

CARE

Cultivating A
Responsible Enterprise

Enriching Our Culture Of Corporate Social Responsibility

Core Values

Safety



Sustainability



Integrity



Diversity



Innovation



Quality



Parsons' culture is deeply rooted in our six core values, which serve as the foundation for our socially responsible business philosophy. Cultivating a Responsible Enterprise (CARE) is an enterprise strategy grounded in our corporate purpose; nourished by our core values; and aimed at enhancing revenue, recruiting, retention, operational excellence, and shareholder value. "Cultivating" speaks to the purposeful growth and attention to enrich our culture. "A Responsible Enterprise" speaks to the ownership of our impacts and spreading that spirit to every corner of our business and beyond. We believe that corporate success and social well-being are interdependent and that the long-term interests of our organization can only be supported by responsible economic, socio-cultural, and environmental practices. We care about our people, communities, and customers. We care about our corporate purpose of delivering a better world.

Our CARE Commitments

Enhancing our transparency and accountability on environment, social, and governance (ESG) topics inspires change, reinforces our commitment for positive impacts, and upholds our reputation as company that truly does good work. The ability to measure and report on our performance begins with identifying goals and setting targets.

As such, we commit to the following:

- Reduce absolute GHG emissions (Scope 1 and Scope 2, MT CO₂e) by 20% by 2025
- Enhance gender diversity
- Enhance ethnic/racial diversity

Our Initiatives

As we continue our ESG journey, it's important for us to continue to engage with our stakeholders—management, investors, employees, customers, suppliers, industry, and regulators—to evaluate our approach and associated material impacts. This feedback will help cultivate change while optimizing operations and increasing shareholder value.

Supply Chain Management

Reputation means everything, and we fully understand our partners are a reflection of our company. When it comes to our supply chain, our Code of Conduct for Business Partners ensures that our partners align with the way we do business, with our core values, and with our policies and practices. Just as a diverse workforce promotes innovation, we are proud of our Supplier Diversity program and are expanding that program to drive supplier diversity at an enterprise level.

Employer Of Choice

We aim to be the employer of choice for the top talent in every market we serve. Fostering a positive culture for employee engagement, focusing on inclusion and diversity; and promoting the health, wellness, training/development, and safety of our employees are vital to attracting and retaining successful teams.

Social Impact

Through our Parsons Gives Back program and our inclusion and diversity efforts, we strive to have a lasting positive effect on the communities in which we live and work and on society as a whole. Coupled with our commitments to transforming our gender and ethnic diversity, we concentrate our social impact philanthropy/volunteerism on three distinct areas:



Military/Veteran Programs



Education/STEM Outreach



Vibrant Communities

Environment

To support a healthy environment and do our part to combat climate change, we've committed to reduce our greenhouse gas emissions and updated our sustainability policy to include climate change impacts. We are working to evolve our *Sustainability Handbook*; ramp up our climate change education; and drive best practices for energy/water efficiency, landfill waste diversion, and fleet management. Our *Sustainability Handbook* helps us standardize and manage sustainability efforts and empower teams by providing guidance for integrating sustainability in business operations and incorporating sustainability in our solutions using best practices.

To learn more, visit [Parsons.com/CARE](https://www.parsons.com/CARE)