

Assurance Statement USG People

USG People Holdings B.V. (further referred to as USG People) has commissioned FIRA Sustainability B.V. (further referred to as FIRA) to provide external assurance on the reliability of its Corporate Social Responsibility information as presented in the CSR-Register (also known as MVO-Register). This statement is issued to USG People based on our assessment of the content, including underlying systems and available evidence, as disclosed in its 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.

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. Please refer to the FIRA Platform for further details regarding legal entities, subsidiaries, processes, etc.

CSR Report: TIM M

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

Methodology & Work Undertaken

Organizations process its sustainability information in the CSR-Register. FIRA verifies all claims and information in accordance with the standard particular to the TIM M – CSR Report (see CSR-Register Protocol for details), based on moderate assurance. Claims and related information in the CSR-Register were reviewed based on the evidence made available by USG People to FIRA to determine the plausibility of information. FIRA ensures that the assessment team possesses the required competencies and adheres to the principles of auditing regarding ethical conduct, professional integrity, and independence.

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 report in the CSR-Register are reliable.

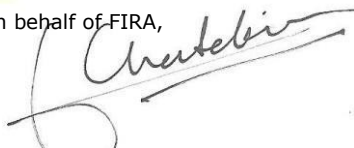
Summary FIRA Comments

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

- ④ **Balance & Completeness:** Management approach has been disclosed, we encourage USG People to include clear objectives for all relevant CSR issues to monitor progress. We compliment USG People with many new practices on promoting diversity and work for vulnerable groups, safeguarding against biased candidate selection, contracts and social obligations, re-integration, employability and human development, carbon emission reduction, and social investment. We encourage USG People to disclose practices on wages and social benefits, sustainable resource use, monitoring ethical behaviour, and sustainable procurement.
- ④ **Code of Conduct:** A company code of conduct is in place.
- ④ **Commitment to CSR:** A company specific CSR declaration is in place, including commitment to progress on material issues. The general CSR principles are not all specifically mentioned, but are implicitly committed to.

Date of issue: February 12, 2020

On behalf of FIRA,



Mrs. J. Chatelain
Director Reporting and Assurance

