

MANPOWERGROUP AS (GROUP)

OSLO - Norway | Temporary employment agency activities

EVID: VB808136



Publication date: 19 Dec 2023

Valid until: 19 Dec 2024

Sustainability performance

Insufficient

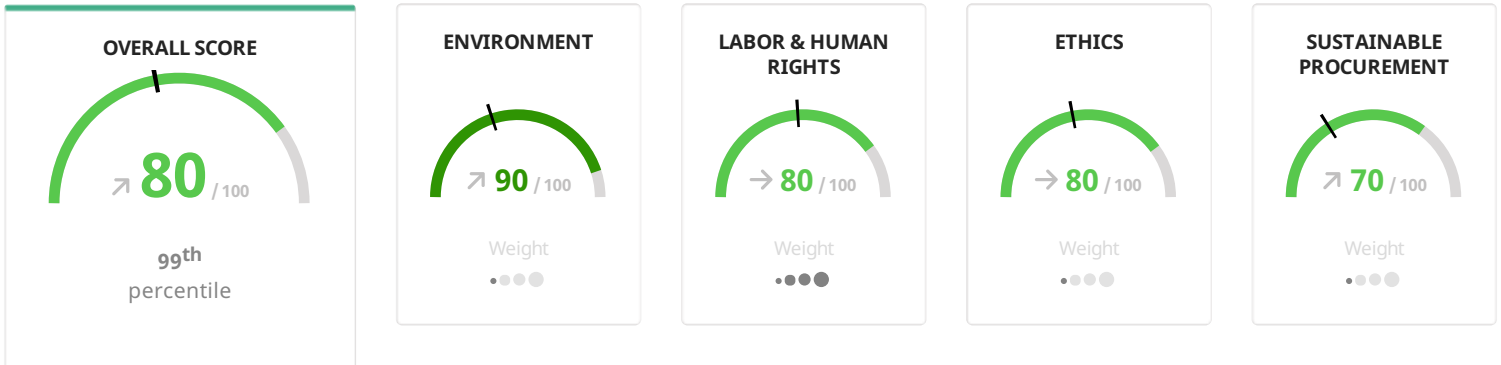
Partial

Good

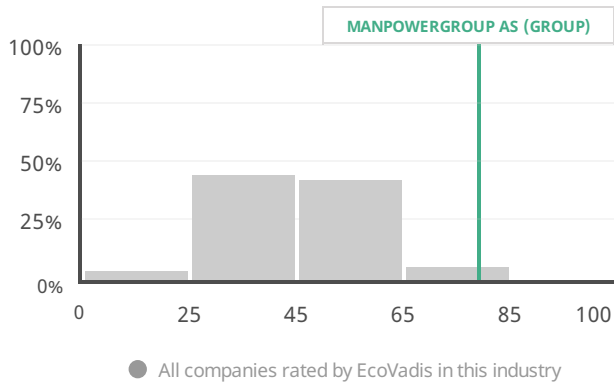
Advanced

Outstanding

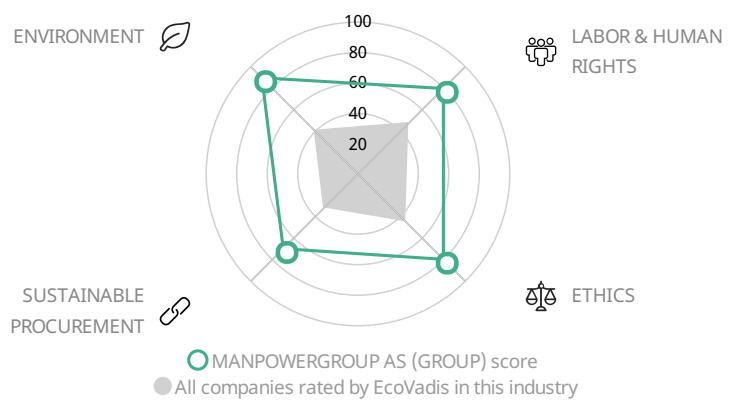
Average score



Overall score distribution



Theme score comparison



Strengths and Improvement Areas



Environment

Weight ●●●●

Strengths

Policies

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Environmental policy on waste

Quantitative objectives set on energy consumption & GHGs

Environmental policy on energy consumption & GHGs

Endorsement of the Science Based Targets initiative - Committed

Exceptional policy on major environmental issues

Actions

Strengths

Employee platform available to exchange office supplies between different departments/units

Internal sorting & disposal of waste according to waste streams

Actions or training to raise employee awareness on waste reduction & sorting

Reduction of energy consumption of lighting systems

Training of employees on energy conservation/climate actions

Purchase and/or generation of renewable energy

Reduction of carbon emissions in transportation

ISO 14001 certified

Results

Strengths

Total gross Scope 2 reporting value confirmed in supporting documentation

Total gross Scope 1 reporting value confirmed in supporting documentation

Reporting on total gross Scope 2 GHG emissions (market or location based)

Reporting on total gross Scope 1 GHG emissions


Total gross Scope 3 downstream GHG emissions value confirmed in supporting documentation

Reporting on total gross Scope 3 downstream GHG emissions

Reporting in accordance with SASB


Reporting on total weight of waste recovered

Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation
Reporting on total amount of renewable energy consumed
Reporting on total gross Scope 3 GHG emissions
Parent company reports to CDP
Reporting on total energy consumption
Comprehensive reporting on environmental issues
Improvement Areas
Results
Priority Improvement Areas
Medium Report does not comply with all the mandatory requirements to be in accordance with GRI Universal Standards, GRI Core option or GRI Comprehensive option
Low Declares reporting on total weight of hazardous waste, but no supporting documentation available
Low Declares reporting on total weight of non-hazardous waste, but no supporting documentation available

	Labor & Human Rights	Weight ●●●●
Strengths		
Policies		
Strengths		
Endorsement of the United Nations Global Compact (UNGC)		
Quantitative objectives set on diversity, equity & inclusion		
Labor & human rights policy on diversity, equity & inclusion		
Labor & human rights policy on child labor, forced labor & human trafficking		
Labor & human rights policy on career management & training		
Labor & human rights policy on working conditions		
Labor & human rights policy on employee health & safety		
Company labor and human rights policies also cover temporary employees		
Comprehensive policy on a majority of labor or human rights issues		
Actions		
Strengths		
Actions to improve workstation ergonomics		
Written contracts provided to placed candidates		

Age verification of candidates before hiring
Other actions on employee health & safety
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Measures related to temporary employees' training and career management
Measures related to temporary employees' health and safety
Compensation for extra or atypical working hours
Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)
Employee satisfaction survey
Bonus scheme related to company performance
Collective bargaining agreement on diversity, discrimination and/or harassment
Collective bargaining agreement on working conditions
Flexible organization of work (eg. remote work, flexi-time)
Health care coverage of employees in place
Specific measures related to temporary employees' working conditions
Client due diligence performed to prevent placement in exploitative companies
Awareness training on child labor, forced labor and human trafficking
Grievance mechanism on discrimination and/or harassment issues
Actions to promote wage equality in the workplace
Awareness training regarding diversity, discrimination, and/or harassment
Specific labor or human rights certification [Revidert Arbejdsgiver]
Employee representatives or employee representative body (e.g. works council)
Employee health & safety risk assessment
Grievance mechanism on child labor, forced labor and/or human trafficking issues
Regular assessment of individual performance
Regular employee health check-up
Actions to promote internal mobility
Provision of skills development training
Actions to prevent substance abuse

Individual development and career plan for all employees
European Works Council in place
Training of employees on health and safety risks and best working practices
Results
Strengths
Reporting on the percentage of women at top management level
Reporting on the percentage of women employed in relation to the whole organization
Reporting in accordance with SASB
Report on average unadjusted gender pay gap
Report on percentage of women within the organization's board
Standard reporting on labor and human rights issues
Improvement Areas
Policies
Priority Improvement Areas
Medium Inconclusive documentation for policies on social dialogue
Results
Priority Improvement Areas
Medium Report does not comply with all the mandatory requirements to be in accordance with GRI Universal Standards, GRI Core option or GRI Comprehensive option
Low Declares reporting on health & safety indicators for temporary employees but no supporting documentation
Low Declares reporting on average training hours per employee, but no supporting documentation available

 Ethics	Weight ●●●●
Strengths	
Policies	
Strengths	
Endorsement of the United Nations Global Compact (UNGC)	
Policy on fraud	
Policy on conflict of interest	
Disciplinary sanctions to deal with policy violations	
Policy on information security	
Policies on corruption	

Dedicated responsibility for ethics issues

Comprehensive policies on ethics issues

Actions

Strengths

Whistleblower procedure for stakeholders to report information security concerns

Whistleblower procedure for stakeholders to report corruption and bribery

Incident response procedure (IRP) to manage breaches of confidential information

Information security risk assessments performed

Audits of control procedures to prevent information security breaches

Awareness training to prevent information security breaches

Corruption risk assessments performed

Measures to protect third party data from unauthorized access or disclosure

Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information

Audits of control procedures to prevent corruption

Awareness training performed to prevent corruption

Specific approval procedure for sensitive transactions (e.g. gifts, travel)

Results

Strengths

Reporting in accordance with SASB

Improvement Areas

Actions

Priority

Improvement Areas

Low

No conclusive documentation regarding an anti-corruption due diligence program on third parties

Results

Priority

Improvement Areas

High

Insufficient reporting on ethics issues

Medium

Report does not comply with all the mandatory requirements to be in accordance with GRI Universal Standards, GRI Core option or GRI Comprehensive option



Sustainable Procurement

Weight ●●●●

Strengths

Policies

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Standard policies on sustainable procurement issues

Quantitative objectives set on sustainable procurement policy

Actions

Strengths

Internal purchasing processes for stationery and related items (e.g. pens, pencils) integrate sustainability

Supplier sustainability code of conduct in place

On-site audits of suppliers on environmental or social issues

Regular supplier assessment (e.g. questionnaire) on environmental or social practices

Integration of social or environmental clauses into supplier contracts

Sustainability risk analysis (i.e. prior to supplier assessments or audits)

Results

Strengths

Total gross Scope 3 upstream GHG emissions value confirmed in supporting documentation

Reporting on total gross Scope 3 upstream GHG emissions

Reporting in accordance with SASB

Improvement Areas

Actions

Priority Improvement Areas

Medium No conclusive documentation on the training of buyers on social and environmental issues within the supply chain

Results

Priority Improvement Areas

High Insufficient reporting on sustainable procurement issues

Medium Report does not comply with all the mandatory requirements to be in accordance with GRI Universal Standards, GRI Core option or GRI Comprehensive option

360° Watch Findings

2 Aug 2023 | <https://www2.staffingindus...>

Impact on Score

Neutral →

valid from 1 Aug 2023 to 1 Sep 2028

Impacted themes



Former Manpowergroup Employee Allegedly Puts Unemployed Wife On Payroll, Defrauds Company

A former finance manager at ManpowerGroup Service Private Limited in India allegedly manipulated the company's payroll system and fraudulently added his unemployed wife to the payroll, ensuring that she received a regular salary for more than ten years, amounting to about INR 40 million (USD 484,384).

6 Jul 2023 | <http://www.droits-salaries...>

Impact on Score

Neutral →

valid from 1 Sep 2021 to 1 Oct 2026

Impacted themes



Accords d'entreprise chez MANPOWERGROUP SOLUTIONS ENTERPRISE

Les négociations entre la direction de MANPOWERGROUP SOLUTIONS ENTERPRISE et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez MANPOWERGROUP SOLUTIONS ENTERPRISE précisent les droits, avantages et obligations de l'employeur et des salariés.

21 Apr 2023 | <https://www2.staffingindus...>

Impact on Score

Neutral →

valid from 1 Apr 2023 to 1 May 2028

Impacted themes



Manpowergroup's Uk Business Among Firms Suspending Activity With British Industry Group Amid Allegations

ManpowerGroup UK is one of several British companies that have resigned from the CBI following a number of sexual assault allegations made against the organization, Bloomberg reported. "ManpowerGroup UK is deeply concerned with the serious allegations raised against the CBI and suspends all activity with the business lobby group effective immediately," the company said in a statement.

1 Jan 2023 | <https://disabilityin.org/w...>

Impact on Score

Neutral →

valid from 1 Jan 2023 to 1 Feb 2028

Impacted themes



Disability Equality Index Best Places to Work 2023

The Disability Equality Index (DEI) provides the most comprehensive benchmarking tool for disability inclusion. MANPOWERGROUP is among the companies that scored 100% on the DEI Best places to work for the year 2023.

15 Dec 2022 | <https://www.droits-salarie...>

Impact on Score

Neutral →

valid from 1 Dec 2022 to 1 Jan 2028

Impacted themes



Accords d'entreprise chez MANPOWER - MANPOWER FRANCE

Les négociations entre la direction de MANPOWER - MANPOWER FRANCE et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez MANPOWER - MANPOWER FRANCE précisent les droits, avantages et obligations de l'employeur et des salariés.

22 Aug 2022 | <https://www2.staffingindus...>

Impact on Score

Neutral →

valid from 1 Aug 2022 to 1 Sep 2027

Impacted themes



Uk - Manpowergroup Uk Agrees It Will Not Provide Staff to Replace Royal Mail Group Employees Amid Industrial Action

ManpowerGroup UK and the Communications Workers Union (CWU) announced that the staffing firm will not provide staff to replace client employees who are supporting official industrial action.

3 Aug 2022 | <https://unicourt.com/case/...>

Impact on Score

Neutral →

valid from 1 Aug 2022 to 1 Sep 2027

Impacted themes



Bryce Cornelious vs Manpower US Inc.

On 08/03/2022 Bryce Cornelious filed a Civil Right - Employment Discrimination lawsuit against Manpower US Inc. This case was filed in U.S. District Courts, California Central District Court. The case status is Pending - Other Pending.

12 Jul 2022 | <https://www.esquerda.net/a...>

Impact on Score

Neutral →

valid from 1 Jul 2022 to 1 Aug 2027

Impacted themes



Call centers: Concentrix project workers achieve victory [PT]

After months of negotiations with no results, a strike was scheduled for this week. Randstad, Manpower and Concentrix eventually gave in and reached an agreement with the STCC, which includes the reinstatement of a union delegate who had been fired. The agreement reached allows workers to achieve some victories, less than a year after having obtained a 100 euros increase in the base salary and another 35 euros in the allowance feed.

2 May 2022 | <https://unicourt.com/case/...>

Impact on Score

Neutral →

valid from 1 May 2022 to 1 Jun 2027

Impacted themes



Brown vs ManpowerGroup US Inc.

On 05/02/2022 Brown filed a Civil Right - Employment Discrimination lawsuit against ManpowerGroup US Inc. This case was filed in U.S. District Courts, Ohio Northern District Court. The Judge overseeing this case is James R. Knepp II. The case status is Pending - Other Pending.

10 Mar 2022 | <https://www.notretemps.com...>

Impact on Score

Neutral →

valid from 1 Mar 2022 to 1 Apr 2027

Impacted themes



Des entreprises s'engagent contre l'âgisme au travail

À l'initiative du Club Landoy, cercle de réflexion sur la transition démographique, quatorze grandes entreprises françaises y compris Manpower Group signent le 10 mars une charte contre la discrimination liée à l'âge dans le monde du travail. Les signataires s'engagent notamment à recruter des personnes à toutes les étapes de leur carrière, à leur offrir des opportunités pour leur permettre de travailler dans un environnement inclusif jusqu'au départ à la retraite, à favoriser la transmission des savoirs et le partage d'expérience entre les générations, à lutter contre les stéréotypes liés à l'âge, à valoriser les collaborateurs expérimentés.

24 Feb 2022 | <https://www2.staffingindus...>

Impact on Score

Neutral →

valid from 1 Feb 2022 to 1 Mar 2027

Impacted themes



ManpowerGroup introduces 4-day working week in SEE

ManpowerGroup has decided to introduce a four-day working week for all of its employees in Southeast Europe. Manpower has conducted a four-month trial run of the project, the company said in a statement, describing the project as an undeniable success. ManpowerGroup has offices in Bulgaria, Serbia, Bosnia and Herzegovina, Croatia and Slovenia.

31 Jan 2022 | <http://www.compromisorse.c...>

Impact on Score

Neutral →

valid from 1 Jan 2022 to 1 Feb 2027

Impacted themes



ManpowerGroup reducirá las emisiones de CO2 en un 50% o más para 2030

Con motivo del Día Mundial por la Reducción de las Emisiones de CO2, ManpowerGroup España ha dado a conocer su iniciativa para medir la huella de carbono de la compañía en nuestro país; se denomina así al cálculo de las emisiones de Gases de Efecto Invernadero (GEI) que una organización emite, de manera directa o indirecta para desarrollar sus actividades.

30 Jan 2022 | <https://www.torinotoday.it...>

Impact on Score

Neutral →

valid from 1 Jan 2022 to 1 Feb 2027

Impacted themes



From the contract with the temporary agency to the dismissal: the sad story of 14 workers from Zara Turin and Grugliasco [IT]

From tomorrow, Monday 31 January 2022, fourteen people will no longer be employees of Zara, the Spanish clothing, shoes and accessories chain.

1 Jan 2022 | <https://www.spglobal.com/e...>

Impact on Score

Neutral →

valid from 1 Jan 2022 to 1 Feb 2027

Impacted themes



S&P Global Sustainability Yearbook 2022

ManpowerGroup Inc's ongoing efforts in the areas of ESG (environmental, social and governance) have received fresh recognition at the global level. In 2022, the company was cited in the S&P's Sustainability Yearbook. It received a global ESG score of 68 in the S&P Global Bronze Class category.

1 Jan 2022 | <https://www.newsweek.com/a...>

Impact on Score

Neutral →

valid from 1 Jan 2022 to 1 Feb 2027

Impacted themes



America's Most Responsible Companies 2022

ManpowerGroup was ranked 58th for America's Most Responsible Companies 2022 with a score of 84.3. The company scored 92.8 in environment, 82.9 in social and 77.4 in corporate governance.

1 Jan 2022 | <http://hrc-prod-requests.s...>

Impact on Score

Neutral →

valid from 1 Jan 2022 to 1 Feb 2027

Impacted themes



Corporate Equality Index 2022

According to the 20th edition of the Human Rights Campaign Foundation's 2022 Corporate Equality Index, ManpowerGroup met the criteria of the Corporate Equality Index Rating Criteria and scored 100%. The HRC Foundation Corporate Equality Index criteria serve as a road map for major U.S. businesses' adoption of inclusive policies, practices and benefits for LGBT employees.

8 Dec 2021 | <http://www.droits-salaries...>

Impact on Score

Neutral →

valid from 1 Dec 2021 to 1 Jan 2027

Impacted themes



Accords d'entreprise chez MANPOWER - MANPOWER FRANCE

Les négociations entre la direction de MANPOWER - MANPOWER FRANCE et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez MANPOWER - MANPOWER FRANCE précisent les droits, avantages et obligations de l'employeur et des salariés.

1 Dec 2021 | <https://unicourt.com/case/...>

Impact on Score

Neutral →

valid from 1 Jan 2021 to 1 Feb 2026

Impacted themes



Perkins vs Manpower Group Talent Solutions LLC

On 12/01/2021 Perkins filed a Labor - Other Labor lawsuit against Manpower Group Talent Solutions, LLC. This case was filed in U.S. District Courts, Kentucky Western District Court. The Judge overseeing this case is Charles R. Simpson, III. The case status is Pending - Other Pending.

7 Nov 2021 | <http://www.esquerda.net/ar...>

Impact on Score

Neutral →

valid from 1 Nov 2021 to 1 Dec 2026

Impacted themes



Seia Contact Center workers on strike on February 16 [PT]

ManpowerGroup workers providing services at the EDP Contact Center in Seia and Lisbon will stop working on February 16, between 00:00 and 00:00. The action claims, among other measures, the payment of additional expenses with telework.

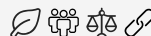
30 Jul 2021 | <http://www.ambientemagazin...>

Impact on Score

Neutral →

valid from 1 Jul 2021 to 1 Aug 2026

Impacted themes



Manpowergroup joins BCSD Portugal and reinforces its commitment to sustainability [PT]

ManpowerGroup Portugal joined the Business Council for Sustainable Development (BCSD Portugal), an association that represents more than 100 leading companies in Portugal and that supports them in their journey towards sustainability, promoting a positive impact on their stakeholders, society and the environment. ManpowerGroup's Sustainability Plan is built around learnability, or the capacity for continuous learning, and employability, with the objective of helping people to acquire the skills most in demand in the market.

9 Apr 2021 | <http://www.osha.gov/pls/im...>

Impact on Score

Neutral →

valid from 1 Apr 2021 to 1 May 2026

Impacted themes



Proposed OSHA Penalty for Serious H&S Standard Violation(s)

On 9th April 2021, Manpower Usa, Inc's facility in Mehoopany, PA, was proposed a \$3,949 penalty for 1 serious violation of U.S. OSHA health and safety standards.

10 Nov 2020 | <http://www.comunicarseweb...>

Impact on Score

Neutral →

valid from 1 Nov 2020 to 1 Dec 2025

Impacted themes



ManpowerGroup anuncia objetivos validados con la ciencia y se compromete a lograr Net Zero para 2045

ManpowerGroup anunció que la iniciativa Science Based Targets (SBTi) ha validado sus objetivos para reducir las emisiones de gases de efecto invernadero e impulsar una acción climática positiva. Los compromisos de la compañía son reducir 60% las emisiones operativas (Alcance 1 y 2) y 30% las emisiones de la cadena de suministro (Alcance 3) para 2030.

9 Nov 2020 | <http://www.jdsupra.com/leg...>

Impact on Score

Neutral →

valid from 1 Sep 2019 to 1 Oct 2024

Impacted themes



Johnson Controls and ManpowerGroup to Pay \$40,000 to Settle EEOC Sex Discrimination / Retaliation Suit

Johnson Controls, Inc. (JCI) and ManpowerGroup US, Inc. (Manpower) have agreed to pay \$40,000 and hire outside consultants to review their sexual harassment policies and procedures to resolve a sex discrimination and retaliation lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency announced today.

29 Jun 2020 | <http://www2.staffingindust...>

Impact on Score

Neutral →

valid from 1 Jun 2020 to 1 Jul 2025

Impacted themes



UK – Manpower UK may face job cuts due to pandemic (The Telegraph)

Manpower UK has warned that job cuts among its own 1,800 staff are looming as Covid-19 shatters the employment market. Mark Cahill, managing director, said that the firm, which has placed "hundreds" of its staff in the government's coronavirus job retention scheme, could be forced to shed workers as support for employers starts to be wound in at the end of next month. Cahill refused to comment on how many jobs could go but said the end of July was the "next hurdle".

5 Apr 2020 | <http://www.eltiempo.com/co...>

Impact on Score

Neutral →

valid from 1 Apr 2020 to 1 May 2025

Impacted themes



Trabajadores denuncian cientos de despidos en medio de la pandemia

Las 2 primeras semanas de confinamiento dejaron ya cientos de despidos en diferentes sectores. Igual situación se está viviendo en las minas de carbón en Cesar, donde el sindicato de trabajadores de la empresa temporal Manpower Group Co, (Sintraeman) subcontratista del grupo Prodeco, manifestó su preocupación frente a la reciente cancelación de contratos de 400 trabajadores que venían laborando desde hace varios años en los proyectos mineros del grupo Prodeco, localizado en los municipios de El Paso, La Jagua de Ibirico y Becerril (Centro del Cesar).

5 Apr 2020 | <http://gender-pay-gap.serv...>

Impact on Score

Neutral →

valid from 1 Apr 2020 to 1 May 2025

Impacted themes



MANPOWER UK LIMITED 2020/21 Gender pay gap report

In this organisation, women earn 94p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 5.7% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 3.9% lower than men's.

28 Mar 2020 | <http://www.noticiasgalicia...>

Impact on Score

Neutral →

valid from 1 Mar 2020 to 1 Apr 2025

Impacted themes



Denuncian a las ETT Manpower y Eurofirms por abandono de los trabajadores

El sindicato CCOO Industria en Vigo ha interpuesto ante Inspección de Trabajo dos nuevas denuncias contra las Empresas de Trabajo Temporal (ETT) Manpower y Eurofirms por abandono de los trabajadores. Según ha informado este sábado el sindicato, ante la actual aplicación masiva de ERTE's, las ETT, además de dejar en suspenso los contratos de trabajo del personal contratado y cedido, aplicando "una cláusula ilegal, abusiva y discriminatoria", están llevado a cabo finalizaciones de contrato fraudulentas y destruyendo empleo. Manpower también ha sido denunciada ante Inspección de Trabajo por suscribir con cada empleado acuerdos de suspensión de contratos bajo coacción.

3 Mar 2020 | <https://www.abc.net.au/new...>

Impact on Score

Neutral →

valid from 1 Feb 2020 to 1 Mar 2025

Impacted themes



Fears private details of Defence Force members compromised in database hack

A highly sensitive military database containing the personal details of tens of thousands of Australian Defence Force (ADF) members was shut down for 10 days due to fears it had been hacked.

20 Feb 2020 | <http://www.lovemoney.com/g...>

Impact on Score

Neutral →

valid from 1 Feb 2020 to 1 Mar 2025

Impacted themes



The best companies to work for in Canada

For 2020, the best companies to work for in Canada offer a strong work-life balance, education and training programmes, and give employees the chance to give back to their communities, according to Glassdoor. Ranked 12th, ManpowerGroup has been praised for its work on accessibility, having recruited thousands of people with disabilities with employees. The company is now working with the Dutch Council for Refugees to offer re-training and employment.

1 Jan 2020 | <http://assets2.hrc.org/fil...>

Impact on Score

Neutral →

valid from 1 Jan 2020 to 1 Feb 2025

Impacted themes



2020 & 2019 Corporate Equality Index for ManpowerGroup

In this 18th Edition Of the Human Rights Campaign Foundation's Corporate Equality Index, 686 businesses earned a 100 percent rating and the designation of being a "Best Place to Work for LGBTQ Equality." ManpowerGroup has earned a perfect CEI Rating of 100 for both the years 2020 and 2019.

Expired

25 Oct 2019 | <https://assets.publishing...>

Impact on Score

Neutral →

valid from 1 Jan 2018 to 1 Feb 2023

Impacted themes



U.K. Employment Tribunal decision - Mr A Arif v Manpower UK Ltd and Jaguar Land Rover

The claim for disability discrimination was brought by Mr Mohammed Atif Arif originally against the first respondent, Manpower UK Ltd, on 28 May 2018. The claimant is a disabled person for the purposes of the Equality Act 2010. The claimant says that, as a result of his disability, he was unable to perform any of the roles in "final assembly 2 area" to which he was assigned and consequently he was no longer able to work for the second respondent. The claimant's claim of discrimination arising from disability pursuant to section 15 of the Equality Act 2010 succeeded against Manpower UK Ltd only in respect of the decision to remove him from the assignment with Jaguar Land Rover Ltd.

21 Oct 2019 | <http://www.comunicarseweb...>

Impact on Score

Neutral →

valid from 1 Oct 2019 to 1 Nov 2024

Impacted themes



10 empresas argentinas se comprometen con la inserción socioeconómica de personas refugiadas

Las empresas International Chamber of Commerce y la Cámara Argentina de Comercio, We Work, Manpower, Randstad, Banco Ciudad, Adecco, Accenture, Wix y Bubbo, se comprometieron a facilitar oportunidades de empleo decente, promover instancias de capacitación, desarrollar acciones de promoción de la empleabilidad, brindar apoyo a emprendimientos, y/o generar acciones de difusión y sensibilización sobre la temática.

21 Oct 2019 | <http://www.comunicarseweb...>

Impact on Score

Neutral →

valid from 1 Oct 2019 to 1 Nov 2024

Impacted themes



20 empresas reciben el "Sello Gestión Inclusiva"

La Agencia Nacional de Discapacidad reconoció a 20 empresas, incluida ManpowerGroup, con el Sello de Gestión Inclusiva por promover el empleo de personas con discapacidad en el sector privado.

18 Oct 2019 | <https://www.metro.tokyo.lg...>

Impact on Score

Neutral →

valid from 1 Aug 2019 to 1 Sep 2024

Impacted themes



Breach of contract in the trustee of the Spiral Up project. [JP]

At a joint company information session organised by the Tokyo Metropolitan Hotel and Ryokan Life Sanitation Association Consortium on 18 July 2018 and at an information session organised by the Tokyo Metropolitan Plumbing Industry Cooperative Association Consortium on 3 August of the same year, operators subcontracted by ManpowerGroup Co Ltd attracted students by offering them money for both projects.

1 Oct 2019 | <http://www.eeoc.gov/eeoc/n...>

Impact on Score

Neutral →

valid from 1 Oct 2019 to 1 Nov 2024

Impacted themes



EEOC Sues Johnson Controls, Inc. and Manpowergroup US, Inc. for Sexual Harassment, Retaliation

Johnson Controls, Inc. (JCI) and ManpowerGroup US, Inc. (Manpower) violated federal law when they fired a female employee who complained about sexual harassment at a JCI manufacturing facility in Norman, Okla., the U.S. Equal Employment Opportunity Commission (EEOC) charged in a lawsuit filed today.

31 Jul 2019 | <http://www.compromisorse.c...>

Impact on Score

Neutral →

valid from 1 Jul 2019 to 1 Aug 2024

Impacted themes



ManpowerGroup España se suma al 'New Deal for Europe' por una Europa sostenible

ManpowerGroup España se ha adherido al pacto europeo "New Deal for Europe". Hasta el momento se han sumado a esta iniciativa más de 200 organizaciones representadas por sus CEO y principales ejecutivos, con la finalidad de aunar el ámbito empresarial, a la sociedad civil y el sector público para entablar diálogos de confianza, establecer plataformas de colaboración y modelos de financiación que sirvan para el desarrollo de una economía circular y digital sostenible que fomente la competitividad, la empleabilidad y la cohesión social.

15 Jun 2019 | <http://disabilityin.org/wh...>

Impact on Score

Neutral →

valid from 1 Jun 2019 to 1 Jul 2024

Impacted themes



Disability Equality Index Names ManpowerGroup As the Best Place to Work in the U.S.

ManpowerGroup has been recognized by the Disability Equality Index® (DEI®) as one of the Best Places to Work in the U.S, receiving a top score of 100% for its commitment to diversity and inclusion in the workplace.

13 Jun 2019 | <http://www.dn.pt/lusa/inte...>

Impact on Score

Neutral →

valid from 1 Jun 2019 to 1 Jul 2024

Impacted themes



95% adherence to the ManpowerGroup strike in Seia - Syndicate [PT]

The 24-hour strike by ManpowerGroup Solutions workers at the EDP Contact Center in Seia, Guarda district, has a 95%. According to the union, the workers "demand better salary increases than those proposed by the management of the company in negotiation with the union structure of SITE-CN."

22 May 2019 | <http://www.dn.pt/lusa/inte...>

Impact on Score

Neutral →

valid from 1 May 2019 to 1 Jun 2024

Impacted themes



Manpower and RH workers at Nos and Meo strike on Thursday [PT]

Manpower and RH workers from the US and Meo call centers meet a strike between 00:00 on Thursday and 01:00 Friday on salary increases and better working conditions, union source announced today.

5 Apr 2019 | <http://gender-pay-gap.serv...>

Impact on Score

Neutral →

valid from 1 Apr 2019 to 1 May 2024

Impacted themes



MANPOWER UK LIMITED 2019/20 Gender pay gap report

In this organisation, women earn 92p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 7.7% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 3.4% lower than men's.

29 Mar 2019 | <http://www.recruitment-int...>

Impact on Score

Neutral →

valid from 1 Mar 2019 to 1 Apr 2024

Impacted themes



ManpowerGroup named best place to work for LGBTQ equality in US in 2019

ManpowerGroup has been named a Best Place to Work for LGBTQ Equality for the fourth year in a row in the Corporate Equality Index (CEI). CEI is a national benchmarking survey focused on corporate policies and practices awarded by the Human Rights Campaign Foundation.

18 Mar 2019 | <http://www.osha.gov/pls/im...>

Impact on Score

Neutral →

valid from 1 Mar 2019 to 1 Apr 2024

Impacted themes



OSHA Accident Investigation Summary for Manpower Group Us Inc's facility in Wichita, KS

At 11:23 a.m. on March 13, 2019, an employee was operating forklift. The employee ran over his foot when he put the forklift in reverse too fast, fracturing it. The employee was hospitalized.

26 Feb 2019 | <http://www.biztimes.com/20...>

Impact on Score

Neutral →

valid from 1 Feb 2019 to 1 Mar 2024

Impacted themes



Six Wisconsin companies make World's Most Ethical Companies list

Ethisphere has honored the world's most ethical companies since 2007. In 2019, 128 companies are being honored from 21 countries and 50 industries. This is the 10th year that ManpowerGroup has made the World's Most Ethical Companies list.

13 Feb 2019 | <http://michelangelosalvagn...>

Impact on Score

Neutral →

valid from 1 Feb 2019 to 1 Mar 2024

Impacted themes



Manpower sentenced to reinstate the employee [PT]

By order of 16 January 2019, n. 965, the Court of Velletri, section Labor, in acceptance of the appeal promoted by a worker against Manpower Srl, declared the nullity of the dismissal ordered for allegedly justified objective reason, since it is actually characterized by a discriminatory nature; consequently, the judge sentenced the employer to reinstate the applicant in their jobs and to pay all the wages accrued in the meantime, from the date of dismissal to that of actual reinstatement, in addition to the payment of social security contributions.

16 Jan 2019 | <http://www.zonebourse.com/...>

Impact on Score

Neutral →

valid from 1 Jan 2019 to 1 Feb 2024

Impacted themes



Manpower : distingué aux US pour sa politique d'égalité H/F

Le groupe Manpower annonce ce jour avoir été nommé, pour la deuxième année consécutive, 'meilleure entreprise où travailler pour les femmes' à l'occasion des Women's Choice Award 2019. Manpower a été distingué pour sa culture d'entreprise, sa volonté de développer les carrières quel que soit le sexe de l'employé.e, l'équilibre vie professionnelle / vie personnelle et la place des femmes dans les différents niveaux de hiérarchie.

5 Oct 2023 |

Impact on Score

Neutral →

valid from 19 Dec 2023 to 5 Nov 2028

No records found for this company on Compliance Database

Environment Labor & Human Rights Ethics Sustainable Procurement

Specific comments

- No records found in third party risk and compliance database.
- The company demonstrates an advanced sustainability management system that covers all four themes under review.
- Since the last assessment, the overall score has increased thanks to the implementation of additional policies.
- Since the last assessment, the overall score has increased thanks to the implementation of additional measures.

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