

coronavirus (COVID-19) FAQs for randstad clients.

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As the situation evolves, please check with your Randstad consultant to ensure you have the most current version of this document.

What is Randstad doing in response to the coronavirus outbreak?

Randstad's number-one priority is a safe and healthy work environment for all. The Executive Team has created a Coronavirus Task Force to manage all concerns and issues arising from this matter. Randstad will proactively communicate updates as information is made available or decisions are made.

We are focused on communicating the prevention and mitigation steps recommended by the Centers for Disease Control and Prevention (CDC) and World Health Organization (WHO) to prevent the spread of the virus, as well as working with our clients to address known issues and respond to the needs of the business to ensure a safe, healthy and productive workforce. Randstad's existing Business Continuity Planning team is continuously monitoring the impact of coronavirus and will make recommendations as needed.

How will Randstad prepare and be ready for my recruiting needs?

Randstad recruits in a variety of market conditions, including a tight labor market and specialized skill environments. While following guidance from health authorities, we will ensure our talent continues to meet the needs of our clients and customers in the safest and most effective manner possible.

I am a randstad client and we have specific protocols and requirements to screen and identify exposed or ill employees. Will Randstad's temporary employees adhere to our guidelines?

Randstad works with a large and diverse group of employers, and we are committed to working with each of our clients to respond to their specific and unique needs. Working with you, we will develop appropriate, compliant and pertinent protocols for your work environment while adhering to the applicable laws.

Is Randstad surveying employees to determine if they have recently traveled to an at risk location, are aware of a known exposure, or have recently been ill?

Business travel to impacted areas is restricted for all Randstad employees. These areas currently include the Greater China region, Singapore, northern Italy, Iran and South Korea. Additionally, Randstad employees are expected to follow CDC guidelines to prevent illness.

Can you screen all talent to ensure they don't bring the virus into the work location?

Randstad promotes responsible behavior among all our workers. We commit to a continuous effort to inform, educate, and drive awareness around CDC and WHO prevention guidelines. Additionally, we will work with our clients to develop appropriate and pertinent protocols for your work environment that align with recommended best practices. If there is a situation that presents the need to screen please reach out to your Randstad contact immediately.

Are Randstad's own employees allowed to travel? If travel is to an impacted country, is there a requirement for seeking approval?

Travel within North America has not been restricted at this time, but employees should take appropriate precautions, including practicing good hand hygiene, minimizing touching the face, avoiding hand shaking and covering the nose and mouth with their elbow or tissue when sneezing or coughing.

Temporary travel restrictions have been implemented for Randstad employees traveling internationally from and to the Greater China region, Singapore and Milan, Iran, North Italy and South Korea. These travel restrictions will remain in place until further notice.

Randstad follows the ongoing recommendations of the World Health Organization, Public Health Agency of Canada and the CDC regarding these and further travel restrictions. Employees who have urgent reasons for traveling to, from or within APAC impacted countries, and other Italian locations require approval from the executive leader of the country of origin and the country of destination for travel.

Randstad will continue to monitor the situation on a daily basis, including the imposed travel restrictions to minimize unnecessary impact on our business.

What are Randstad's recommended best practices to mitigate and prevent the spread of COVID-19?

We believe governments and health agencies are best positioned to determine appropriate measures, such as the World Health Org (WHO) and the CDC, and are adhering to their guidelines on mitigation and prevention.

- Communicate prevention steps
- Allow employees to frequently wash hands
- Sanitize work areas, providing disinfectant and hand-sanitizer to employees in their work stations
- Encourage anyone who has recently traveled to an impacted area, been exposed to someone infected, or showing signs and symptoms to remain at home

References for updates and best practices for employers:

CDC: <https://www.cdc.gov/coronavirus/2019-ncov/index.html>

WHO: <https://www.who.int/emergencies/diseases/novel-coronavirus-2019>

OSHA: <https://www.osha.gov/SLTC/covid-19/>

NIOSH: <https://www.cdc.gov/coronavirus/2019-ncov/about/>

PHAC: <https://www.canada.ca/en/public-health.html>

What is your company's plan to sustain your business and have the ability to support your clients and customers?

Like most companies, Randstad maintains a Business Continuity team focused on assuring all aspects of our business function. In the current business environment, we have established protocols following recommendations from health authorities, federal, state, and local task forces and other advisory groups to ensure we can continue to run our business and support our clients and workers in the safest and most effective manner possible for all stakeholders