



Labor and Human Rights Policy

Introduction

Parexel is committed to upholding and protecting the highest levels of Labor and Human Rights to meet the needs of our global workforce and align with our “We care” guiding principle and industry best practice.

We recognize that our colleagues are critical to our success and to that end are building an inclusive, respectful and supportive culture that prioritizes their safety and health, provides continuous skill development and promotes equitable and inclusive treatment regardless of difference. Parexel’s Labor and Human Rights policy is the cornerstone of our business and essential to our ability to execute and deliver *With Heart*™ on behalf of our patients and customers.

1) Employee Health and Safety

Parexel prioritizes the health and safety of colleagues who work for and with us and visit our offices:

- We maintain a zero-accident mindset supported by routine safety assessment and an adaptable and consistent companywide safety program.
- We work with various third-party health, safety and environmental groups and have in-house certified employees who follow all regulations for training colleagues on health and safety, including procedures in place by the Occupational Safety and Health Administration (OSHA).
- We follow proper communication protocols in the event of emergency or colleague health and safety needs, including the mental health and wellbeing of our colleagues with disabilities:
 - In early 2024, our Corporate Real Estate & Services team collaborated with our Data & Technology organization to design a centralized process for reporting safety incidents efficiently and consistently with a new Service Desk ticketing process. This process enables us to provide quick and accurate data to personnel responsible for managing colleague health and safety.

2) Employee Remuneration

Parexel’s remuneration practices adhere to all local laws and regulations and each colleague is compensated based on skillset, performance, experience and requirements of the position. We are committed to fair and equitable remuneration for all colleagues and we regularly review and evaluate our remuneration process to maintain alignment with industry standards and market rates.

3) Skill Development

At Parexel we understand that ongoing skill development of our colleagues is critical for both our success as a company and the individual growth and advancement of our colleagues. This effort is supported by a dedicated Learning & Development team that takes a targeted and balanced approach to support immediate and long-term training needs. We invest in an extensive list of development topics and approaches, which expand professional growth while ensuring the highest quality of work. Sample topics include:

- **ParAbility Awareness:** A self-paced program focused on disability awareness and how it plays a key role in creating a workplace that is inclusive for all.
- **Health and Wellness Programs:** Offerings that promote self-care and wellness.

- **Managing with Heart:** Foundational management programs to ensure managers are demonstrating best practices to support our workforce and monthly “Manager’s Matter” webinars that reinforce key expectations and provide support.
- **Career Development Pathways:** Programs that support employees exploring and planning their full career journey.

4) Diversity, Equity and Inclusion (DEI)

Parexel is dedicated to creating a diverse, equitable and inclusive workplace as demonstrated by our belief that all individuals are valued, respected and supported:

- We embrace diversity across all dimensions irrespective of race, ethnicity, gender identity, sexual orientation, religion, disability, veteran status and other difference. This allows us to build stronger relationships with our patients, sites, customers and suppliers, ultimately expanding access to care to all, including those who have historically been underrepresented.
- We promote equal opportunities for all and prohibit any form of discrimination or harassment. This includes actively fostering an inclusive work culture that encourages colleagues to contribute their perspectives, ideas and experiences and where everyone is able to bring their best self to work. Our global and diverse talent drives our creativity and performance.
- Launched in 2013, Parexel offers extensive programs to support the development of women and people of color in leadership, engagement of men in enhancing cross-gender partnerships and inclusive leadership skill development for all. Our goal is to achieve a minimum of 40% women and men at all levels of the organization and a workforce mirroring our U.S. patient population in race, ethnicity, disability, sexual orientation and gender identity. As of Dec. 2023:
 - 70.2% of our global workforce are women
 - 42.0% of women in our U.S. workforce are women of color
 - 41.9% of our U.S. colleagues are people of color
 - 45.6% of VPs and above across our organization are women, up from 33.5% in 2014
 - 16.4% of women VPs and above in our U.S. workforce are women of color, up from 8.6% in 2014

Summary

The actions outlined in this policy demonstrate our commitment and the actions we’re taking to empower our organization to create a brighter future and help position Parexel as a model within the CRO community. We’ll continue to evaluate our Labor and Human Rights policy annually to ensure compliance with global best practices. We look forward to supporting a productive future and to advancing the rights and well-being of our colleagues as we work together to develop life-enhancing new therapies.