

## Assurance Statement USG People

USG People Holdings B.V. (further referred to as USG People) has commissioned FIRA Sustainability B.V. to provide external assurance on the reliability of its Corporate Social Responsibility information as presented in the FIRA Platform. This statement is issued to USG People based on our assessment of the content, including underlying systems and available evidence, as disclosed in the Company Basic CSR Report and CSR Scorecard. This statement is intended for clients and other stakeholders who have a professional interest in USG People sustainability performance and opportunities.

**The value of FIRA participation is found in transparency on actual CSR performance information as disclosed in the FIRA Platform. Please visit [www.fira.nl](http://www.fira.nl) to request access.**

### Scope

The scope for this assignment is: Provision of (temporary) labour and related services provided in the Netherlands by USG People Holdings B.V. (chamber of commerce 65944585) based in the Netherlands. USG People and its brands: Unique, Start People, USG Professionals and Secretary Plus are in scope. Corporate, Recruit Holdings Co. Ltd. (based in Tokyo, Japan), and activities of its other (foreign) subsidiaries are not in scope.

### CSR Report: Basic

USG People expresses commitment to the principles of corporate social responsibility, and discloses its ambition on CSR issues as prioritized by FIRA, including management approach, policies, measures and plans.

### Methodology & Work Undertaken

FIRA facilitates organizations processing the sustainability information in the FIRA Platform. FIRA ensures that the assessment team possesses the required competencies and adheres to the principles of auditing regarding ethical conduct, professional integrity, and independence. FIRA verifies all claims and information in accordance with the standard particular to the Basic CSR Report (see FIRA Platform Protocol for details). Claims and related information in the FIRA Platform were reviewed based on the evidence made available by USG People to FIRA to determine the plausibility of information.

### Conclusion

USG People reports about initiatives and performance related to sustainability. Based on the work undertaken, we conclude that the claims and information portrayed through its Basic CSR Report in the FIRA Platform are reliable.

### Summary FIRA Comments

We compliment USG People on initiatives undertaken. Please find a summary of our comments as published in the FIRA Platform below:

- ① **Balance & Completeness:** Management approach has been formulated for all relevant CSR issues. We encourage USG People to include clear objectives to monitor progress. We compliment USG People with its efforts to promote employability, diversity and social return. Other practices focus on human development and carbon emissions. We encourage USG People to develop measuring and reporting tools to quantify the impact of these practices, and to disclose practices on conditions of work, ethical conduct, sustainable resource use and sustainable procurement.
- ② **Code of Conduct:** A company code of conduct is in place.
- ③ **Commitment to CSR:** A company specific CSR declaration is in place, including commitment to progress on material issues. The ISO 26000 CSR principles are not all specifically found in the document but are implicitly committed to.

Date of issue: January 05, 2018  
(Company CSR information is re-assessed on annual basis).

On behalf of FIRA,



Mrs. J. Chatelain  
Director Reporting and Assurance

