

Press Release

Paris, January 24, 2024.

Quality of life at work: Randstad Digital France receives the Top Employer 2024 certification for the second consecutive year.



- **Randstad Digital France has been certified as a 2024 Top Employer for the second consecutive year.**
- **The certification highlights the excellence of Randstad Digital France's HR policies for the benefit of candidates and employees.**

After undergoing a rigorous evaluation conducted by the Top Employer Institute, Randstad Digital France, a specialist in digital transformation, has been awarded the Top Employer certification with a total score of 80.8%, marking a general increase of 5 points compared to 2023. The company is committed to providing the best possible working environment for its employees through innovative HR practices that prioritize the human aspect.



"I am delighted to learn that, for the second consecutive year, we have received the Top Employer certification. This is a recognition of the ongoing commitment of all teams to professional excellence and human development within Randstad Digital France. We understand that in a world with high technological demands, the continuous development of our employees' skills is imperative. We aspire for each individual to be not only an essential contributor but also an enthusiastic ambassador of our vision. This is why personal and professional development remains at the core of our concerns.",

declares Laurent Gadea, Managing Director of Randstad Digital France.

Randstad Digital France achieves significant results for each of the 6 major evaluation criteria outlined by the institute:

- Steer: 94%
- Shape: 63%
- Attract: 86%
- Develop: 94%
- Engage: 71%
- Unite: 75%

Randstad Digital France has also made significant progress on a set of commitments that guide its actions over time:

- **A clear definition of its strategic directions and regular communication with its employees:** Transparent communication is established to provide employees with a clear, short- and medium-term vision, thus facilitating their understanding of the operational challenges that Randstad Digital France must address. Additionally, the leadership maintains its commitment at the local agency level, taking the time to exchange regularly with employees to ensure the flow of information.
- **The development of skills for all its employees through continuous training:** The development of employee skills is a crucial component of the human resources policy implemented by Randstad Digital France. The company offers training programs that promote the individual and collective development of its employees (skills enhancement, diversity and inclusion training, team management training for supervisors, training related to the company's best practices, etc.). Additionally, an intranet is hosted by expert communities covering various and unifying topics for the employees.
- **Its ability to attract and retain top talent:** In 2024, Randstad Digital France aims to recruit more than 1,300 talents. With this goal in mind, the digital transformation specialist has optimized its recruitment methods: most procedures have been streamlined and simplified; internal referrals are now encouraged within the teams;

candidates can engage with technical experts during their interviews; HR teams are further trained to ensure the seamless integration of new talents and support for existing employees. Randstad Digital France has also implemented the "SHARE" charter (Sense, Human, Support, Responsible, Exemplary), which reflects its values based on collective success and well-being in the workplace.

- **Corporate culture:** Inclusion and diversity are crucial topics for Randstad Digital France. The company is committed to ensuring access to all services and positions for all candidates and employees, regardless of age, gender, origin, sexual orientation, or health status. Randstad Digital has implemented various practical tools to further concretize this approach: a code of ethics, an agreement on disability, a psychological support hotline, training programs on non-discrimination (mandatory for all employees), and the signing of the LGBTQ+ charter.

About Top Employers Institute

The Top Employers Institute is the international authority certifying excellence in HR practices. It contributes to accelerating the impact of these practices to enhance the world of work. The Certification Program of the Top Employers Institute allows participating organizations to be validated, certified, and recognized as benchmark employers. Established over 30 years ago, the Top Employers Institute has certified 2,052 organizations in 121 countries. These certified Top Employers positively impact the lives of 9 million employees globally.

About Randstad Digital

Randstad Digital is a trusted digital enablement partner that facilitates accelerated transformation for businesses by providing global talent, capacity, and solutions across specialized domains. Our talent solutions allow you to seamlessly scale your team while connecting you with skilled professionals around the world who align with your chosen technologies. Our focus lies in managed solutions, and we empower businesses to move at speed and achieve goals efficiently. We support four service lines including customer experience, digital and product engineering, data and analytics, and cloud transformation in addition to three engagement models including talent services, global talent centers, and managed solution capabilities. Randstad Digital was announced on August 30, 2023, under the umbrella of Randstad, the world's largest talent company and a partner of choice to clients. Randstad has a deep understanding of the labor market and helps clients to create the high-quality, diverse, and agile workforces they need to succeed. Our 46,000 employees around the world make a positive impact on society by helping people to realize their true potential throughout their working life. Randstad was founded in 1960 and is headquartered in Diemen, the Netherlands. In 2022, in our 39 markets, we helped more than 2 million people find a job that feels good and advised over 230,000 clients on their talent needs. We generated revenue of €27.6 billion.

Randstad N.V. is listed on the Euronext Amsterdam. For more information, see www.randstad.com.

Press contacts

Group Randstad Digital France

Director of Communication and marketing

Agathe Leblond : +33 6 99 01 57 29

agathe.leblond@randstaddigital.com

Wellcom Agency

Annabel Fuder : annabel.fuder@wellcom.fr

Mélanie Decomps : melanie.decomps@wellcom.fr

Bastien Depond : bastien.depond@wellcom.fr

www.randstaddigital.fr

Contacts presse**Groupe Randstad Digital France**

Direction de la Communication et du marketing

Agathe Leblond : 06 99 01 57 29

agathe.leblond@randstaddigital.com

Agence Wellcom

Annabel Fuder : annabel.fuder@wellcom.fr

Bastien Depond : bastien.depond@wellcom.fr

Anne Mauvieux : anne.mauvieux@wellcom.fr