobseekers for services related to temporary or direct placements. In case such an incident is discovered, ManpowerGroup will reimburse the individual and will also seek reimbursement from any supplier who may have violated this requirement. All employment is voluntary, and we will not penalize or restrict the freedom of employees or associates to leave employment upon reasonable notice.

We will ensure that mandated working hours are reasonable and ensure fair and equitable compensation for time worked, in accordance with all applicable laws and regulations.

## **We Will Not Tolerate Racism, Discrimination or Harassment**

We commit to fairness in the hiring and advancement of people regardless of differences of race, ethnicity, national origin, religion, cultural background, gender, age, disability, caste, marital status, union membership, political affiliation, pregnancy, health, sexual orientation, gender identity, or any other group protected under local law. We embrace individual differences in a spirit of inclusiveness that welcomes all people and seeks to provide them with the skills and opportunities to unleash their potential.

We all share responsibility for maintaining safe and respectful work environments, free from unprofessional or abusive conduct of any type. We will not tolerate verbal, nonverbal or physical conduct by anyone associated with our business (including business partners) that harasses or creates an intimidating, offensive, abusive or hostile work environment, including any workplace violence, racism or sexual harassment.

All ManpowerGroup employees are required to comply with all anti-harassment and non-discrimination laws in the locations where they work.

## **We Support the Right to Freedom of Association and Collective Bargaining**

We respect the right of employees to form and join organizations of their own choosing, and to engage in collective bargaining. We will not interfere with or seek to control employee representative organizations, will cooperate in good faith with fairly elected representatives, and will comply fully with the terms of collective bargaining agreements within appropriate national legal frameworks.

In accordance with our [industry code of conduct](#), we will not make workers available to client companies to replace employees of that company who are legally on strike.

## **We Protect the Rights of Children and Young Workers and Do Not Engage in Child Labor**

ILO conventions define "child" as a person under 18 years of age and "young worker" as under the age of 18 but above the minimum age for employment. "Child labor" refers to work that is dangerous or harmful to children and interferes with their education.

As a rule, we do not employ individuals under the legal minimum working age, or under the age of 15, whichever is higher. We maintain appropriate procedures to verify age and eligibility to work at the time of employment. We will not knowingly place young workers in jobs that could compromise their health, welfare or mandatory education.

We are committed to ensuring that young people have opportunities to develop skills and work experience, so they are ready to enter the labor force when they leave education. We partner with public and private sector organizations to offer appropriate internships, apprenticeships and other world of work orientation experiences.

# Roles and Responsibilities

This policy applies to everyone, including employees, associates, officers of ManpowerGroup and its subsidiaries, members of the Board of Directors of ManpowerGroup and others who perform services for us, as well as the clients, candidates and jobseekers we serve.

## Employees

ManpowerGroup employees have a responsibility to read, understand, and comply with this policy. The policy will be provided to new employees during onboarding, and key concepts are reinforced during annual [Code of Business Conduct and Ethics](#) training.

We encourage employees to seek guidance from a manager or compliance officer when uncertain, and promptly report concerns or suspected violations.

## Leadership

Oversight of the policy resides with ManpowerGroup's General Counsel.

ManpowerGroup leaders are responsible for establishing appropriate processes and controls to prevent violations and ensure compliance with this policy. Leaders and managers should encourage open and ongoing communications between themselves and their employees, as well as provide a positive role model for those we lead.

## Business Partners

We expect that our third-party partners (including suppliers, consultants, agents, joint venture partners, or any other third party acting on our behalf) and clients (collectively referred to as "business partners") adhere to the standards as described in this policy.

ManpowerGroup can be held responsible for the conduct of a business partner. Due diligence should consider the reputation and integrity of a proposed business partner, as well as the extent of their internal controls to prevent human rights violations.

Our responsibilities do not stop once an agreement has been signed, and we must monitor the ongoing activities of our business partners. We encourage employees to share this policy with business partners so they are aware of our standards.

## Associates, Candidates and Jobseekers

ManpowerGroup seeks to protect associates, candidates and jobseekers from human rights violations. In turn, we expect these individuals to respect our standards and promptly report concerns or suspected violations.





## Risk and Impact Assessment

We will complete periodic global risk and impact assessments, evaluate existing processes and controls to prevent human rights violations and identify opportunities for continuous improvement.

ManpowerGroup operations in specific countries may perform additional procedures or issue additional guidelines to conform to local laws or to address local circumstances. Any additional, country-specific guidelines must be consistent with this policy. No violation of federal, state, or foreign laws will be permitted or tolerated.

## Reporting and Non-Retaliation

Any person who becomes aware or suspects that this policy may have been violated shall immediately report their concern to their manager or supervisor, local compliance officer, the Global Ethics Compliance Officer or General Counsel's Office, or through the [ManpowerGroup Business Ethics Hotline](#).

The identity of any person reporting a suspected or actual violation will remain confidential, except to the extent necessary for the protection of ManpowerGroup's interests or as required by applicable law.

ManpowerGroup will not tolerate retaliation against anyone who makes a report in good faith, as stated in the [ManpowerGroup Anti-Retaliation Policy](#). Anyone who experiences what they believe to be any form of retaliation should report this concern as soon as possible to the General Counsel or the Global Ethics Compliance Officer.

## Remediation

Should any situation arise where it is determined that individuals' rights have been violated, either through our own practices or those of our business partners, we will take the necessary steps to stop the practice and mitigate the impact to the greatest extent possible.

In the case of child labour violations, this will include outreach to the parents or guardians of a child worker, coverage of any transportation costs necessary to remove the child worker from the labour situation and to continue appropriate educational programs for the impacted child.

In the case of violations of forced labour, human trafficking or modern slavery rules, this will include removing impacted associates from a dangerous situation, coordination with local regulatory authorities as appropriate, and efforts to place the associate in a conforming work environment.



## Disciplinary Action

Employees who violate this policy are subject to disciplinary action, up to and including dismissal and may also be subject to individual criminal and/or civil prosecution in relevant jurisdictions. Business partners who violate this policy are subject to termination of all commercial relationships with ManpowerGroup.

## Additional Resources

[ILO Declaration on Fundamental Principles and Rights at Work](#)

[United Nations Global Compact Principles](#)

[World Employment Confederation Code of Conduct](#)

[ManpowerGroup Code of Business Conduct and Ethics](#)

[ManpowerGroup Supply Chain Business Partner Policy and Supplier Code of Conduct](#)