

RGF Staffing HKSG

Sustainability Progress Report Hong Kong and Singapore FY2025

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CEO statement



Annie Cheung
CEO



At RGF Staffing HKSG, sustainability starts with people, and in FY2025, we turned this belief into meaningful action in Hong Kong through our commitment to ‘Creating opportunities for all’.

We believe that everyone, regardless of age, ability, or background, has unique value to contribute to the workforce. Our role is to recognise those strengths and act as a responsible partner to our communities and our planet.

Through RGF Connect, we strengthened our support for individuals facing barriers in the labour market by creating dedicated pathways for SEN (Special Education Needs) individuals, Silver Age (50+) workers, and underprivileged youth. Working hand-in-hand with NGO partners, employers, and community leaders, we expanded structured readiness programmes and inclusive hiring opportunities across Hong Kong. The industry recognition we received this year reaffirms that equity and social responsibility are fundamental to how we deliver our purpose, not separate from it.

Our progress is reflected in the inspiring stories of individuals who have successfully transitioned through our inclusive pathways into permanent employment, with some joining our own organisation.

Together with our teams, partners, and clients, we will continue building on this momentum, contributing to RGF Staffing’s global ambition to connect people with meaningful work and help shape a more inclusive, resilient future where work transforms lives.



Our business

RGF Staffing HKSG is part of the global RGF Staffing network, one of the world’s largest HR and staffing services providers, with an active presence across Japan, Asia Pacific, Europe and North America. Combining international reach with deep local market expertise, we connect individuals and companies with meaningful opportunities across Hong Kong and Singapore.

Our services are delivered through the brands Peoplebank and Chandler Macleod, each bringing specialised expertise and strong local reputation to the markets they serve. We don’t believe in a ‘one size fits all’ approach. Instead, we leverage digital tools and insights to place individuals at the centre of everything we do. Through our sustainable talent solutions, we help organisations build inclusive, resilient workplaces for the future. We are guided by our commitment to bet on passion, wow the world, and prioritise social value.



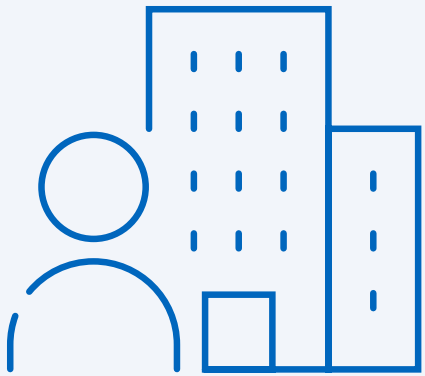
Peoplebank



Key figures FY2025



35
corporate
employees



1,291
temporary staff
(as of 31 March 2026)



66
NPS score
clients

Inspiring stories

Stronger Together: Building an Inclusive Workforce

The challenge

Many organisations in Hong Kong are still developing formal inclusion goals or structured pathways to access diverse talent. HR and business leaders needed practical, evidence-based strategies to strengthen inclusive hiring practices and workplace cultures.

What we did

Through Peoplebank and Chandler Macleod, RGF Staffing HKSG hosted a half-day networking forum, 'Stronger Together: Building an Inclusive Workforce', bringing together HR and business leaders to advance inclusive hiring and workplace culture. The forum featured two panel discussions: 'Empowering Diversity Through Inclusive Hiring Practices' and 'Inclusion as a Growth Engine: How Culture Drives Performance'. Live polling through an online platform helped shape discussions around leadership accountability, systemic barriers, and innovation through diversity. Four university student volunteers, sourced through our collaboration with AIESEC, supported a participant survey on organisations' inclusive hiring practices.

Impact

The survey found that half of participating organisations (50 percent) have already integrated DEIB goals in their annual planning or performance metrics, while nearly 30 percent have begun taking steps in that direction. At the same time, 21 percent have yet to establish formal inclusion goals. 71 percent already offer short-term internships (one to three months) to support more diverse talent pipelines. In addition, 42 percent expressed interest in hosting office visits or career talks for young people from underrepresented communities, with a further 33 percent open to exploring the idea pending more information. The forum strengthened Peoplebank's and Chandler Macleod's position as proactive advocates for DEIB in Hong Kong's talent market, deepened engagement with HR decisionmakers, and generated valuable insights to help shape future RGF Connect initiatives.



“When we view diversity as a strength, we shift the conversation from limitations to possibilities. By unlocking individual strengths and translating them into business value, we create a more inclusive and future-ready talent ecosystem.”

Brian Cheng,
Chief Executive Officer, Generation Hong Kong



EmpowerU: Young Women Lead

The challenge

Young women in Hong Kong often have limited opportunities to gain real-world exposure to leadership, entrepreneurship, and business. Traditional education pathways do not always bridge the gap between classroom theory and practical, hands-on application.

What we did

Through the RGF Connect Programme, we partnered with the Hong Kong Girl Guides Association (HKGGA) to launch EmpowerU: Young Women Lead, an initiative designed to equip young women aged 16 to 25 with leadership, entrepreneurial, and business skills. Through virtual introduction sessions, intensive in-person workshops, and experiential learning activities, participants worked in teams to create and operate simulated companies, covering marketing, financial management, product development, and pitching. The programme culminated in a business plan competition, where selected teams received funding to bring their ideas to life. Participants then showcased and sold their products directly to the public at a real-world market fair held at Central Market.

Impact

The programme strengthened RGF Staffing HKSG's strategic partnership with HKGGA and reinforced its commitment to supporting youth development and future workforce readiness. Through the programme, 30 participants developed greater confidence, teamwork capabilities, and entrepreneurial mindsets through hands-on experience that translated directly into product launches. Building on the programme's success, a follow-up initiative, 'Career Ready, Future Ready', is planned for 2026/2027.

“Thank you, RGF Staffing HKSG, for empowering our Girl Guides through practical leadership, entrepreneurship, teamwork, and business learning opportunities.”

Josephine Fung, Deputy Chief Commissioner (Educational Programme), The Hong Kong Girl Guides Association

Our credentials

Sustainability & Quality Certifications

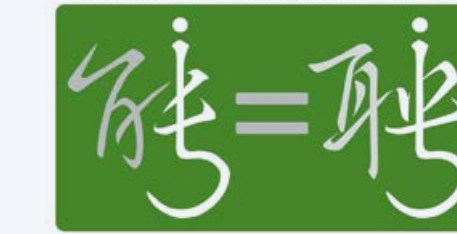
- EcoVadis Silver Medal, achieving an overall score of 78/100
- ISO 9001:2015 Certification



Family-Friendly & Inclusive Workplace

- Talent-Wise Employment Charter – Inclusive Organization (2025)
- Racial Diversity & Inclusion Charter for Employers (2025)

Inclusive Organisation



Awarded by Labour and Welfare Bureau



Employer Excellence & Workplace Well-being

- Health Friendly Scheme – Appreciation Award, Chinese YMCA of HK (2025–2026)
- ‘Mediate First’ Pledgee (2025)
- Harmony@Workplace Organisation (2025–2026)
- Joyful@Healthy Workplace Charter (2025)
- Mental Health Workplace Charter (2025)
- Chief Happiness Officer (CHO) Appreciation Awards – Top 5 SMEs to Work For (2023, 2024, 2025)
- JobMarket Awards – Employer of Choice (2022, 2023, 2024, 2025)



Talent Development & Social Responsibility

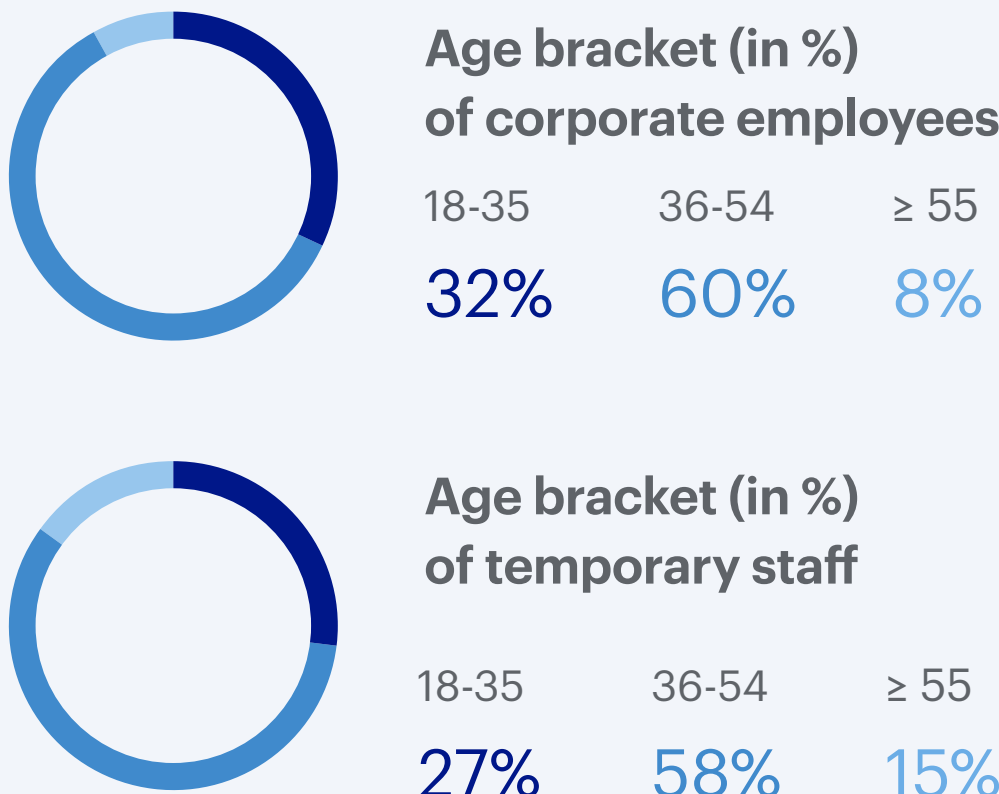
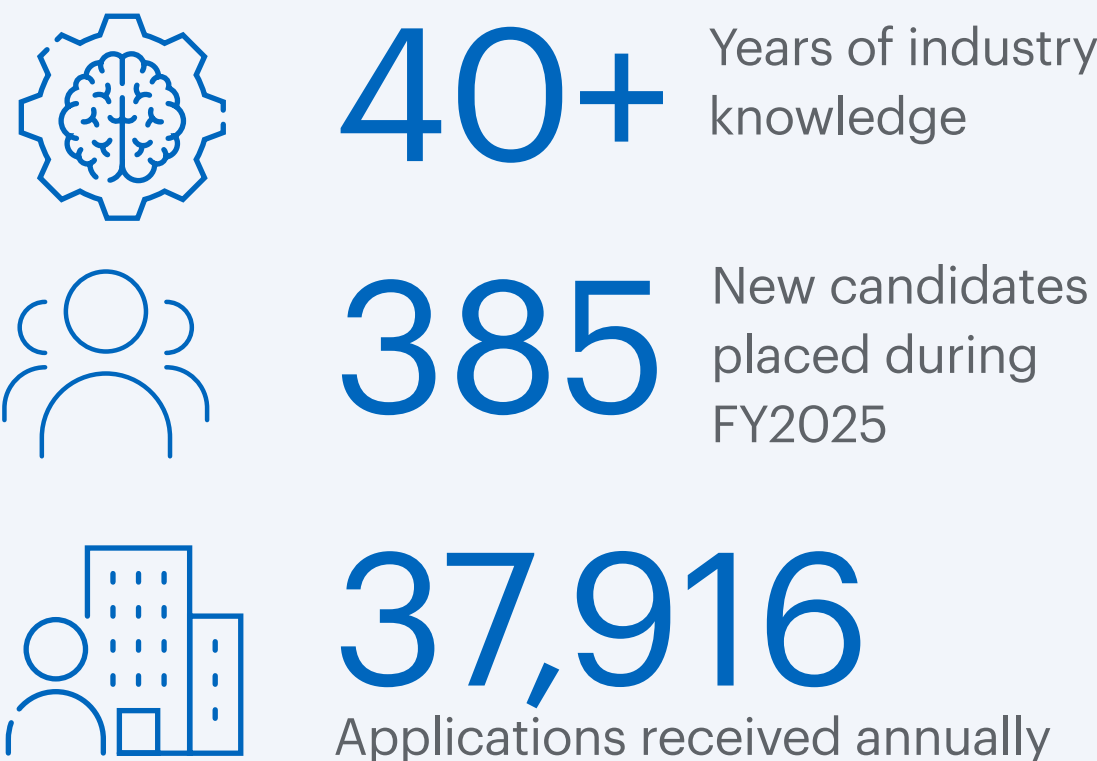
- ESG HR Strategy Award 2025, JobMarket Awards
- Diversity & Inclusion Award 2025, JobMarket Awards
- Caring Company – recognised for 8 consecutive years for Caring for the Community, Caring for the Employees, and Caring for the Environment



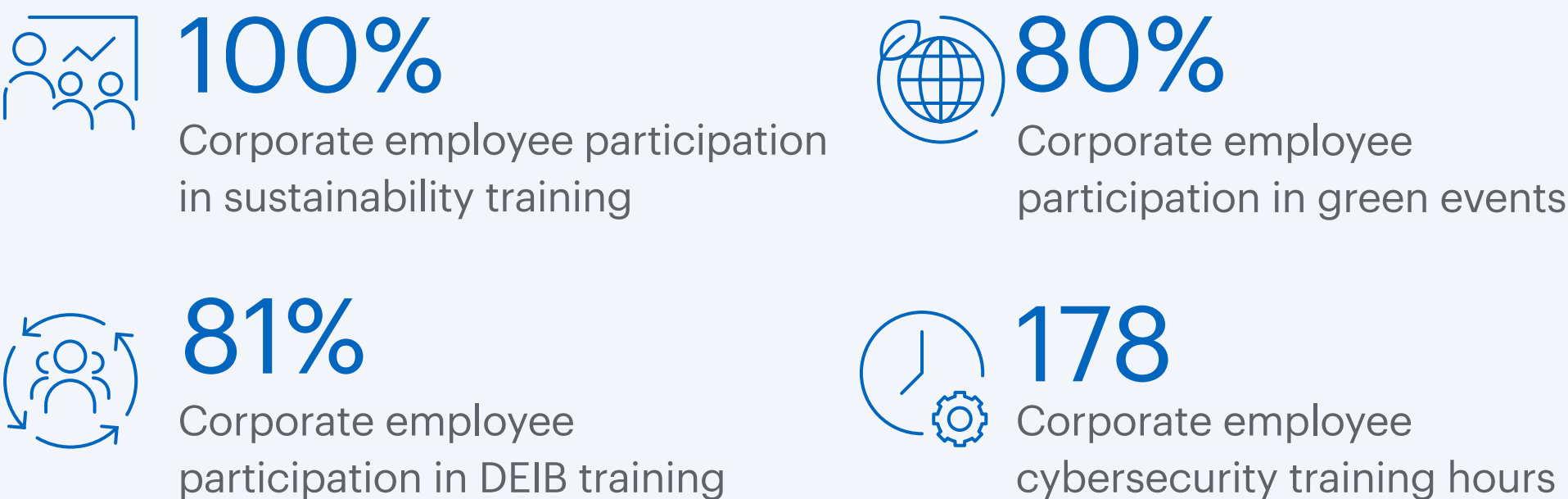


Facts & figures FY2025

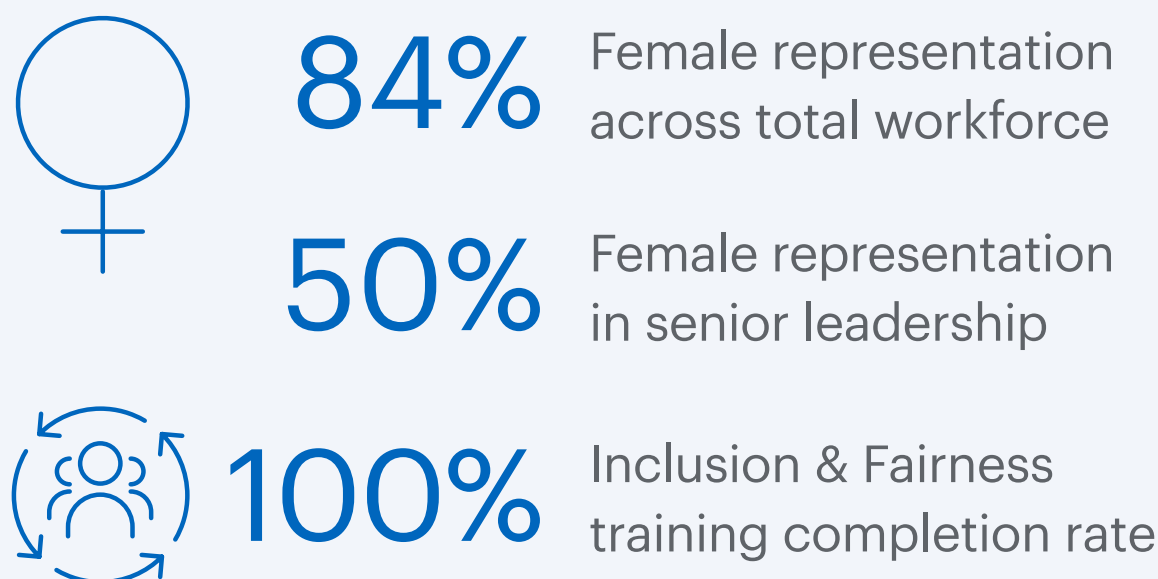
People



Learning & Development



Inclusion & Belonging



Protect & Report



RGF Connect





Disclaimer and contact

This report provides an overview of RGF Staffing's sustainability activities and progress. It is intended for informational purposes only and does not create any rights or obligations; no legal claims can be derived from its content. While compiled with care, our monitoring systems are still under development and may not capture all initiatives in full detail. The report may also contain forward-looking statements based on current plans and assumptions. These are subject to risks and uncertainties that may cause actual results to differ. RGF Staffing undertakes no obligation to update such statements.

If you have questions, notice missing information or find content that requires correction, please contact us at sustainability@rgfstaffing.com

For more context and background, you may also be interested in the following information.

Links

- [Home | RGF Staffing | A leading global network of HR service providers](#)
- [Home | RGF Connect | Bridging gaps and breaking down barriers to employment](#)
- [Recruit Holdings](#)
- [Recruitment Holdings Sustainability Databook](#)
- [Recruit Group Profile: Inside Out 2025](#)
- [RGF Staffing Code of Conduct](#)
- [RGF Staffing HKSG](#)

