

randstad group procedure
任仕达集团程序

misconduct reporting
procedure.

不当行为报告程序



misconduct reporting procedure.

不当行为报告程序

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1. Purpose

目的

As an international organization with a global emphasis on excellence, the Randstad Group expects all group companies and employees, including directors and officers, to behave at all times in accordance with our core values and Business Principles. This means acting responsibly, with integrity, and in compliance with Randstad policies and procedures, and applicable laws and regulations. We expect our employees to help Randstad maintain its excellent reputation by adhering to the high standards reflected in our core values: *to know, to serve, to trust, simultaneous promotion of all interests and striving for perfection.*

作为一个追求卓越的国际组织，任仕达集团希望所有旗下所有公司和员工，包括董事和高级官员，在任何时候都将按照我们的核心价值观和业务原则行事。这意味着要正直诚信行事，对自己的行为负责，并遵守任仕达政策和程序以及相关适用法规。我们的核心价值观“*了解、服务、信任、和谐共赢，臻于至善*”中提现了这样的高标准，希望我们的员工都能够坚持高标准行为准则，帮助集团保持良好的声誉。

Randstad promotes a culture of openness and accountability, and encourages all stakeholders to report any incidents where conduct falls short of our core values and/or the Business Principles. Any such report should be provided in accordance with this Misconduct Reporting Procedure.

任仕达提倡开放和问责文化，鼓励所有利益攸关方报告任何不符合我们核心价值观和/或业务原则是事件。但应按照本“不当行为报告程序”提交报告。

1. our procedure

程序

2.1 introduction

简介

In order to assist in the reporting of (suspected) misconduct within the Randstad Group, we have established dedicated channels through which stakeholders may voice concerns, either through local reporting mechanisms in place at company level or, for serious misconduct, through our *Integrity Line*, the Randstad Group reporting facility (see paragraph 2.3 below).

为协助举报集团内的不当行为(疑似)，我们已设立专门渠道，供利益攸关方表达其关注点。报告者可通过公司层面的本地报告机制进行举报，对于严重不当行为，可通过集团层面的报告程序“*廉正专线*”进行举报（见下文第 2.3 段）。

All concerns raised in accordance with our official procedures will be treated confidentially (except as required to conduct an adequate investigation (including the right of reply of the accused) and, if necessary, to take appropriate action) and with the complete assurance that there will be no retaliation against any employee filing a report in good faith.

所有按照我们官方程序报告的关注点都会得到保密处理（需要充分调查以及必要时需采取适当行为的情况除外（包括被举报者的回应权）），并能够确保不会对善意提出申诉的人进行报复。

The *Integrity Line* can be used to report incidents if you reasonably suspect or have evidence of serious misconduct within or relating to the Randstad Group.

This includes, but is not limited to, serious cases, such as:

如果您合理怀疑或者有证据表明集团内存在严重不当行为，或者存在和集团相关的严重不当行为，您可使用“*廉正专线*”进行报告。

这包括但不限于如下严重情况：

- breaches of human rights principles
- health and safety failures
- breaches of Randstad's Business Principles
- breaches of Randstad's policies or procedures (e.g., anti-competitive practices, discrimination, harassment, bribery, fraud)
- criminal offences
- failure to comply with obligations imposed by law or regulation (including incorrect finance and accounting practices)
- personal misconduct or disrespectful behavior
- 违反人权原则
- 健康和安全隐患
- 违反任仕达的业务原则
- 违反任仕达的政策或程序（如反竞争做法、歧视、骚扰、贿赂、欺诈）
- 刑事犯罪
- 不遵守法规所施加的义务（包括不正确的财务和会计做法）
- 个人不当行为或无礼行为

The Randstad N.V. Executive Board has overall responsibility for the Misconduct Reporting Procedure and its application. Management of each Randstad Group company is obliged to ensure that this Misconduct Reporting Procedure is implemented within their organization.

任仕达集团执行董事会对“不当行为报告程序”及其应用负有全面责任。任仕达旗下所有公司的管理层都有义务保证该“不当行为报告程序”在其组织内部得以执行。

2.2 some definitions

专用名词定义

Randstad Group means Randstad N.V. and/or any of its subsidiaries

任仕达集团指任仕达公众有限公司和/或其任何子公司

The **Complainant** is anyone, whether within or outside the Randstad Group, who submits – in good faith and having a reasonable suspicion and/or evidence of potential misconduct – a report (also referred to as a complaint or concern) regarding misconduct within or relating to the Randstad Group.

举报者是指任仕达集团内部或外部的任何人士，其根据对潜在不当行为的合理怀疑和/或证据，善意提交关于该集团内或与集团有关的不当行为的报告（也称为举报或关注点）。

Business Principles: see <https://www.randstad.com/about-randstad/corporate-governance/business-principles/>

业务原则: 详见网页 <https://www.randstad.com/about-randstad/corporate-governance/business-principles/>

The **Integrity Line** is the reporting facility consisting of a telephone hotline, accessible 24 hours per day via free-phone local access numbers, and a secure webpage, operated by an independent external provider.

“廉正专线”是一个报告设施，该设施包括一部24小时通过本地电话免费接通的热线电话、一个独立外部供应商运营的安全网页。

The **Local Integrity Officer** is the person or function that ensures that all cases reported to the **Integrity Line** are investigated and dealt with in a lawful and timely manner, and fully respecting the rights of all individuals involved. Every country/Randstad Group company (including Randstad N.V.) has its own Local Integrity Officer. The Local Integrity Officer may either be a Randstad employee or an external party, as deemed appropriate by the relevant managing director and the Central Integrity Officer.

本地廉正专员是指确保所有报告给廉正专线的案件得以合法及时调查的人士或职能部门，该等人士或部门在调查时充分尊重所有相关人员的权利。每个国家/任仕达集团的公司（包括任仕达公众有限公司）都有自己的本地廉正专员。本地廉正专员可以相关管理董事和中心廉正专员认为合适的任仕达员工或外方。

The **Central Integrity Officer** is the person appointed by the Randstad N.V. Executive Board to coordinate integrity issues under this procedure and to provide regular reports to the Executive Board, as well as an annual report to the Audit Committee of the Supervisory Board, on cases reported either via the **Integrity Line** or directly to the Central Integrity Officer. The Central Integrity Officer also ensures that any reports under this procedure on suspected misconduct by one or more members of the management team of a Randstad Group company are reviewed centrally.

总部廉正专员是任仕达公众有限公司执行董事会任命的负责根据本程序协调廉正事宜，定期向执行董事会报告并每年向监事会下属的审计委员会提交报告，汇报通过**廉正专线**或直接向中心廉正专员举报的案件。总部廉正专员还须保证根据本程序提交的集团管理团队中一名或多名成员涉嫌不当行为的报告得以集中审查。

2.3 reporting

报告

Anyone who reasonably suspects or has witnessed misconduct is obliged to report it. Stakeholders are encouraged to first raise concerns through their normal (local) reporting channels, either through local management lines or regular local contacts, such as HR, legal, identified confidants, complaint desks, risk & audit, etc. Reporting to management is usually the fastest and preferred route, and the best way to ensure a good and open work environment throughout the Randstad Group.

任何合理怀疑或目睹不当行为的人士都有义务进行报告。鼓励利益攸关方首先通过正常（本地）报告渠道提交关注点，也可通过本地管理渠道或本地定期联络渠道进行报告，如通过人力资源、法律、指定人士、投诉台、风险和审计委员会等进行汇报。汇报管理层通常是最快和首选的渠道，也是确保整个任仕达集团良好而开放的工作环境的最好办法。

The **Integrity Line** should not be used to bypass normal reporting procedures. It is only intended for situations when reporting through the normal reporting channels is likely to be inappropriate or ineffective, and should be considered as a last resort.

不应绕过正常报告程序直接使用**廉正专线**。只有当正常报告渠道可能不适当或无效时，才适合使用廉正专线，应将廉正专线视为终极手段。

Reports can be submitted in the local language through the [Integrity Line](#), which consists of a telephone hotline, accessible 24 hours per day via free phone local access numbers, and a secure webpage. Both are operated by an independent external provider. For full contact details and user instructions, see annex 2. Although reports can also be submitted anonymously, Randstad encourages Complainants to reveal their identity when they submit a report, as this greatly facilitates the investigation of the report.

举报者应使用本地语言通过[廉正专线](#)提交报告。廉正专线包括一部 24 小时通过本地电话免费接通的热线电话和一个安全网页，二者都由独立的外部供应商运营。具体联系信息和用户指南，详见附录 2。虽然可采用匿名方式通过廉正专线提交报告，但是任仕达还是鼓励报告者披露您的身份，这将极大地便于对报告的调查。

In order to minimize unreliable and false reports, as well as for reasons of privacy protection, Randstad will only investigate anonymous reports received through the [Integrity Line](#).

为将不可靠和虚假报告降至最低，且出于保护隐私的原因，任仕达只对[廉正专线](#)收到的匿名报告进行调查。

2.4 handling of a report

报告的处理

Reports received through the [Integrity Line](#) are forwarded to the Local Integrity Officer for the company concerned. As standard, a copy of the report is also sent to the Central Integrity Officer.

[廉正专线](#)收到的报告会被转发给有关公司的本地廉正专员。作为标准操作，报告的副本也会寄给总部廉正专员。

The Local Integrity Officer will confirm receipt of a report to a Complainant through the [Integrity Line](#) within five working days. Insofar as it is appropriate and practicable, the Complainant will be kept informed of the progress of the investigation. However, for reasons of confidentiality and privacy, we may be prevented from sharing specific details of the investigation or actions taken.

本地廉正专员通过[廉正专线](#)收到报告 5 日内，必须向举报者确认其收到报告。在适当及切实可行的范围内，公司会随时向举报者通报调查进展。然而，出于保密和保护隐私的原因，我们可能无法分享调查或者所采取行动的具体细节。

If a report is submitted through the [Integrity Line](#), but should have been submitted through the normal (local) reporting procedures (e.g., payroll or general or service satisfaction issues), the Local Integrity Officer will refer the Complainant to the applicable (local) reporting procedures or contact the relevant local function to handle the report.

如果一份报告（如工资问题、一般问题或服务满意度问题）本应通过正常（本地）报告程序进行反馈，却通过[廉正专线](#)反馈，则本地廉正专员会告知投诉者适用的（本地）报告程序或联系相关本地职能部门处理报告。

The Local Integrity Officer ensures that all reported cases that are appropriate for the [Integrity Line](#) are investigated and dealt with in a lawful and timely manner, and fully respecting the rights of all individuals involved. In certain instances, such cases may be referred to and handled by a local management representative and/or other relevant functions of the company, depending on the nature of the report. In these cases, the same practices with regard to confidentiality and no retaliation still apply.

本地廉正专员应确保所有通过[廉正专线](#)且适合通过廉正专线上报的案件均得以合法及时的调查，且调查时充分尊重所有相关人员的权利。在某些情况下，根据报告的性质，这些案件可能会委托给本地管理团队代表和/或公司其他相关职能处理。在这些情况下，会同样采用保密性和不打击报复方面的做法。

The Local Integrity Officer may decide not to investigate a report if:

如果出现以下情况，则本地廉正专员有权决定不调查报告：

- there is insufficient information for a fair investigation and it is not possible to obtain further information;
- there is an indication that the report was made in bad faith.
- 没有足够的资料支撑公正的调查，且不能获得进一步的资料；
- 有迹象表明，报告是恶意提交的。

If the reported misconduct involves one or more members of the local management team of a Randstad Group company, the Local Integrity Officer will redirect the report to the Central Integrity Officer. The Central Integrity Officer may inform local management and will inform the responsible member of the Randstad N.V. Executive Board and/or the Audit Committee of the Supervisory Board.

如果上报的不当行为牵涉任仕达集团旗下公司本地管理团队中的一名或多名成员，则本地廉正专员应将报告转寄给总部廉正专员。总部廉正专员应通知本地管理团队，并通知任仕达公众有限公司执行董事会的主管成员和/或监事会下属的审计委员会。

Reports that relate to one or more members of the Randstad N.V. Executive Board or Supervisory Board will be handled by the Randstad N.V. Local Integrity Officer, who is a member of the Audit Committee.

如果一份报告涉及任仕达公众有限公司执行董事会或监事会的一名或多名成员，则须提交给任仕达集团本地廉正专员兼审计委员会成员处理。

After the investigation, prompt and appropriate corrective action will be taken when and as warranted in the judgment of the relevant management level, taking into account the relevant company functions (e.g., HR, legal).

调查之后，经有关管理层采纳了相关公司职能意见（如人力资源、法律）后做出决定，会立即采取适当的纠正行为。

Randstad expects management at all levels within the Randstad Group to handle all reports concerning any alleged misconduct seriously, confidentially, and in an expeditious manner, and to ensure that the Complainant is not confronted with retaliation. Management is obliged to fully cooperate with any investigation into alleged misconduct.

任仕达希望集团内部各个层次的管理团队迅速、认真、保密地处理指控不当行为的报告，并保证举报人没有遭受报复。管理层有义务全面配合关于指控不当行为的任何调查。

2.5 reporting in good faith or bad faith

善意或恶意报告

Anyone who raises a concern in good faith will not be put at a disadvantage as a result thereof. If upon investigation no violation is discovered, no action will be taken against the Complainant, unless the concern was raised in bad faith. Reports are considered to have been made in bad faith if the Complainant knows that the report is substantially not true, and that this procedure is abused (a) because of personal grievances, (b) for personal benefit, or (c) to intentionally harm the Randstad Group or any of its employees, including officers and directors. The Randstad Group sees reporting in bad faith as a very serious offence. Any report made in bad faith by an employee will be considered a serious breach of the Business Principles. The Randstad Group may take further action, if appropriate, against any Complainant who knowingly makes a false accusation or acts with malicious intent. Further action may include disciplinary action, which could result in termination of employment.

任何善意提出关心的人都不会被置于不利处境。如果经调查，没有发现违反业务原则的行为，则不会对举报者采取任何措施，恶意提交报告的情况除外。如果举报者知道其提交的报告存在重大不真实内容，或者出于(a)个人不满、(b)个人利益、(c)故意伤害任仕达集团或其员工（包括高级官员和董事）的原因，滥用本程序，则认为报告是出于恶意提交的。任仕达集团将恶意报告视为严重的错误。员工出于恶意提交报告会被视为严重违反业务原则。在合适的情况下，任仕达集团可能对故意做出虚假指控或恶意行为的举报者采取进一步行动。进一步行动可能包括纪律处分，可能会解除与员工的劳务/劳动关系。

2.6 protection from retaliation, rights and duties of the Complainant

保护举报者免遭报复，维护举报者的权利和义务

The identity of all Complainants will be kept confidential to the extent that this is practicable, and no retaliation against good-faith Complainants will be tolerated. Specifically, the Randstad Group will not discharge, demote, suspend, threaten, harass or in any manner discriminate against any employee based on any good-faith report and lawful actions with respect to reporting misconduct. Any perceived retaliation should be promptly reported to the Central Integrity Officer.

在可行的范围内，所有举报者的身份都会保密，而且绝不容忍对善意举报者的报复行为。具体来说，对于因报告不当行为而采取善意举报和法律行为的任何员工，任仕达集团不会解雇、降职、停职、威胁、骚扰或者歧视。若察觉到任何报复行为，会立即向中心廉正专员报告。

Submitting a report does not automatically protect Complainants who themselves participated in the reported misconduct from disciplinary or other action related to their participation in the misconduct. However, the Randstad Group will take the fact that the Complainant made the report into account as a mitigating factor.

若举报者本身参与了不当行为，其主动举报行为本身不会免于其受纪律处分或对其不当行为采取的其他处分。但是，任仕达集团会将举报者主动报告的行为作为减轻处罚的一个因素加以考虑。

When a Complainant reports suspected or actual misconduct, the Complainant should continue to respect all contractual or other confidentiality obligations owed to the Randstad Group. The Complainant should therefore avoid any form of external or internal publicity without first making use of internal procedures, unless external reporting is required or otherwise authorized by applicable law. Randstad reserves its rights with regard to any breach of such contractual or other confidentiality obligations.

举报者上报疑似或实际不当行为时，应继续尊重其对任仕达集团的所有契约义务或保密义务。举报者在没有首先使用内部程序之前，要避免任何形式的外部或内部公开，除非相关法律要求或授权其利用外部报告的形式。对于违反契约义务或其他保密义务的行为，任仕达保留自己的相关权利。

If a Complainant decides to report alleged misconduct externally while an investigation by a Randstad Group company is ongoing, the company may decide to no longer involve the Complainant in that investigation or to stop the investigation and take any other steps it considers necessary.

如果在任仕达集团调查指控的不当行为期间，举报者决定向外部公开该等不当行为，则公司可决定不让举报者参与该调查或者停止调查，并可采取其认为必要的任何其他措施。

2.7 protection and rights of the accused

被举报者的保护和权利

When a person is under investigation as a result of a report through this procedure, he/she will normally be notified of this fact within a reasonable timeframe, depending on the facts and circumstances and whether there is a perceived risk of destruction of evidence, retaliation and/or obstruction of the investigation.

Any person under investigation has the right to respond to the allegations and can appeal against any adverse findings or decisions.

如果根据本程序提交的报告导致一个人被调查，他/她通常会在合理的时间范围内被告知这一事实，这取决于具体事实、情形以及是否存在破坏证据、导致报复和/或阻碍调查的风险。

任何被调查的人士都有权对指控做出回应，可以对不利调查结果或决定提出上诉。

1.1 data protection, privacy & confidentiality

数据保护、隐私和保密

Any personal data obtained as part of any report and investigation under this procedure (of the Complainant, any person under investigation, and any witnesses) will only be used for the purposes described in this procedure and in accordance with relevant data protection laws and Randstad's data protection policy. Personal data on the [Integrity Line](#) will be deleted three months after a case is closed by the Local Integrity Officer, unless a longer retention period is required because of the nature of the allegations and/or investigation.

根据本程序进行的报告或调查中取得的任何个人资料（举报者、被调查人士或任何证人）仅用于本程序中描述的目的，且资料的使用符合相关数据保护法和任仕达的数据报告政策。本地廉正专员结案3个月后，保存在[廉正专线](#)的个人资料将被删除，除非指控和/或调查的性质要求更长的保留期。

Personal data will only be shared with those who need to know and will be subject to an obligation of confidentiality to the extent possible and as consistent with the need to conduct an investigation and, if necessary, take appropriate action. Exceptions are possible when Randstad is under a legal or regulatory obligation to disclose the information or if the report is made in bad faith.

只有需要了解个人数据、受到保密义务约束、符合进行调查必要性、且必要时须采取合适行为的人士才有权分享相关个人数据。任仕达有法律或监管义务披露信息或者报告是恶意提出的情况除外。

1.2 Amendments

修改

The Executive Board of Randstad N.V., after consultation with the Audit Committee, may amend this policy at any time in a manner consistent with the requirements of applicable laws and regulations, and will involve the Randstad European Works Council and the relevant Works Councils as appropriate.

任仕达集团执行董事会在与审计委员会协商后，可随时依据现行法律法规修改本政策，并可能涉及任仕达欧洲劳资委员会和相关合适的劳资委员会。

Diemen, Netherlands

January 2019

迪门，荷兰

2019年1月

randstad group
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任仕达集团
不当行为报告程序

are you concerned about misconduct?
Some examples:
• Is this a health & safety issue?
• I feel discriminated or harassed.
• Is this fraud?
• I suspect a breach of competition law.
• I think this gift is way too expensive.
• This is misuse of company assets!
• Is this a breach of human rights?
• I suspect bribes are being paid.

who can you talk to?
• If possible, talk to the person involved.
• Talk to your HR manager, HR business partner, confidant, risk & audit manager¹, privacy officer² or legal counsel³
• You may also contact your local integrity officer via the local website.
1. fraud reporting
2. data breach, abuse of personal data and other privacy related matters
3. always for competition and bribery issues or questions

if these options seem inappropriate or ineffective you may also:
• Send an email to the central integrity officer at: complianceofficer@randstad.com or
• Submit a report or question through the Randstad Group Integrity Line⁴ (SpeakUp, managed by People Intouch, an independent external provider). On randstad.com you can find further details, including local free phone number, webaccess and access codes per country.

您了解不当行为吗?
一些例子:
• 这是健康和安全问题吗?
• 我觉得遭受歧视或骚扰。
• 这是欺诈吗?
• 我怀疑这违反了竞争法。
• 我觉得这个礼物太贵重了。
• 这是滥用公司资产!
• 这违反了人权吗?
• 我怀疑有人花钱进行了贿赂。

您可以告诉谁?
• 可以的话, 和涉及到的那个人谈一谈。
• 告诉您的人力资源经理、人力资源业务伙伴、知己、风险和审计经理 1、隐私官 2 或法律顾问 3。
• 您可通过本地网站联系本地廉正专员。
1. 欺诈报告。
2. 滥用个人数据和其他有关隐私的事宜
3. 竞争问题、贿赂问题或疑问

如果这些途径可能不合适或者无效, 您可以:
• 向中心廉正专员发邮件, 邮箱: complianceofficer@randstad.com, 或
• 通过任仕达集团廉正专线 4 提交报告或疑问 (独立的外部供应商 People Intouch 运营的 Speakup 专线) 您可在公司官网 randstad.com 上查询更多信息, 包括本地免费电话号码、网络访问和每个国家的访问码。

We realize it is not always easy to raise concerns about possible misconduct, but we do encourage you to share your concerns with Randstad. Your concerns will be dealt with carefully and confidentially (to the extent possible). No retaliation against good faith complainants will be tolerated.
For the full procedure see: randstad.com

我们明白对疑似不当行为进行举报不是一件容易的事, 但是我们鼓励您和任仕达分享您的疑问。您提交的问题会尽可能认真保密处理。我们绝不容忍对善意举报者进行报复。请在公司官网 randstad.com 上查询完整的程序。

annex 2 - user instructions & contact details

附录 2---用户指南和详细联系方式

Integrity Line user instructions

廉正专线用户指南

Free phone line

免费电话

- The Complainant dials the applicable free phone number; the telephone call is received by a voice-response system. After making the report, the Complainant receives a unique case number. The report can be made in the local language or in English. The external provider then sends a word-for-word transcript of the voice recording to the Local Integrity Officer of the country/company concerned.
- 举报者可拨打适合的免费电话号码，电话由语音应对系统接收。在做出报告后，举报者会收到唯一的案件编号。作报告可使用本地语言或英语。外部供应商会向有关国家/公司的本地廉正专员发送语音记录的逐字转换文字。
- For protection of the caller's anonymity, the voice recording remains with the external provider and is destroyed as soon as the Local Integrity Officer has confirmed receipt of the transcript.
- 为保护呼叫者的匿名性，语音记录保留在外部供应商处，本地廉正专员确认收到文字记录后，会立即销毁语音记录。
- Via the unique case number, the Local Integrity Officer can leave a reply message for the Complainant to confirm receipt of the report and, if necessary, to ask verification questions or summarize a conclusion. After the initial report, the Local Integrity Officer will endeavor to post a reply within a maximum of five working days.
- 通过唯一案件编号，本地廉正专员可向举报者留下回复信息，以确认收到报告。必要的话，可询问验证问题或总结结论。接到初次报告后，本地廉正专员会争取在 5 个工作日之内作出回复。
- The Complainant may call again, using the case number, and will be able to hear the reply from the Local Integrity Officer. The Complainant can choose whether to answer questions immediately or at a later stage.
- 举报者可利用案件编号再次拨打电话，能够听到本地廉正专员的回复。举报者可选择立即或者稍后回答问题。

Online reporting form

在线报告

- The Complainant goes to the relevant web page, leaves a message by entering a text (in the local language or in English), and receives a unique case number. The external provider translates the message (if not in English) and sends the translation plus a copy of the web message to the Local Integrity Officer of the country/company concerned.
- 举报者进入相关网页，通过输入文本(以本地语言或英语)留言，并收到唯一的案件编号。外部供应商将留言(如果不是英语的话)翻译好，将翻译文本和网页留言的副本发送给有关国家/公司的本地廉正专员。
- Via the unique case number, the Local Integrity Officer can leave a reply message for the Complainant to confirm receipt of the report and, if necessary, to ask verification questions or summarize a conclusion. After the initial report, the Local Integrity Officer will endeavor to post a reply within a maximum of five working days.

- 通过唯一的案件编号，本地廉正专员可为举报者留下回复信息，确认收到报告。必要的话，可询问验证问题或总结结论。接到初次报告后，本地廉正专员会争取在 5 个工作日内做出回复。
- The Complainant can use the case number to log in again, and will be able to see the reply from the Local Integrity Officer. The Complainant can choose whether to answer questions immediately or at a later stage.
- 举报者可利用案件编号再次登录网页，能够听到本地廉正专员的回复。举报者可选择立即或者稍后回答问题。

Contact details relevant for China are:

以下是集团廉正专员和当地（中国）廉正专员的详细联系方式：

contact details

详细联系方式

Country 国家	Freephone and web access 免费电话和网页访问	Access code 访问码	Language options 语言选项
The Central Integrity Officer* for the Randstad Group can be reached via www.speakupfeedback.eu/web/integrityatrandstad/nl 可通过 www.speakupfeedback.eu/web/integrityatrandstad/nl 联系到任仕达集团的中心廉正专员		55984	English, Dutch 英语、荷兰语
China 中国	North, calling with Netcom: 10800 744 0179 South, calling with Telecom: 10800 440 0179 www.speakupfeedback.eu/web/integrityatrandstad/cn	42118	SC Mandarin, SC Cantonese, English 普通话, 粤语, 英语

* web access only

* 仅限网络访问



