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 fairness and inclusive treatment regardless of difference. Parexel’s Labor and Human Rights policy is a 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.
- 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 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 their individual growth and advancement. 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 to expand professional growth while ensuring the highest quality 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 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) Global Inclusion

At Parexel, global inclusion, respect and fairness are foundational elements that energize and drive our mission to transform the world for patients everywhere. This allows us to approach our work with cultural sensitivity and unique perspectives, and fuels innovation to better address complex challenges and push the boundaries of what we can achieve. For example:

- We celebrate the differences our workforce and patients bring, and ensure an inclusive environment across race and ethnicity, national origin, sex, gender identity, sexual orientation, disability, age, religion, military service or veteran status, or other difference, ultimately expanding access to care to all, including those who have historically been underrepresented.
- We promote fairness 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 unique global talent drives our creativity and performance.
- In 2013, Parexel launched an enhanced focus on and commitment to inclusion as a cornerstone of our culture. In support of this commitment we offer extensive inclusion leadership opportunities and partnership and skill development programming open to all employees. While Parexel does not use any type of quota system, representation across our workforce is important to us. As of Dec. 2024:
    - 70.3% of our global workforce are women
    - 42.4% of women in our U.S. workforce are women of color
    - 42.1% of our U.S. colleagues are people of color
    - 43.2% of VPs and above across our organization are women, up from 33.5% in 2014
    - 16.2% 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 accelerate the delivery of life-changing therapies to patients.