

## Human Rights Policy

Human rights are central to Parsons Vision (People, Process, Technology) and Core Values (Safety, Quality, Integrity, Diversity, Innovation, and Sustainability). Parsons executive leadership team (ELT), Board of Directors, and employees commit to respecting individual dignity and allowing people who work for Parsons to live and work in a safe and humane environment.

This policy references the guidance set forth in the United Nations Universal Declaration for Human Rights (UDHR) and the Organization for Economic Cooperation and Development (OECD) Guidelines. In accordance with the OECD and UDHR guidance, Parsons:

- promotes freedom, diversity, and equality, and forbids retaliation or discrimination
- advances human rights in the way it treats its people, stakeholders, those in its supply chain, its partners, and the community
- Respects the rights of Indigenous peoples, including Free, Prior and Informed Consent (FPIC)
- Prohibits the use of child labor and forced labor
- Acknowledges that the right to water is a fundamental human right
- Abides by the conflict minerals reporting standards of the Organization for Economic Cooperation and Development (OECD), specific U.S. Department of Defense requirements for specialty metals, and the SEC under the Exchange Act

Parsons is committed to ensuring its Human Rights Policy is being followed for its employees and evolves as necessary to remain compliant with the guidelines set forth by UDHR and OECD.

### Parsons' Employees

Parsons upholds and protects human rights in the treatment of its employees by:

- Forbidding discrimination against any individual on the basis of gender, sexual orientation, color, national origin, ethnic origin, social origin, religion, age, family status, or pregnancy
- Protecting the rights of women and minority groups, and promoting diversity of thought, culture, and customs
- Taking measures to promote equal opportunity and diversity worldwide
- Maintaining internal accountability standards for employees failing to meet company standards regarding slavery and human trafficking

### Parsons' Business Partners, Clients, And Supply Chain

Through its contractual relationships, Parsons shall communicate its commitment to human rights to our business partners, subcontractors, and vendors in our supply chain. Accordingly, Parsons shall:

- Inform our partners, subcontractors and vendors of Parsons' commitment to its Human Rights Policy
- Not engage in human trafficking, slavery, or other human rights abuses
- Avoid buying or selling conflict minerals
- Protect the right to privacy and personal identity
- Have been cleared by the U.S. Department of Labor's Office of Federal Contract Compliance in the Equal Employment Opportunity Pre-Award Registry when included in Prime Government proposals that meet certain thresholds.

Parsons helps promote human rights to its business partners, clients, agents, and vendors in our supply chain by:

- Conducting research on business partners', clients', and vendors' history of human trafficking, slavery, and corruption
- Vetting all business partners, clients, agents and vendors for environmental performance, trade controls, labor practices and human rights practices
- Maintaining internal accountability standards for contractors failing to meet company standards regarding slavery and human trafficking

## **Training, Education, Internal Policies, Procedures, And Corporate Communications**

Parsons demonstrates its commitment to human rights through education, policies, procedures, and corporate communications that relate to topics such as Combatting Trafficking in People (CTiP), Foreign Corrupt Practices Act and Anti-Corruption, Anti-boycott Laws, Harassment and Retaliation, Discrimination, Diversity, Equity, and Inclusion, Ethics and Compliance, Integrity, ESG, and Safety.

Related Parsons policies, standards, and procedures are provided in the “References” section below.

## **Scope**

This policy applies to Parsons Corporation and all Parsons businesses and subsidiaries worldwide, including joint ventures and similar partnerships managed by Parsons.