

One company, many strengths

Our lead brands and global footprint

Workforce Solutions



We provide candidates with generalist skills to small, medium and large clients, mainly through temporary staffing, permanent placement and outsourcing services. Workforce Solutions operates across all sectors, under the global Adecco brand. Our 'recruitment on demand' online staffing platform operates under the relaunched Adia brand, mainly focusing on hospitality and events. Workforce Solutions comprises two business lines:

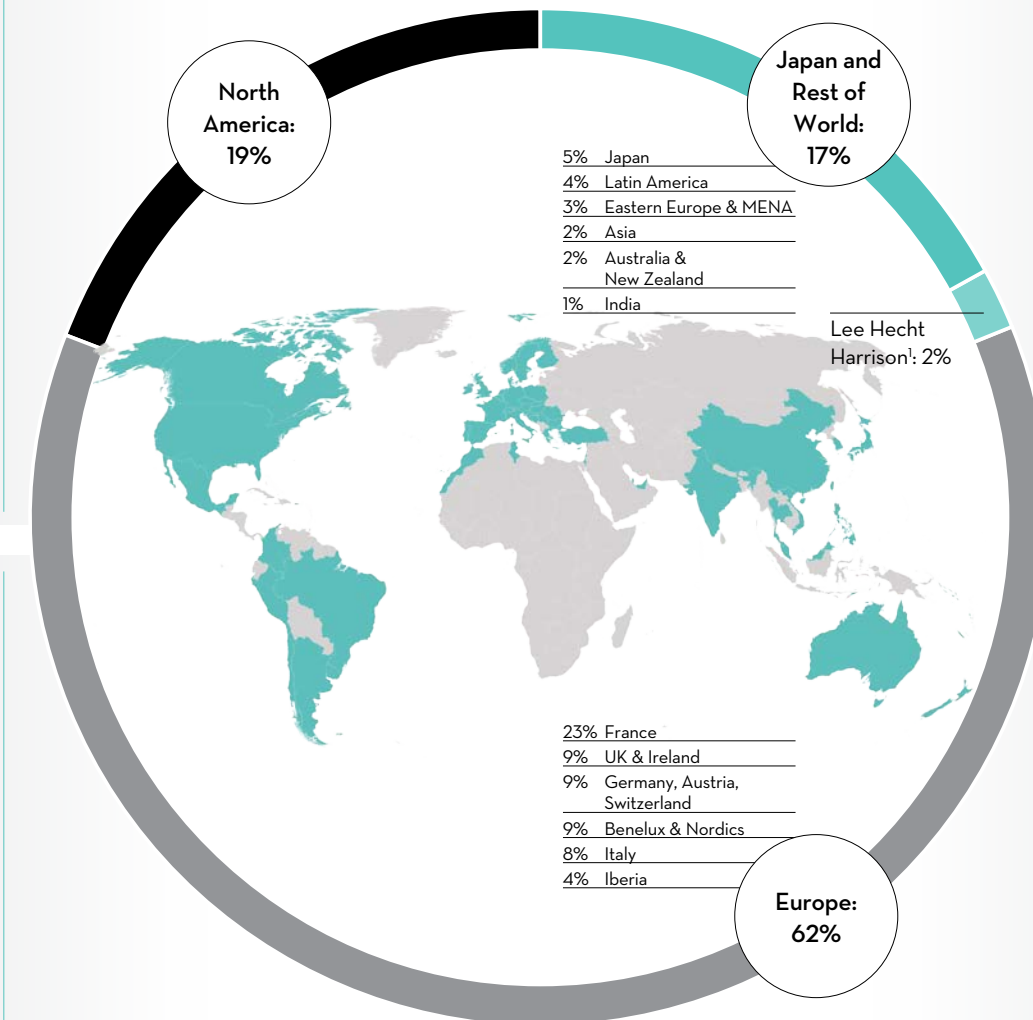
Office
We provide clerical and support personnel in all areas of office-based employment.

Industrial
We provide candidates for blue-collar job profiles across many industrial and service sectors.

Contribution to Group revenues:
76%
Office: 24%
Industrial: 52%

Our global footprint

Contribution to Group revenues



More than **34,000** full-time equivalent employees
100,000+ clients

Over **700,000** associates on assignment daily

1 Lee Hecht Harrison is managed as a global business line.

Talent Development & Career Transition

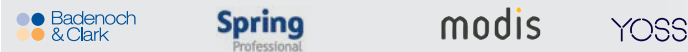


We offer services under the global brand Lee Hecht Harrison, providing solutions to large and small clients around the world.

Workforce Transformation
Lee Hecht Harrison is the world's leading career transition and talent development brand, helping individuals and organisations navigate workforce change.

Contribution to Group revenues:
2%

Professional Staffing & Solutions



We support our clients in finding and attracting talent with professional and highly sought-after skills. Our global lead brands in Professional Staffing & Solutions are: Badenoch & Clark, Modis, Spring Professional and YOSS.

Information Technology (IT)
We support organisations across all industries in their IT workforce requirements.

Engineering & Technical
We provide candidates with skilled professional profiles across all engineering and technical disciplines to clients in a wide range of industries.

Finance & Legal
We support organisations by finding qualified professionals in the accounting, finance and legal disciplines.

Medical & Science
We recruit and place medical professionals on a permanent or temporary basis in medical and science-related industries.

Contribution to Group revenues:
21%
Information Technology: 10%
Engineering & Technical: 5%
Finance & Legal: 4%
Medical & Science: 2%

MSP & RPO



We offer full HR outsourcing solutions, including MSP and RPO, through Pontoon, a global leader in contingent and permanent workforce acquisition and talent advisory solutions across all industries.

Managed Service Programmes (MSP)
Managed Service Programmes involve taking over part of the HR function within an organisation to manage all of its contingent and flexible workforce needs.

Recruitment Process Outsourcing (RPO)
Recruitment Process Outsourcing enables clients to outsource the entire permanent recruitment process to us to harness the full benefit of our expertise and experience in hiring large numbers of employees.

Contribution to Group revenues:
1%

[Read more on pages 30-35](#)

Our services

Temporary staffing
We supply associates to organisations on a temporary basis, providing flexibility to employers and new opportunities to candidates.

Permanent placement
We help employers to recruit talent for permanent roles, securing the skills needed for an organisation's ongoing success.

Career transition
We support organisations and their employees through changes that require individuals to transition out of their existing roles.

Outsourcing
We offer flexible HR solutions in which we staff and manage the whole of a labour-intensive activity, such as warehouse logistics, call centre operations, or IT support.

MSP & RPO
Managed Service Programmes
We manage all parts of the flexible workforce at organisations using a large number of contingent workers.



Talent development
We provide leadership coaching, career development programmes and change management support.