



Adecco Group

Locations: Switzerland (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

Adecco is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Adecco occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk

Adecco promotes divisive sex and gender policies. Its Code of Conduct for Suppliers requires international vendors to include sexual orientation in their nondiscrimination policy (1). However, Adecco has not canceled customers, suppliers, or vendors based on political views or religious beliefs (2).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. Lower Risk

Adecco does not appear to discriminate against charitable organizations based on views or beliefs (1).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

Adecco offers DEI training and an allyship Program to its employees (1)(2). The company appears to prioritize diversity over merit in its business structure through the establishment of gender targets for its leadership composition. Adecco is seeking "gender parity in leadership. Our goal is to move toward gender balance at leadership levels by 2030" (3). Adecco is an affirmative action employer. "The Adecco Group has developed and maintained a written Affirmative Action Program (AAP)" (4). Adecco does not provide viewpoint protections for its employees (5).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.

High Risk

Adecco employs a DEI Committee. In 2021, Adecco offered 20 DEI related events for its employees (1). The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (2)(3). Adecco is a signatory of the United Nations LGBTI Standards of Conduct, indicating that it supports LGBTQ rights in its business (4)(5).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression.

High Risk

Adecco is a partner of the European Network Against Racism's Equal @work Platform (1)(2). Adecco is a coalition member of OneTen, appearing to prioritize diversity over merit in its hiring (3)(4)(5). Otherwise, there are no publicly known cases of Adecco using corporate funds to advance ideological causes, organizations, or policies (6).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes.

N/A

Adecco does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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