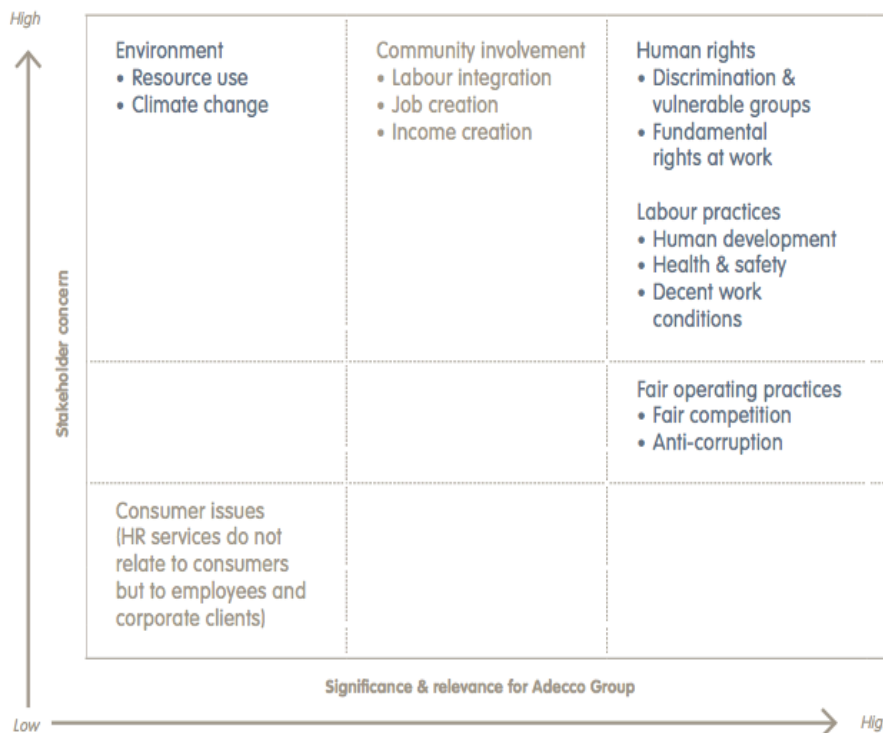


Company:	Adecco
Sector:	Commercial and Professional Services
Report Year:	2013
Headquarters:	Switzerland
Standard Application:	GRI 3.1 B
Format:	Matrix

Materiality matrix

(blue = corresponding to UN Global Compact principles)



How we prioritise the ISO 26000 core subjects and issues related to our business and the concerns of our stakeholders.

Materiality – choosing our sustainability priorities

Our stakeholders’ concerns Work is a key part of life and contributes to a well-functioning society. The labour market influences and is influenced by individuals, small businesses, global corporations, investors, and society at large. Their concerns in the CSR ambit co-shape our agenda.

Our main stakeholder groups and their major concerns (blue = corresponding to UN Global Compact principles)

Our main stakeholder groups	Concerns
<p>Our employees Employees, candidates and associates, all socio-economic backgrounds, ages and abilities</p>	<ul style="list-style-type: none"> • Work as a basic need • Work generates income, is a basis for independence • Work as opportunity, as a pathway into a personal future • Work as social value, which creates and fosters relationships
<p>Our clients Small and large, global and local, private and public employers from all industry sectors</p>	<ul style="list-style-type: none"> • Human Resources management as a key factor for competitive ability and growth • Top talents for top jobs • The right person at the right time • Flexibility in the ever evolving markets
<p>Our investors Individual and institutional investors, analysts and stock market index providers</p>	<ul style="list-style-type: none"> • Profitability and return on investment • Sustainable growth • Corporate Governance • Risks and opportunities • Socially and environmentally responsible investments
<p>Society at large Communities, governments and related bodies, media, research institutes, etc.</p>	<ul style="list-style-type: none"> • Employment rates • Work as social integration for vulnerable groups • Undeclared work as a burden for social costs • Decent work conditions

Choosing our sustainability priorities To define our priorities, we assessed the generic CSR core subjects as provided by ISO 26000 (i.e. human rights, labour practices, the environment, fair operating practices, consumer issues, community involvement) against our stakeholders’ concerns as well as against the nature of our HR services business, the scope of our company and our sphere of influence. This resulted in the following **materiality matrix**, from which we derived our **six strategic focus areas** (page 16). Our strategy reflects how CSR relates to our business and mirrors our core competencies, strengths and operational abilities, as well as supports how we can make a difference in the world of work.