

Context definitions at Randstad

Diversity



Diversity is about **differences**. Each one of us is different, and at Randstad we value and respect any one of **many things** which make us **diverse** and **unique**. Be that background, education, nationality, generation, age, working style, religion or belief, sexual orientation, gender identity, ability, skills and any other characteristic (protected or otherwise).

Protected characteristics are the nine groups protected under the *Equality Act 2010*.

Wellbeing



Wellbeing has a number of dimensions, including **physical, mental** and **emotional health**, satisfaction, purpose and feelings of happiness. It is not just about physical fitness or being active, it is also about positive mindset and **personal resilience**, strong connections, working well in a **balanced** way and **financial stability**.

Belonging



Belonging is the feeling of security and support when there is a **sense of acceptance, inclusion, and identity for our people in the workplace**. It's the basic fundamental drive to form and maintain lasting, positive, and significant relationships with others. In the workplace people wanted those moments when **they feel they belong to a team whilst also being their authentic self**.

Inclusion



Inclusion is about getting the **best out of these differences** for everyone.: It is the **how diversity, wellbeing** and a **sense of belonging are put into action**. For Randstad, it is creating an environment where all of our people feel, and are, valued – where they are **able to bring their different perspectives and whole selves to work**, contributing their personal best in every encounter. In this way, each person can do their part to positively touch the lives of people through the workplace.

Diversity + Wellbeing + Belonging = Inclusion

At Randstad a positive workplace culture focusing on a sense of wellbeing and belonging for all fosters inclusion.

 We embrace diversity in all of its forms and believe everyone is different, unique and they are equal. |
