



# Diversity, Equity, Inclusion and Belonging



**“Culture is the glue that holds a company together. It must exist outside the building - it is not a physical place, or one person - it’s how we all think and act, our beliefs and behaviors.”**

**- Becky Frankiewicz, Chief Commercial Officer**

## **Why This Matters**

At ManpowerGroup, we believe in human potential, and we advocate acceptance, respect and inclusion. We are committed to doing all we can to strengthen diversity, equity, inclusion and belonging within our company, and in the communities where we live and operate. We also know, from our vast experience in labor markets from across the world, that we must engage and include all available talent and ignite human potential to sustainably grow prosperity around the world. It is the right thing to do, and it is what we must do to prosper.

Our commitment to diversity and inclusion is driven from the top by our CEO - and our leaders are held accountable to nurture workplace cultures where people from all backgrounds feel welcome and valued. Across our global footprint, our countries implement locally relevant programs to promote inclusion for their employees and communities.



## Proud of Our Progress: Where We Are Today

### Global Commitment, Local Focus

Our business is naturally diverse, with operations in more than 75 countries around the world. We see diversity as a strategic enabler of our business, creating opportunities for growth and access to better careers and lives for people from all backgrounds and circumstances.

Our commitment to making a difference is translated into action in many of our operations around the world. Our colleagues identify pressing local issues and develop programs and interventions that work for them.

- **U.K.:** Trained and placed over a dozen autistic workers in meaningful tech jobs
- **Italy:** 570 people impacted since 2022 by Disability Inclusion program
- **Spain:** Implemented Diversity Matters program to help disabled students advance their careers
- **Singapore:** Started an award-winning program called #PridePass, a job aggregator site that connects progressive, inclusive companies with LGBTQ+ workers, which will extend to Thailand and Japan next

### Resource Groups Promote Inclusion and Accelerate Careers

Our Business Resource Groups (BRGs) are open and welcoming to everyone. These groups bring together a cross-section of diverse backgrounds to promote multicultural understanding and a stronger sense of community. In the US, we currently have six BRGs: Ability, ACE, MERGE, Elevate, Unite and Valor.

These BRGs also take a leading role in forging strategic partnerships and alliances with professional associations and community organizations, providing learning and development opportunities, sponsoring cultural events and developing an Inclusion and Support toolkit for colleagues. In 2022, we held our first annual BRG Summit, bringing together representatives from all BRGs from around the globe to share best practices and make connections.

### Fostering Inclusion Through Recognition, Reflection and Action

We are consistently recognized as a best place to work for women, LGBTQ equality and disability inclusion, and our employees rate us highly on Diversity & Inclusion in our Annual People Survey. We are proud of what we have accomplished but know that we still have a long way to go to make our communities and workplaces more inclusive. Together, as employers, we must commit to ensuring meaningful jobs, competitive wages, equitable promotions, and wider opportunities are accessible to everyone.



[www.manpowergroup.com](http://www.manpowergroup.com)

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For more information on ManpowerGroup's ESG strategy, visit: [www.manpowergroup.com/sustainability](http://www.manpowergroup.com/sustainability)