



# Environmental Policy

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## Introduction

ManpowerGroup (ANZ) trades under the Manpower, ManpowerGroup Solutions and Experis brands and conducts its business with respect, consideration and a practical commitment to environmental management. As a service organisation, our managed environmental impacts are minimal in relation to mainstream industries. Regardless of this, we will continually strive to minimize our impact on the environment through the conscious reduction of energy consumption, emissions and waste.

Our commitment in practice encourages staff to substitute modern communications technology in place of traditional travel modes to reduce our organisations' carbon footprint. This policy states our commitment to sound environmental practices throughout all of our ANZ operations.

## Policy

ManpowerGroup business activities will comply with relevant Environmental Legislation and Standards and identify activities that pose potentially adverse environmental impacts, provide procedures to mitigate those impacts, and monitor compliance with those procedures.

All managers and employees will implement ManpowerGroup's Environmental Programme and ensure compliance with this policy. In an effort to globalise the effectiveness of environmental management, ManpowerGroup will support its clients environmental management initiatives that impact their business.

ManpowerGroup will promote environmental awareness and provide education through its program by:

- Allocating environmental accountabilities into position descriptions
- Ensuring all persons are aware of client environmental demands and programs
- Providing training on environmental principles and processes relevant to our business activities including energy conservation, recycling, paper consumption, responsible purchasing and waste reduction.

In an effort to gauge the effectiveness of our environmental program, ManpowerGroup will regularly monitor and improve compliance to our commitment in practice.

Lincoln Crawley  
Managing Director  
14th August 2013