



Management Service

CERTIFICATE

The Certification Body
of TÜV SÜD Management Service GmbH

certifies that

HAYS Recruiting experts
worldwide

Hays Holding GmbH

Hays AG

Hays Talent Solutions GmbH

Hays Technology Solutions GmbH

Willy-Brandt-Platz 1-3, 68161 Mannheim, Germany

Hays Professional Solutions GmbH

Völklinger Str. 4, 40219 Düsseldorf, Germany

Hays Specialist Recruitment A/S

Kongens Nytorv 8, 1050 København K, Denmark

Hays Österreich GmbH

Europaplatz 3/5, 1150 Wien, Austria

Hays (Schweiz) AG

Sihlstr. 37, 8001 Zürich, Switzerland

Hays AG Sourcing Center

Am Thyssenhaus 1-3, 45128 Essen, Germany

including the sales locations and location-specific scope
according to the enclosure

has established and applies a Quality Management System for

**Recruiting, key account management and administration within the framework of
specialized personnel recruitment services for temporary project assignments
(via personnel leasing in Switzerland) based on service contracts and
for temporary employment and permanent employment.**

Provision of engineering services on work contract basis.

**The provision (implementation) of services for business process optimization
(improvement of business processes) in the field of HR marketing,
personnel search and selection, as well as personnel development and administration.**

Candidate recruitment for strategic clients.

An audit was performed, Report No. **70064481**.

Proof has been furnished that the requirements
according to

ISO 9001:2015

are fulfilled.

The certificate is valid from **2018-10-01** until **2019-05-17**.

Previous certificate valid until 2018-09-14.

Certificate Registration No.: **12 100 21867 TMS**.

M. Wegner

Product Compliance Management
Munich, 2018-10-08





Management Service

Enclosure of Certificate Registration No.: 12 100 21867 TMS

Sites	Scope of application
Hays Holding GmbH Willy-Brandt-Platz 1-3, 68161 Mannheim Germany	Management and administration of shareholdings in Hays companies in the D-A-CH-DK region. Central office for the common management system
Hays AG Willy-Brandt-Platz 1-3, 68161 Mannheim Germany	Central function for recruiting, key account management and administration within the framework of specialized personnel recruitment services regarding freelance projects based on service contracts and in the context of temporary employment and permanent employment
Hays AG Aegidientorplatz 2a, 30159 Hannover Germany	Sales and distribution of specialized personnel recruitment services in the field of permanent employment
Hays AG Fuggerplatz 9, 86150 Augsburg Thomas-Mann-Str. 4, 53111 Bonn Altmark 10 B, 01067 Dresden Frankfurt Airport, The Squaire 13, 60549 Frankfurt am Main Kaiser-Joseph-Str. 224, 79098 Freiburg im Breisgau Erni-Singerl-Str. 2, 85035 Ingolstadt Altrottstr. 31, 69190 Walldorf Germany	Sales and distribution of specialized personnel recruitment services in the field of freelance projects based on service contracts
Hays AG Friedrichstr. 88, 10117 Berlin Königswall 21, 44137 Dortmund Völklinger Str. 4, 40219 Düsseldorf Dorotheenstr. 1, 45130 Essen An der Welle 3, 60329 Frankfurt Brandstwierte 1, 20457 Hamburg Im Mediapark 8, 50670 Köln Petersstr. 1-13, 04109 Leipzig Willy-Brandt-Platz 1-3, 68161 Mannheim Lilli-Palmer-Str. 2, 80636 München Äußere Cramer-Klett-Str. 21, 90489 Nürnberg Rotebühlplatz 21-25, 70178 Stuttgart Münchner Str. 15, 89073 Ulm Germany	Sales and distribution of specialized personnel recruitment services in the fields of freelance projects based on service contracts and permanent employment
Hays AG Sourcing Center Am Thyssenhaus 1-3, 45128 Essen Germany	Candidate recruitment for strategic clients

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Sites	Scope of application
Hays Professional Solutions GmbH Völklinger Str. 4, 40219 Düsseldorf Germany	Central function for the temporary employment business
Hays Professional Solutions GmbH Fuggerplatz 9, 86150 Augsburg Friedrichstr. 88, 10117 Berlin Königswall 21, 44137 Dortmund Altmark 10 B, 01067 Dresden Völklinger Str. 4, 40219 Düsseldorf Dorotheenstr. 1, 45130 Essen An der Welle 3, 60322 Frankfurt Frankfurt Airport, The Squire 13, 60549 Frankfurt am Main Kaiser-Joseph-Str. 224, 79098 Freiburg im Breisgau Brandstwierte 1, 20457 Hamburg Erni-Singerl-Str. 2, 85053 Ingolstadt Im Mediapark 8, 50670 Köln Petersstr. 1-13, 04109 Leipzig Willy-Brandt-Platz 1-3, 68161 Mannheim Lilli-Palmer-Str. 2, 80636 München Äußere Cramer-Klett-Str. 21, 90489 Nürnberg Rotebühlplatz 21-25, 70178 Stuttgart Münchner Str. 17, 89073 Ulm Germany	Sales and distribution of specialized personnel recruitment services in the field of temporary employment
Hays Professional Solutions Österreich GmbH Europaplatz 3/5, 1150 Wien Austria	Sales and distribution of specialized personnel recruitment services in the field of temporary employment
Hays Österreich GmbH Europaplatz 3/5, 1150 Wien Stempfergasse 3, 8012 Graz Austria	Sales and distribution of specialized personnel recruitment services in the fields of freelance projects based on service contracts and permanent employment
Hays Talent Solutions GmbH Willy-Brandt-Platz 1-3, 68161 Mannheim Friedrichstr. 88, 10117 Berlin Königswall 21, 44137 Dortmund Völklinger Str. 4, 40219 Düsseldorf Dorotheenstr. 1, 45130 Essen An der Welle 3, 60322 Frankfurt am Main Kaiser-Joseph-Str. 224, 79098 Freiburg im Breisgau Brandstwierte 1, 20457 Hamburg Aegidientorplatz 2a, 30159 Hannover Im Mediapark 8, 50670 Köln Lilli-Palmer-Str. 2, 80636 München Äußere Cramer-Klett-Str. 21, 90489 Nürnberg Rotebühlplatz 21-25, 70178 Stuttgart Germany	The provision (implementation) of services for business process optimization (improvement of business processes) in the field of HR marketing, personnel search and selection, as well as personnel development and administration

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Sites	Scope of application
Hays (Schweiz) AG Sihlstr. 37, 8001 Zürich Switzerland	Central function for the Swiss locations as well as sales and distribution of specialized personnel recruitment services in the fields of freelance projects based on service contracts and permanent employment
Hays (Schweiz) AG Viaduktstr. 42, 4051 Basel Zeughausgasse 8, 3011 Bern Rue Kléberg 6, 1201 Genf Switzerland	Sales and distribution of specialized personnel recruitment services in the fields of freelance projects based on service contracts and permanent employment
Hays Specialist Recruitment A/S Kongens Nytorv 8, 1050 Copenhagen K Denmark	Sales and distribution of specialized personnel recruitment services in the fields of freelance projects based on service contracts and permanent employment
Hays Technology Solutions GmbH Willy-Brandt-Platz 1-3, 68161 Mannheim Friedrichstr. 88, 10117 Berlin Brandtwiete 1, 20457 Hamburg Alemannenstr. 9 (SBO), 71296 Heimsheim Im Mediapark 8, 50670 Köln Lilli-Palmer-Str. 2, 80636 München Rotebühlplatz 21-25, 70178 Stuttgart Germany	Business unit engineering Provision of engineering services including planning, design, calculation, consulting and programming in all technical fields and sectors on work contract basis
Hays Technology Solutions GmbH Brandtwiete 1, 20457 Hamburg Im Mediapark 8, 50670 Köln Germany	Business unit IT Provision of IT services including conceptual design and IT architecture, programming of software, test and start-up in all technical fields and sectors based on work contracts, IT service management and outsourcing

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