SUSTAINABILITY CHARTER
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OVERVIEW

Sustainability initiatives and corporate responsibility are built into the culture and operations of PAREXEL, starting with our Mission, Vision and Values and driven through the daily actions of our employees.

Here at PAREXEL, we have defined sustainability as preserving the longevity of our working environment both internally and externally. Sustainability is very much part of our corporate culture and company identity, and is consistent with our focus on ethical behavior and compliant practices.

Leading this Company-wide sustainability effort is PAREXEL’s Facilities, Procurement and Travel Department, represented by its Corporate Vice President, with contributions from multiple departments including Facilities, Travel, Procurement, HR, Wellness, and Corporate Communications. Collectively, we have categorized our sustainability efforts in three areas composed of various initiatives: Environment, Health, and Giving Back. This Sustainability Charter and its elements are reviewed and revised annually with updates on quantified initiatives made to our public website semi-annually.

Josef H. von Rickenbach
Chairman and Chief Executive Officer
POLICY

PAREXEL is committed to preserving the longevity of our working environment both internally and externally through the efforts elaborated within our Sustainability Charter. Historical policies and practices have been aligned and adopted into this focused approach. While oversight is held by the Corporate VP of Facilities, Procurement and Travel, PAREXEL staff, at every level and in every department worldwide, are responsible for awareness, respect and implementation of our sustainability efforts. We are committed to:

- Considering sustainable impacts in every process we perform
- Evaluating sustainability initiatives qualitatively and quantitatively
- Promoting sustainability among our vendors and clients
- Publicly sharing our sustainability efforts
- Continually improving our sustainability efforts as aligned with PAREXEL’s philosophy of continuous improvement

The commitments set forth in PAREXEL’s Sustainability Charter and attendant policy are aligned with the CERES principles, a 10-point code of environmental, occupational health, safety, and sustainability conduct. These principles include the following:

- Protection of the Biosphere
- Sustainable Use of Resources
- Reduction and Disposal of Wastes
- Energy Conservation
- Risk Reduction
- Safe Products and Services
- Environmental Restoration
- Informing the Public
- Management Commitment
- Audits and Reporting

PAREXEL focuses our sustainability improvement initiatives on the material impact we create or cause given the nature of the research and development services our company provides.
ENVIRONMENT

Facilities

PAREXEL operates as a service provider and tenant, consuming less energy in our daily facility operations and with less control over consumption than when compared to other industries such as manufacturing. Our sustainable management of utility consumption and implementation of sustainable design elements are top priorities.

At PAREXEL, we monitor kilowatt hour/employee to identify outliers and ensure usage is appropriate for the level of company activity.

We are striving for LEED certification in the major locations – where PAREXEL is the sole tenant, or a significant tenant, and thus can influence landlord decisions.

We have been awarded LEED GOLD certification for energy efficient and sustainable build-out and renovation of our 150,000 sq. ft. facility in Hyderabad, India. Other certifications have been achieved in our locations in Billerica, Massachusetts, Waltham, Massachusetts, and in Schönefeld, Germany.

Examples of Conservation Efforts at PAREXEL Offices:

- Signed an agreement with Renewable Choice Energy to purchase renewable energy credits offsetting our energy consumption in the U.S. by 100%. Additional sites are being incorporated into the agreement globally as we LEED-certify new facilities.

- Voluntarily report our environmental and process data to CDP. CDP is an international not-for-profit organization providing the only global environmental disclosure system, with over 5,000 companies responding annually.

- Use reduced water flow devices, energy efficient lighting and appliances, along with environmentally-friendly
cleaning detergents

- Globally recycle standard office supply waste (paper, ink, etc.)
- Actively educate employees to take pragmatic actions to save primary energy (e.g., switch off office lighting, computers, machines, etc.)

Our facilities in Berlin offer collecting bins for batteries to be recycled by the GRS Batteries Foundation, as well as plastic pens. For each pen collected, Terracycle.com donates 1 cent to a charity organization of the collector's choice. PAREXEL directs these donations to Prima-Klima-weltweit.de to support its reforestation efforts.

Six out of nine PAREXEL buildings in Germany are operated with green power by Greenpeace Energy composed of:

- Waiver of electricity from nuclear power and coal
- Carbon dioxide emissions cannot exceed 135g/Kwh
- Use at least 50% renewable energy (wind, biomass hydropower, solar and geothermal)
- Maximum of 50% from combined heat and power plants (natural gas with overall efficiency of > 80%)

PAREXEL has invested in a highly sophisticated heat reclamation system, and improved insulation for its 85,000 square-foot and 65,000 square-foot office buildings in Berlin.

**Travel**

As a global organization, employee travel is a substantial part of our business and an environmental impact area in which we can make a significant difference to reduce. To do so, we are:

- Monitoring global travel CO2e with respect to air, rail, car and hotel usage to preserve or reduce existing CO2e levels in total and per employee.
Utilizing car services, such as Embarque, which consist exclusively of U.S. EPA SmartWay and SmartWay Elite Certified vehicles or equivalent. Utilizing rail over air travel where possible, such as Deutsche Bahn, which uses 100% renewable energy to operate its long-distance trains.

PAREXEL employees are encouraged to consider modes of public transport such as train or bus, and to select those over private limousine or cab services, to the extent possible and feasible. PAREXEL is actively encouraging car sharing where available.

PAREXEL's Travel Policy encourages employees to check for alternative approaches to traveling for business (e.g., telephone calls/conferences, video conferences).

PAREXEL uses CISCO Telepresence video conferencing. This gives PAREXEL employees the opportunity to conduct meetings, while saving on travel, thus reducing PAREXEL’s carbon footprint.

Procurement

Leveraging the size of our organization and the associated large supplier group, we have implemented procurement processes that encourage vendors to prioritize sustainability practices in their products and services.

- Sustainability is integrated into the supplier selection criteria within RFI / RFP sourcing processes.
- Supplier agreement templates have language included to encourage sustainability practices.
- PAREXEL promotes the use of small, disadvantaged, minority-owned businesses for U.S. based suppliers.
- Contributing Policies: Supplier Selection and Relationship Management, Procurement of Goods and Services, Global Travel Policy
HEALTH & WELLNESS

At PAREXEL, we have a passion for making a profound difference. As an expertise-based services business, the caliber of our people and their dedication directly impacts our success, the success of our clients, and the ability to make a difference in the lives of patients worldwide. To attract, retain and sustain this quality of employee base, promoting health and a collaborative environment is core to our success.

- In 2013, PAREXEL implemented a formal U.S. wellness program with a third-party vendor. Our goal is to help increase awareness of healthy living habits, and to support employees in their efforts to make positive life changes. The wellness program includes a smoking cessation program available to all employees in the U.S. Below are some of our health and wellness options provided to employees:
  - Wellness program offers health assessments; quarterly challenges; online courses including smoking cessation and one-on-one telephonic health coaching. Employees and spouses enrolled in a PAREXEL medical plan are also eligible for biometric screenings annually and incentive program.
  - Robust Employee Assistance Program including an informational website, as well as legal support and concierge services
  - Health advocacy services – to help navigate the health care system
  - Annual blood drive
  - National gym discounts through GlobalFit and Corporate discount offered with local sports clubs
  - Free employee flu shot program - PAREXEL pays the cost of employee flu vaccinations annually. Flu shots are available onsite at some locations, may be reimbursed up to $25 for anyone who cannot travel to an onsite clinic and are covered through PAREXEL’s U.S. medical plans.

Since July 2015, the CEO Roundtable on Cancer has named PAREXEL a CEO Cancer Gold Standard™ employer. The accreditation recognizes the Company’s extraordinary commitment to the health of its employees and their families. [https://www.cancergoldstandard.org](https://www.cancergoldstandard.org)
COMMUNITY ENGAGEMENT

PAREXEL appreciates the value of the communities, countries, and the world in which we operate, as well as our responsibility to help sustain a mutually positive environment.

Employees volunteer their time, talent and treasure to a number of community-supporting initiatives. United as PAREXEL employees, they improve the environment, help the less fortunate, raise funds for worthy causes and more. A few examples from this past year include:

- The Berlin, Germany office employees held bake sales to raise funds to support refugee children.
- Members of our North Carolina, U.S. office joined employees of our strategic partner UCB and ran a 5K race to raise funds for individuals with Parkinson’s disease.
- The Argentina office held a Family Day and invited employee’s children to the office to see where their parents work. The day included refreshments, arts and crafts and education about clinical trials and medicine.
- The Massachusetts, U.S. office’s social committee collaborates with the American Red Cross to host quarterly blood drives held on site.
- Brazil employees held a benefit to collect shoes and clothing for organizations serving those in need.

- A sampling of Corporate sponsored charities in 2016 and 2017 include:

  BIOMEDICAL SCIENCE CAREERS PROGRAM
  CHILDRENS BRAIN TUMOR FOUNDATION
  PRESIDENT AND FELLOWS OF HARVARD COLLEGE
  NEHI
  CHEMICAL HERITAGE FOUNDATION
  AMERICAN CANCER SOCIETY INC
INTERNATIONAL WOMENS FORUM
COMMON PURPOSE DEUTSCHLAND GMBH
AMERICAN CANCER SOCIETY
DREAM DAY ON CAPE COD
DUKE UNIVERSITY
HARVARD T.H. CHAN SCHOOL OF PUBLIC HEALTH
IMMIGRANT LEARNING CENTER INC
NATIONAL ALLIANCE ON MENTAL ILLNESS
PAN MASS CHALLENGE/JIMMY FUND

- Educational Relationships:
  
  Salem State University Partnership for Clinical Research
  - Associate Development and Hiring
  
  Hochschule für Oekonomie & Management
  
  German Open Business School
  
  National University of Singapore
  
  Shenyang Pharmaceutical University
  
  Kyoto Pharmaceutical University
  
  German Government Agency
  
  Medical School Berlin

PAREXEL’s Events and Charitable Outreach Committee (EChO) has supported many charities through goods/monetary donations since its inception.

Additionally, PAREXEL offices around the globe use their discretionary funds to support local communities and local charitable activities.