



Health and Safety

Creating workplaces where everyone feels safe and secure



Why This Matters

Every company has a responsibility to protect the health, safety, and well-being of its employees. Each year, we help keep millions of people employed worldwide, which is why we deeply understand how much workplace security benefits everyone. When people feel safe, engagement is higher, retention is longer, and people develop more skills and experience. The world of social media also means that employee experience is more transparent than ever; maintaining high standards as an employer helps us continue to attract the best talent.

In today's uncertain world, it's imperative for people to feel safe and secure and to have a healthy work environment. Alongside other leading HR services companies, we founded the [Safely Back to Work Alliance](#) to help organizations, policymakers and governments prepare for the new normal in the workplace. As the world's largest private sector employer, we have a leading role to play in driving healthy labor markets and protecting individuals across our industry. We shared safety protocols from across 26 countries and many industries, and we're proud to have played a part in scaling this important initiative, now led by our industry association, the World Employment Confederation (WEC).

Proud of Our Progress: Where We Are Today

Global Commitment, Local Oversight

Our global Health and Safety Policy outlines our commitment to provide a safe working environment for all of our internal staff, as well as the associates and consultants we place on assignment with clients. The policy is included in our [Code of Business Conduct and Ethics](#), and all employees are trained and certified annually.





Aligned with our global commitment and in compliance with applicable local and national regulations, our operations around the world maintain local health and safety standards. Using custom-designed work environment surveys, we ensure our workplaces are safe while assessing the health and safety risk of client worksites and roles and educating clients on ways they can improve their own practices.

Promoting Employee Well-being

At ManpowerGroup, we understand that well-being is the foundation of performance. When individuals feel supported in all aspects of their lives—physically, mentally, emotionally, and socially—they are better equipped to succeed.

That's why we embrace a comprehensive approach to wellbeing, ensuring our people have the resources they need to flourish. Our commitment to health and safety goes beyond meeting standards; it's about cultivating a culture where every individual feels valued, supported, and empowered to thrive. Whether it's 24/7 access to Employee Assistance Programs in North America, a wellness app in India, or psychological support in countries like Italy and Mexico, we ensure our employees have the tools they need to maintain their well-being. We also extend multiple benefits to support balance, from flexible work arrangements to extended parental leave. We comply with the required parental leave laws, and in many cases, we go further—offering flexible work arrangements and extended leave for new parents. In the U.S., we provide maternity, parental, and adoption benefits to support families at every stage. These efforts reflect our belief that a healthy, supported workforce is essential to building a resilient, high-performing organization.

Building LGBTQ+ Inclusion

All people deserve to feel safe, respected and able to thrive in the workplace — inclusive of gender identity and sexual orientation — and we are committed to LGBTQ+ inclusion within our own workforce. We are proud to have received a perfect score on the Human Rights Campaign Corporate Equality Index for more than seven consecutive years and have also been named a Best Place to Work for LGBTQ+ Inclusion

In addition, we've partnered with PridePass, a job site in Singapore that makes it easy for members of the LGBTQ+ community to find employment. By aggregating postings from employers friendly to LGBTQ+ workers, we've placed more than 1,000 jobs in safe and inclusive workplaces.

Training for Greatest Impact

We provide training on safe and healthy work practices for all employees, associates and consultants globally via powerYOU, our digital learning platform, with additional role- and site-specific training where client locations require it.



We have designed specific training protocols for industries where workplaces present additional safety challenges. In France, our largest market, our virtual-reality training prepares associates to navigate potential hazards safely before they ever set foot on-site. In Belgium and the Netherlands, we have developed logistics academies, where we train and certify the safe operation of forklifts and other equipment in actual warehouse environments.

Getting People Back to Work After Injury

We have 600,000 people working across thousands of client sites every day and take all possible measures to prevent injuries at work to keep our accident rates low. If any of our people do sustain an injury, we look to ensure that they can get back to work safely and quickly. If they cannot immediately return to their previous role, we aim to find them alternative assignments supportive of their path to recovery. In Canada, we have partnered with Habitat for Humanity to place associates in roles at ReStores, enabling people to work through recovery while supporting Habitat's mission to create safe and affordable housing for families across the country. This innovative solution contributed to Manpower Canada's multiple ACSESS Health and Safety Awards.

Crisis Response and Emergency Preparedness

We've long had business continuity plans ready across the globe, and the health crisis created by COVID-19 gave us the (unfortunate) opportunity to put these to the test. Supported by proven issues management communications, we learned just how well we can navigate emergency situations across our industry.

Our priority was — and remains — ensuring the health, safety and well-being of our staff and associates. During the COVID-19 pandemic, we quickly migrated 80% of our staff to remote working and enabled thousands of associates to work safely from home. We reassigned associates from disrupted industries, like hospitality, to roles supporting essential work.

We are also well-accustomed to mobilizing our teams to support disaster response efforts, partnering with governments and non-profit organizations — including the U.S. Federal Emergency Management Agency — to train and place hundreds of our associates on 24/7 standby to support residents impacted by hurricanes, floods and other natural disasters.



ManpowerGroup®

www.manpowergroup.com

100 Manpower Place, Milwaukee, Wisconsin 53212