

Environment & Sustainability Policy

It is the policy of ManpowerGroup to conduct business in a responsible way at all locations in which we operate. As a good corporate citizen, we must be conscious of the effects of our operations on the environment.

We will continually evaluate and assess our operations and business processes for opportunities to reduce adverse environmental impacts through:

- Supporting a pathway towards a target of net zero by 2045 or sooner
- Committing to sustainable ways of working
- Committing to science-based targets to reduce emissions

As an office-based company providing services and solutions, our areas of greatest environmental impact and potential for improvement are:

- Reducing the consumption of energy and water
- Reduction of waste
- Reducing the frequency and impact of business-related travel

ManpowerGroup is committed to sound environmental practices throughout our Australian operations. This is underpinned by our commitment to:

- Continual improvement of our environmental management system to enhance environmental performance
- Allocate environmental accountabilities to relevant areas within the organisation
- Educate workers on environmental principles and processes relevant to our business activities including energy conservation, recycling, paper consumption, responsible purchasing and waste reduction
- Limit business travel whenever possible; when travel is necessary, we will choose the most cost-effective and lowest impact transportation modes available
- Ensure on-hired workers support our clients' environmental management initiatives that impact their business
- Consider environmental factors when selecting new office spaces and furnishings
- Comply with all environmental legislation and standards applicable to our markets
- Protection of the environment and prevention of pollution

Where practicable we will identify and monitor activities with potentially adverse environmental impacts and implement procedures to mitigate those impacts.



Penelope O'Reilly
Managing Director
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