

GRI CONTENT INDEX

GRI 102: General Disclosures 2016

Organizational Profile

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
102-1	Name of the organization	Parsons Corporation	SEC Form 10-K
102-2	Activities, brands, products, and services	Parsons is uniquely qualified to deliver hardware, software, and services solutions for defense, intelligence, cyber, space and geospatial, connected communities, and mobility solutions to federal, regional, and local government agencies as well as to private industrial customers, worldwide.	SEC Form 10-K
102-3	Location of headquarters	Centreville, VA, USA	SEC Form 10-K
102-4	Location of operations	Parsons has approximately 138 home office locations worldwide with a significant presence in the United States, Canada, United Arab Emirates, and the Kingdom of Saudi Arabia.	Parsons.com - Global Office Locations
102-5	Ownership and legal form	Parsons Corp. is a publicly traded company on the New York Stock Exchange (NYSE: PSN). The initial public offering was May 8, 2019. Prior to IPO, Parsons was 100% owned by the Employee Stock Ownership Trust.	SEC Form 10-K
102-6	Markets served	Parsons serves the defense, intelligence, and infrastructure markets from our various locations worldwide and highlighted in our 10-K document.	SEC Form 10-K
102-7	Scale of the organization	Parsons has 15,500+ employees working in 27 countries around the world. Our employees hold more than 20,000 degrees and professional credentials, including those with registrations and certifications in technical areas like Agile methodology, Project Management, Engineering, Architecture, Green Building/Sustainability, LEED/Envision, Technology (including AWS) and Security.	SEC Form 10-K ; Company Website
102-8	Information on employees and other workers	Our global workforce (71% of which is in the U.S. and Canada, 28% in the Middle East, and <1% Other), including full-time, part-time, and casual/temporary employees as of December 3, 2020, was 15,595.	Parsons CARE Site - People
102-9	Supply chain	The Parsons procurement system applies sound business practices to procurement activities to achieve the best value in acquired goods and services. Our supply chain reflects geographies in which we provide services and our supply chain varies based on programs and our customers' requirements.	Parsons.com - Suppliers

Organizational Profile

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
102-10	Significant changes to the organization and its supply chain	On May 8, 2019, Parsons underwent an initial public offering and is publicly traded on the New York Stock Exchange and follows Security and Exchange Commission (SEC) guidelines. There were no significant changes in size or supply chain. During the reporting period, we updated our processes for third party due diligence, expanded the scope of our Anti-Corruption Due Diligence Program, and updated our Standards of Ethical Conduct for Business Partners. In addition, we have expanded our Supplier Diversity program from our Federal Solutions segment to cover Critical Infrastructure and will be implemented in 2021.	Parsons CARE Site - Governance
102-11	Precautionary Principle or approach	We have an integrated and multi-disciplinary approach to risk, which is led by our Chief Risk Officer and is applied to operations and project delivery and includes economic, environmental, and social risk topics. In addition, our Code of Conduct complies with best practices for ethical standards and is externally recognized to be in compliance with the same in countries in which we conduct business.	SEC Form 10-K
102-12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses (either non-binding or regulatory)	As a publicly-traded company, Parsons is required to comply with SEC and related regulatory agencies. In addition, Parsons has produced a Corporate Sustainability Report (CSR) annually for more than a decade. In March 2021, we launched our corporate responsibility website (www.parsons.com/CARE), which included our ESG Strategy, policies, CSR, and other important information supported by metrics and reporting using the GRI Standards Reporting Framework, which began in 2018 and continues to improve and add disclosures as appropriate. We have achieved ISO 9001 (Quality Management Systems), ISO 14001 (Environmental Management Systems) and ISO 27001 (Information Security Management Systems) accreditations across the organization. In addition, we adopt the standards of other independent organizations, if requested by our customers, for specific programs and projects, including but not limited to ISI Envision, FHWA INVEST, and USGBC LEED.	2021 CSR Report - Parsons CARE Site

Organizational Profile

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
102-13	Membership of associations	<p>Organizational Memberships (Sampling):</p> <ul style="list-style-type: none"> • ACE Mentor Program • Advance Cyber Security Experience (ACSE) for Students • American Academy of Environmental Engineers • American Biological Safety Association (ABSA) • American Society of Civil Engineers (ASCE) • American Society of Testing and Materials (ASTM) • American Water Works Association (AWWA) • Association of California Water Agencies • Battelle • Collaborative for High Performance Schools (CHPS) • Construction Management Association of America (CMAA) • Design-Build Institute of America (DBIA) • Energy Technology and Environmental Business Association (ETEBA) • Institute for Sustainable Infrastructure (ISI) • National Association of Clean Water Agencies • National Veteran Small Business Coalition • Professional Services Council (PSC) • Society of Military Engineers (SAME) Foundation • National Association of Women in Construction (NAWIC) • National Veteran Small Business Coalition • US Green Building Council (USGBC) • Water Environment Research Foundation • WateReuse Association • Women in Defense • Women in Technology • Women Transportation Seminar 	—

Strategy

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
102-14	Statement from senior decision-maker	Chair and Chief Executive Officer (CEO) Chuck Harrington's statement can be found on our company's website, www.parsons.com and highlights the organization's mission, vision, our six core values, corporate social responsibility program and associated metrics.	2021 CSR Report - Parsons CARE Site
102-15	Key impacts, risks, and opportunities	As a publicly traded company, Parsons publishes material risks, opportunities, and potential impacts to stakeholders in accordance with SEC guidelines and through regulatory reporting as required by the SEC. Documents and filings can be found on sec.gov or through investors.parsons.com website. In 2020, we engaged a third party to conduct a materiality assessment which has informed our priorities and ESG strategy. Our materiality assessment is highlighted in our Corporate Social Responsibility Report found at www.parsons.com/CARE.	SEC Form 10-K

Ethics And Integrity

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
102-16	Values, principles, standards, and norms of behavior	<p>Our six core values—safety, quality, integrity, diversity, innovation, and sustainability—served as a guiding principal to corporate responsibility and help us act as good stewards for our investors, employees, customers, suppliers, partners, and the communities and environments in which we perform services.</p> <p>The Code of Conduct and Conflict of Interest policies were developed by the Ethics Committee and Legal in collaboration with the Executive Leadership Team and approved by the Board of Directors. In place for more than 15 years and revised in 2019, these documents establish standards of ethical business conduct and direct our employees, directors, and agents of Parsons Corporation, to fulfill our commitment to integrity and to protect our reputation. Per company policy, they undergo a review annually under the purview of the chief ethics and compliance counsel. All employees read and certify to these two documents, which are available in English and Arabic, when hired and biennially thereafter. The most current Code of Conduct is available at investors.parsons.com.</p>	Parsons CARE Site - Ethics
102-17	Mechanisms for advice and concerns about ethics	Our 24-hour Ethics Helpline is the internal mechanism that allows employees to anonymously seek advice, make suggestions, ask questions, and report concerns about ethical business practices, safety, violations of law, and company policies, and organizational integrity. More information can be found on www.parsons.com.	Parsons CARE Site - Ethics

Governance

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
102-18	Organizational governance structure, committees, and responsibility for decision-making on economic, environmental, and social topics	Our highest governance body is the Board of Directors (BOD), which includes four committees, comprising 11 members. Oversight on economic, environmental, and social topics is guided by the Corporate Governance and Responsibility Committee, which is 100% independent.	Parsons CARE Site - Governance
102-19	Process for delegating authority for economic, environmental, and social topics	The Corporate Governance and Responsibility Committee oversees actions of the ESG Steering Committee led an executive sponsor, who in turn guides governance, environmental, and social topics. The ESG Steering Committee is an employee committee that encompasses professionals throughout the organization that comprise sustainability, legal, talent management, inclusion and diversity, and communications and, as appropriate, further delegates responsibility to the Sustainability Working Group team.	Parsons CARE Site - Governance
102-20	Executive-level responsibility for economic, environmental, and social topics	The executive sponsor for the ESG Steering Committee briefs and/or makes recommendations to the Corporate Governance and Responsibility Committee.	Parsons CARE Site - Governance
120-21	Consulting stakeholders on economic, environmental, and social topics	The Corporate Governance and Responsibility Committee provides oversight for economic, environmental, and social topics and is delegated to the executive sponsor of the ESG Steering Committee who briefs the board and provides recommendations. Stakeholder engagement was conducted by an independent third party in the form of a materiality assessment in which stakeholders provided input on what items are material to them and has informed our ESG strategy.	2021 CSR Report - Parsons CARE Site

Governance

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
102-24	Nomination and selection processes for the highest governance body and its committees	Nomination and selection processes for the Board of Directors and its committees are defined by the company's Corporate Governance Guidelines at investors.parsons.com. The Corporate Governance and Responsibility Committee, in recommending director candidate evaluates candidates in accordance with the qualifications standards, which includes consideration for high level of personal and professional integrity as well as a wealth of diverse experience and qualifications.	Parsons CARE Site - Governance
102-25	Processes for the avoiding and managing conflicts of interest.	The process for avoiding and managing conflicts of interest is outlined in the Board of Directors Code of Business Conduct. Service on the board and/or committees are also consistent with the Company's Conflict of Interest policies. More information can be found investors.parsons.com.	Parsons Investor Relations - Governance Documents
102-26	Role of highest governance body in setting purpose, values, and strategy	The business and affairs of Parsons Corporation are managed under the direction of the Board of Directors. The Board represents the interests of its stockholders in optimizing the Company's long-term value by providing oversight of management performance in the operation of the Company.	Parsons CARE Site - Governance
102-27	Collective knowledge of highest governance body	The BOD receives orientation and all directors are encouraged to participate in continuing education on best practices and assist in their duties. The Company also periodically provides training to the board on matters of significance to the company. In addition, Parsons ESG Steering Committee, through regular reporting and metrics (these include metrics tied to core values) to the Corporate Governance and Responsibility Committee provide recommendations for improvements and enhance the collective knowledge on economic, environmental, and social topics.	Parsons CARE Site - Governance
102-28	Evaluating highest governance body's performance	The Corporate Governance and Responsibility Committee oversees the annual assessment of the board and its committees of their operations and effectiveness and set goals for the future. During 2020, the Board and the Committees engaged in an annual assessment process in which each member reviewed the results from prior assessments and considered the business goals and developments of the company in 2020. Each Director and Committee member considered the skills, industry and public company experience, independence, and diversity of the Board to allow us to achieve our business, governance and sustainability objectives. The Lead Independent Director and the Chair of the Nominating and Corporate Governance Committee led a discussion of achievements during 2020 and goals and objectives with the Board. In 2021, an assessment will be performed by an external vendor.	SEC Form DEFR 14A

Governance

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
102-29	Identifying and managing economic, environmental, and social impacts	In 2020, Parsons engaged with a third-party to conduct a materiality assessment to understand risks and opportunities on environmental and social topics. The materiality assessment encompassed several stakeholder groups including management, employees, investors, customers, suppliers/subcontractors, industry groups and regulators. The results helped to inform Parsons on priorities for establishing an ESG Strategy, launched in March 2021.	2021 CSR Report - Parsons CARE Site
102-30	Effectiveness of risk management processes	Although management is responsible for the day-to-day management of the risks our company faces, our board of directors and its committees take an active role in overseeing the management of our risks and bear the ultimate responsibility for of risk management.	Parsons CARE Site - Governance
102-31	Review of economic, environmental, and social topics	Parsons' ESG Steering Committee provides the aforementioned metrics to the Corporate Governance and Responsibility Committee on a quarterly basis.	Parsons CARE Site - Governance
102-32	Highest governance body's role in sustainability reporting	The Corporate Governance and Responsibility Committee (a board committee) is the highest governance committee that formally provides oversight of environmental, social, and governance topics. The ESG Steering Committee (an employee committee, led by Executive Sponsor) briefs the board quarterly and provides recommendations. The Sustainability Working Group is responsible for making recommendations on policies and implementing best practices in operations, program delivery, and product development.	Parsons CARE Site - Governance
102-33	Communicating critical concerns	As a global company, we have strict requirements for effective communication and compliance. We encourage critical concerns to be reported immediately in accordance with our Code of Conduct, including our Ethics Hotline (open internally and to external stakeholders), employee resolution program, and other communication channels as appropriate.	Parsons CARE Site - Governance
102-35	Remuneration policies	Current remuneration policies of the highest governing body and senior executives (including fixed and variable pay, performance-based pay, equity-based pay, bonuses, deferred or vested shares, sign-on bonuses or recruitment incentives, termination payments; clawbacks; retirement benefits) can be found in the Compensation Discussion and Analysis section of our Form DEF 14A "proxy statement" filed with the US Securities and Exchange Commission (SEC). This document also describes the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees as well as how performance criteria in the remuneration policies relate to objectives for economic, environmental, and social topics.	SEC Form DEF 14A

Governance

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
102-36	Process for determining remuneration	The process for determining remuneration (including whether remuneration consultants are involved in determining remuneration and their relationships to management or other parts of the organization) can be found in the Compensation Discussion and Analysis section of our Form DEF 14A "proxy statement" filed with the US Securities and Exchange Commission (SEC).	SEC Form DEF 14A
102-37	Stakeholders' involvement in remuneration	Stakeholders' involvement in the remuneration process can be found in the Compensation Discussion and Analysis section of our Form DEF 14A "proxy statement" filed with the US Securities and Exchange Commission (SEC).	SEC Form DEF 14A
102-38	Annual total compensation ratio	Annual total compensation of our CEO to the annual total compensation of our median employee is 86 to 1. This calculation can be reviewed in the 2020 CEO Pay Ratio section of our Form DEF 14A "proxy statement" filed with the US Securities and Exchange Commission (SEC).	SEC Form DEF 14A

Stakeholder Engagement

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
102-40	List of stakeholder groups	Key stakeholders engaged in 2020 include, but are not limited to, management, employees, investors, customers, suppliers, government/regulators, and industry groups.	2021 CSR Report - Parsons CARE Site
102-41	Collective bargaining agreements	Information about collective bargaining agreements can be found in our SEC filings.	SEC Form 10-K
102-42	Identifying and selecting stakeholders	Working together with an independent third party and in accordance with best practices, we identified our key stakeholder groups.	2021 CSR Report - Parsons CARE Site
102-43	Approach to stakeholder engagement	Through interviews, surveys, meetings, and other communication mechanisms, Parsons engages our stakeholders in a culture of continuous improvement.	2021 CSR Report - Parsons CARE Site
102-44	Key topics and concerns raised	Key material topics were identified and are illustrated in our 2021 CSR Report.	2021 CSR Report - Parsons CARE Site

Reporting Practice

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
102-45	Entities included in the consolidated financial statements	Parsons and its subsidiaries are listed in Exhibit 21.1 of our SEC Form 10-K document.	SEC Form 10-K
102-46	Defining report content and topic Boundaries	In 2020, we worked with an independent third party to perform a materiality assessment aimed at environmental and social topics to guide the prioritization of report content and topic boundaries which supplements and/or supports additional information on the website. Our "About this Report" section which highlights our topics, the intent of the report, dates of data and benchmarks unless otherwise noted.	2021 CSR Report - Parsons CARE Site
102-47	List of material topics	In 2020, we worked with an independent third party to perform a materiality assessment aimed at environmental and social topics. We discuss the key findings of this assessment in our 2021 CSR Report.	2021 CSR Report - Parsons CARE Site
102-48	Restatements of information	Our "About this Report" section contains information on a change to our baseline year for metrics. In additional, we are restating 2019 workforce metrics within our 2021 Corporate Social Responsibility report to align with definitions and disclosures consistent with Human Capital Management disclosures in our SEC Form 10-K and with our incentive programs.	2021 CSR Report - Parsons CARE Site
102-49	Changes in reporting	We have not made material changes from reporting period in list of topics covered, however, we have made an effort to optimize reporting via publicly available sources and in alignment with regulations and are noted as such. For most metrics unless otherwise noted, the baseline comparison year has been re-defined as 2019, which is the year (2019) that Parsons became a publicly-traded company and serves as a reliable source for observable metrics.	2021 CSR Report - Parsons CARE Site
102-50	Reporting period	The reporting period for the data and metrics supplied in the 2021 Corporate Social Responsibility Report is the 2020 calendar year. Some activities initiated in the first quarter of 2021 are also described.	2021 CSR Report - Parsons CARE Site
102-51	Date of most recent report	The 2021 Corporate Social Responsibility report was published on April 22, 2021. The most recent CSR report and GRI scorecard previous to this current report were published on April 22, 2020, covering the prior reporting period, which was the 2019 calendar year.	2021 CSR Report - Parsons CARE Site
102-52	Reporting cycle	Our current GRI reporting cycle is annual. In between annual reports, we may update our GRI framework data via our public facing ESG website to demonstrate the evolution of our performance outside of the typical reporting cycle. Revision date are found on the footer of the document.	Parsons CARE Site

Reporting Practice

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
102-53	Contact point for questions regarding the report	All inquiries for our Corporate Social Responsibility should be directed to Bryce McDevitt, Director, External Communications (Bryce.McDevitt@parsons.com).	Contact Us
102-54	Claims of reporting in accordance with GRI standards	This report reflects progress toward alignment of disclosures with the GRI Standards: Core option.	--
102-55	GRI content index	This document serves as our content index.	--
102-56	External assurance	As of April 2021, our CSR report has not been externally assured.	--

GRI 201: Economic Performance 2016

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
201-1	Direct economic value generated and distributed	Parsons' global revenue for 2020 was \$3.9 billion.	SEC Form 10-K

GRI 204: Procurement Practices 2016

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
204-1	Proportion of spending on local suppliers	Successful projects often involve partnerships with organizations, agencies, and individuals with core capabilities and resources that augment or complement our products and services. We value the teamwork and contributions of local and diverse suppliers in the delivery of innovative, world-class solutions to our customers. When delivering solutions, we often contract with subconsultants or suppliers local to the program area, and have contracts requiring a percentage of local suppliers. The spend and percentage of contract with local supplier varies based upon contract requirements.	Parsons.com - Suppliers

GRI 205: Anti-Corruption 2016

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
205-1	Operations assessed for risks relating to corruption.	Parsons' 24-hour Ethics Helpline is available globally to all employees and is published on our website for easy access to report concerns about business practices, safety, violations of law, and company policies. We follow comprehensive business partner, vendor, and supplier vetting and screening processes to ensure that the third parties we do business with share our core values. Any agent, intermediary, or third party representing Parsons in front of foreign public officials is thoroughly vetted, consistent with our obligations under the Foreign Corrupt Practices Act (FCPA) and other global anti-corruption laws, to ensure that each partner shares our commitment to doing business ethically. Our vetting processes also consider all our responsibilities under applicable cybersecurity maturity model certifications (CMMC), anti-corruption laws, and trade and export controls. We use a system that provides dynamic, real-time monitoring of our vetted partners and alerts us to any changes in risk profiles.	Parsons CARE Site - Ethics
205-2	Communication and training about anti-corruption policies and procedures	Upon hire, Parsons employees (all categories and regions) are required to read and agree to the Parsons Code of Conduct, and 100% of governance body members and employees are trained on anti-corruption. All employees are required to recertify their acceptance of and compliance with the code every other year.	Parsons CARE Site - Ethics
205-3	Confirmed incidents of corruption and actions taken	No substantiated incidents of corruption have been reported in 2020.	Parsons CARE Site - Ethics

GRI 206: Anti-Competitive Behavior 2016

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Parsons has not been identified in any legal actions (pending or completed) in 2020 regarding anticompetitive behavior or violations of anti-trust and monopoly legislation.	Parsons CARE Site - Ethics

GRI 301: Materials 2016

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
301-1	Materials used by weight or volume	Paper procured for use in delivery of services by our U.S. operations in 2020 was 68,211 lbs., based on actual procurement records provided by an external supplier.	--
301-2	Recycled input materials used	Of the total weight of paper disclosed in 301-1, in 2020, 9,126 lbs. (13.4%) was recycled content material.	--

GRI 302: Energy 2016

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
302-1	Energy consumption within the organization	<p>We aggregate raw data for fuel use and purchased electricity at 20 representative office locations, normalize it per employee at those offices, and extrapolate to account for all our employees worldwide. Based on this calculation, 2020 energy consumption within the organization is:</p> <p>(a) Total on-site fuel consumption from non-renewable sources (natural gas): 7,140,960 MJ (6,768 MBTU)</p> <p>(c.i) Total purchased electricity: 47,970,902 MJ (13,325 MWh)</p> <p>(e) Total energy consumption: 55,111,862 MJ</p>	Parsons CARE Site - Environment
302-3	Energy Intensity	<p>The energy intensity ratio for all energy consumed within the organization (i.e. on-site fuel consumption and purchased electricity) in 2020 is: 14,059 MJ/\$million (13.33 mmBTU /\$million).</p> <p>To calculate this ratio, the total energy consumption provided in disclosure 302-1 is divided by 2020 revenue.</p>	Parsons CARE Site - Environment
302-4	Reduction of energy consumption	<p>Amount of energy reduction in 2020 compared to the previous reporting year (2019) is equal to 17,670,393 MJ. These reductions are attributed to operational changes resulting from an increase in full time work at home employees, which lead to a more streamlined leased office portfolio.</p>	Parsons CARE Site - Environment

GRI 303: Water And Effluents 2018

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
303-1	Interactions with water as a shared resource <input type="checkbox"/>	Parsons water withdrawals are exclusively through third-party sources (no withdrawals from surface water; groundwater, seawater, or produced water). The water is consumed by in- building plumbing systems in our office operations and is subsequently discharged to third party (sewage) companies.	--
303-2	Management of water discharge-related impacts <input type="checkbox"/>	Parsons does not produce effluent discharge produced by industrial manufacturing processes.	--
303-5	Water consumption	Water consumed in our Centreville, Virginia, headquarters in 2020 was 7.68 megaliters (2.03 million gallons).	Parsons CARE Site - Environment

GRI 304: Biodiversity 2016

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
304-2	Significant impacts of activities, products, and services on biodiversity	Best practices for protecting biodiversity in office operations and at project sites are incorporated in the Parsons Sustainability Handbook.	Parsons CARE Site - Environment

GRI 305: Emissions 2016

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
305-1	Direct (Scope 1) GHG emissions.	<p>Scope 1 emissions are calculated based on the on-site fuel consumption disclosed in Section 302.</p> <p>Gases included in the calculation are CO₂, CH₄, and N₂O and Emissions factors used are from the US Environmental Protection Agency Emissions Factors for Greenhouse Gas Inventories (dated April 4, 2014).</p> <p>Scope 1 emissions for the reporting year are: 1,906 metric tons CO₂e.</p>	Parsons CARE Site - Environment

GRI 305: Emissions 2016

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
305-2	Energy indirect (Scope 2) GHG emissions	<p>Scope 2 emissions are calculated based on the purchased electricity disclosed in Section 302. Gases included in the calculation are CO₂, CH₄, and N₂O and Emissions factors used are from the US Environmental Protection Agency Emissions Factors for Greenhouse Gas Inventories (dated April 4, 2014).</p> <p>Scope 2 emissions for the reporting year are: 31,370 metric tons CO₂e.</p>	Parsons CARE Site - Environment
305-3	Other indirect (Scope 3) emissions	<p>Our Scope 3 emissions include business travel and employee commuting. These emissions are calculated based on records from our travel agency, employee-submitted expense reports, and an employee commuter survey.</p> <p>Gases included in the calculation CO₂, CH₄, and N₂O.</p> <p>Scope 3 emissions for the reporting year are: 35,579 metric tons CO₂e.</p>	Parsons CARE Site - Environment
305-4	GHG emissions intensity	<p>The emissions intensity ratio for the organization are calculated by dividing the absolute emissions values provided in previous disclosures by 2020 revenue. They are as follows:</p> <p>Scope 1 + Scope 2 intensity ratio: 8.49 metric tons CO₂e/\$million</p> <p>Scope 3 intensity ratio: 9.08 metric tons CO₂e/\$million</p>	Parsons CARE Site - Environment
305-5	Reduction of GHG emission	<p>Parsons has selected 2019 as the baseline year for comparison of greenhouse gas emissions, because it is the most recent year that represents "business as usual" from an operational perspective prior to the onset of the global COVID-19 pandemic. In the reporting year, Scopes 1 and 2 emissions have decreased by 4,942 metric tons CO₂e compared to the base year.</p>	Parsons CARE Site - Environment

GRI 306: Waste 2020

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
306-1	Waste generation and significant waste-related impacts	<p>Potential waste-related impacts are minimal to none, as our primary source of waste is municipal solid waste generated by our office facilities, that are hauled and disposed of or recycled by third-party vendors.</p>	--
306-2	Management of significant waste-related impacts	<p>Best practices for preventing waste generation in Parsons own activities and upstream and downstream in its value chain are outlined in the Sustainability Handbook. Data regarding the amount of waste that is diverted from the landfill through recycling or re-use are collected from third-party e-waste and secure shredding vendors.</p>	Parsons CARE Site - Environment

GRI 306: Waste 2020

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
306-4	Waste diverted from disposal	<p>In 2020, our North American Operations diverted a total of 172.9 tons of waste material from the landfill by recycling the following:</p> <ul style="list-style-type: none"> - 2,903 computers, monitors, and printers (17.4 US tons) - 310,980 lbs. of securely shredded paper (155.5 US tons), equivalent to preserving 2,609 trees or saving 777.45 cubic yards of landfill space. 	--

GRI 401: Employment 2016

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
401-1	New employee hires and employee turnover	<p>The total rate of voluntary employee turnover for 2020 was 10.9%.</p> <p>New hires and voluntary turnover in 2020 by gender are as follows:</p> <ul style="list-style-type: none"> - Hires % of Total -- 77% male, 23% female, <1% DND; - Voluntary Turnover Rates -- 11% male, 11% female, 24% DND <p>New hires and voluntary turnover by age group are as follows:</p> <ul style="list-style-type: none"> - Hires % of Total -- Silent Generation (1928-1945) 0%, Baby Boomers (1946-1964) 13%, Gen X (1965-1976) 24%, Millennial (1977-95) 57%, Gen Z (1996+) 6% - Voluntary Turnover Rates -- Silent Generation (1928-1945) 21%, Baby Boomers (1946-1964) 11%, Gen X (1965-1976) 9%, Millennial (1977-95) 12%, Gen Z (1996+) 15% <p>New hires and voluntary turnover by region are as follows:</p> <ul style="list-style-type: none"> - Hires % of Total -- Americas 65%, Asia Pacific 0%, Europe 1%, MEA 34% - Voluntary Turnover Rates -- Americas 12%, Asia Pacific 21%, Europe 19%, MEA 9% 	--
401-2	Benefits provided to full time employees that are not provided to temporary or part-time employees	<p>Parsons provides competitive benefits to all full-time employees, which can include health care, life insurance, disability coverage, employee stock purchase program, retirement, paternity/maternity leave, etc. which vary based on location and local laws and regulations.</p>	Parsons.com - Benefits

GRI 403: Occupational Health And Safety 2018

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
403-1	Occupational health and safety management system	Our occupational health and safety management system, called Environmental, Safety, Health, and Risk Program (ESHARP), is based on OHSAS 18001 and ANSI/ASSP Z10. It is fully implemented and covers all Parsons' workers (including contractors), workplaces, and activities.	Parsons CARE Site - Workplace Safety
403-2	Hazard identification, risk assessment, and incident investigation	<p>In accordance with ESHARP, regulatory requirements, and industry best practices, work-related hazards and risks are formally assessed and controlled using approaches tailored to the context of the work (e.g., the job safety assessment/activity hazard assessment method).</p> <p>All workplace incidents (including near misses) are analyzed collaboratively with affected workers, supervisors, and one or more Parsons SH&E professionals. The incident analysis focuses on management system deficiencies that allowed the unacceptable condition(s), and the incident, to occur. Corrective actions are applied using the hierarchy of controls (i.e., elimination, substitution, using engineering controls, using personal protective equipment).</p>	Parsons CARE Site - Workplace Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	100% of Parsons' employees are represented by safety committees that have been established in our offices and at our project locations. We empower our employees to make safety personal, whether they are at work or at home through our OWN ZERO program.	Parsons CARE Site - Workplace Safety
403-5	Worker training on occupational health and safety	In accordance with ESHARP, Parsons' employees receive occupational health and safety training in two forms: (1) initial employee orientation and education and (2) initial and ongoing site-specific training.	Parsons CARE Site - Workplace Safety
403-6	Promotion of worker health	100% of employees have access to our Employee Assistance Program (EAP) and 100% of our U.S.-based employees have access to our Wellness for Life Program. Our program offers health improvement resources, such as health screenings, education, personalized health coaching, and cash incentives for participation. In 2020, the EAP was expanded from 3 to 8 no-cost sessions and offers employees and their families personal counseling, family and caregiving guidance, safety and crisis planning, chronic conditions support, and more.	Parsons.com - Benefits

GRI 403: Occupational Health And Safety 2018

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
403-7	Prevention and mitigation of occupational health and safety impact directly linked to business relationships	As part of a site's risk assessment process (and documented in the site's risk register), risks to the public and third parties (such as vendors and visitors) are considered and explicitly controlled, with the risk control schemas documented in the site management plans or site safety plans.	Parsons CARE Site - Workplace Safety
403-8	Workers covered by an occupational health and safety management system	ESHARP is based on OHSAS 18001 and ANSI/ASSP Z10. It is fully implemented and covers all Parsons' workers (including contractors), workplaces, and activities.	Parsons CARE Site - Workplace Safety
403-9	Work-related injuries	The global total recordable incident rate (TRIR) for Parsons' employees in 2020, calculated using the US OSHA method, was 0.30. This number includes COVID-19 infections by our employees. Parsons has had no work-related fatalities. Due to corrections to some of the metrics that compose the TRIR calculation, our 2019 global TRIR was updated to 0.23 from 0.29 as stated in our 2020 CSR report.	Parsons CARE Site - Workplace Safety

GRI 404: Training And Education 2016

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
404-1	Average hours of training per year for each employee.	Parsons provides online and classroom training for all employees covering a range of topics. Parsons employees completed 44,665 total hours of training. Average training hours/employee/year in 2020 was 2.86 hours. In 2020, no classroom training was conducted due to COVID-19 precautions.	Parsons CARE Site - People
404-2	Programs for upgrading employee skills and transition assistance programs	In mid-2019, we launched a new human capital management tool that houses more than 18,975 training modules and courses. Employees also have access to free or discounted continuing education through professional memberships (e.g., Education @USGBC, which provides courses for maintaining the LEED AP credential) and can leverage continuing education or training through tuition reimbursement programs. In addition, Parsons MILVET program is aimed to provide transitioning military veteran-focused onboarding programs, internal veteran community building forum, and enhanced Guard/Reserve Member benefits.	Parsons CARE Site - People

GRI 404: Training And Education 2016

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
404-3	Percentage of employees receiving regular performance and career development reviews.	Our human capital management system provides a integrated platform for all employees and managers to document performance reviews, goal setting, development goals, and manager check-ins. In 2020, managers held quarterly one-on-one career conversations with employees and 43% of employees completed an individual development plan in the human capital management system to establish goals, evaluate performance, and document career aspirations.	Parsons CARE Site - People

GRI 405: Diversity And Equal Opportunity 2016

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
405-1	Diversity of governance bodies and employees	In the governance bodies, representation of diversity categories is as follows: BOD: three (27%) Female members, two (18%) Veteran member Executive Leadership Team (ELT): 3 (30%) Female members (reporting to the CEO) In the US Workforce, as of December 2020, representation of diversity categories is as follows:	Parsons CARE Site - Governance Parsons CARE Site - People

GRI 406: Non-Discrimination 2016

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
406-1	Incidents of discrimination and corrective action taken	Our Employee Dispute Resolution Program received 23 calls in 2020.	Parsons CARE Site - Ethics

GRI 408: Child Labor 2018

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
408-1	Operations and suppliers at significant risk for incidents of child labor	The Parsons Code of Conduct and our Code of Conduct for Business Partners, available on www.parsons.com , highlights Parsons' policy, which indicates that we do not tolerate forced labor, child labor, commercial exploitation, or human trafficking. This standard is also expected of our subcontractors, suppliers, and business partners, and we will not knowingly do business with those who do not uphold these standards.	Parsons CARE Site - Governance

GRI 412: Human Rights Assessment 2016

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
412-2	Employee trained in human rights policies or procedures	When hired, all employees sign our Parsons Code of Conduct, which includes policies relating to our core value of integrity as well as a corporate statement about our policy against human trafficking. In 2019, employees recertified their compliance with the Parsons Code of Conduct.	Parsons CARE Site - Governance

GRI 415: Public Policy 2016

Disclosure No.	Disclosure Name	Parsons' Performance	Reference
415-1	Political contributions	Our Government Relations team works closely with our Legal team as it relates to political contributions. Political contribution requests are input into a system and vetted to compliance with all US Federal Election Commission (FEC) and applicable state and local laws and regulations.	Parsons CARE Site - Governance