



## Environmental, Social and Governance (ESG) Policy

The following is the Environment, Social, and Governance (“ESG”) policy of ASGN Incorporated and its brands (“ASGN”) and outlines the framework, approach, and expectations of ASGN. ASGN Incorporated (NYSE: ASGN) is a leading provider of IT services and professional solutions, including technology, creative, and digital, across the commercial and government sectors. Together with our brands, we are unified by a common purpose and vision: *To Engage and Mobilize Tomorrow’s Workforce Responsibly and Sustainably.*<sup>TM</sup>

### Our ESG Commitment

We believe acting responsibly, with respect to environmental stewardship, social responsibility, and the governance of our business (ESG factors), mitigates our risk and has a positive influence on our long-term financial performance. How companies manage ESG factors is becoming as important as traditional financial metrics when evaluating corporate performance. ASGN Incorporated is actively integrating sustainability objectives into its overall business strategy as well as throughout each of its business segments, operations, and reporting processes.

Our ESG commitment reflects our responsibility to our internal and external stakeholders – our employees, contractors, candidates, clients, investors, and the communities in which we operate. Our commitment also reflects our belief that a strong ESG approach contributes to better management of our risks and opportunities, resulting in improved long-term value. Our stakeholders expect us to disclose our ESG data, processes, procedures, initiatives, and related outcomes and impacts. An interactive dialogue with our stakeholders is important to building strong relationships, maintaining trust, and enhancing our business performance.

See [Our ESG Approach](#) and our [Materiality Assessment](#) in our 2021 ESG Report for more information.

### ESG Factors, Applicability and Materiality

ASGN considers ESG factors throughout our operations and across our brands, including our commercial segment (Apex Systems, Creative Circle and CyberCoders), and our government segment (ECS). We recognize the importance of identifying, assessing, and managing ESG factors material to ASGN and our long-term financial performance.

ESG processes and procedures focus on nonfinancial performance indicators that address the Company’s approach towards responsible operations and our impact on society and the environment, as well as other ethical and corporate governance considerations. Failure to address material ESG factors properly could expose ASGN to significant economic, operational, legal, regulatory, or reputational risks. Conversely, addressing ESG factors proactively could help us identify strategic opportunities, meet competitive challenges, and adapt to evolving market conditions.

Consideration of ESG factors can also support the success of a merger or acquisition process—from initial due diligence through implementation—helping to mitigate the reputational and financial risk associated with potential ESG crises and positioning ASGN to build competitive



advantage through a systemic integration of sustainability into our expanding operations. Furthermore, ESG information is also regarded as material if there is a likelihood that it would be considered important to key stakeholders in making a decision regarding the purchase or sale of ASGN securities.

## **Our ESG Guiding Principles**

[Our ESG Approach](#) is structured around our Five ESG Guiding Principles that reflect the material opportunities we deem most relevant to our business model and key stakeholders. They are in the following focus areas of Data Security; Responsible Business; Our Workforce; Social Responsibility; and Environmental Responsibility.

See Our [ESG Guiding Principles](#) in our 2021 ESG Report for more information.

### **ASGN seeks to:**

- Anchor our approach to ESG to our mission and purpose
- Manage ESG considerations and risks effectively
- Act with integrity at all times in our dealings and comply with both the letter and the spirit of the law, wherever it applies
- Respect human rights and ensure no exploitation of our employees, contractors or candidates
- Ensure a culture of “nondiscrimination” and prioritize Diversity, Equity, and Inclusion (DEI) in our practices
- Ensure there is no bribery or corruption in any of our dealings
- Act responsibly with respect to the environment, aiming for a sustainable approach to the use of resources
- Act responsibly and strive to make positive contributions to the social fabric of the communities in which we operate
- Ensure our management structures and policies support transparency, accountability, equality, and probity in the management of our businesses
- Build long-term financial value for our stakeholders and clients through our ESG policies

## **Our ESG Focus Areas & Related Objectives**

### ***Data Security***

- Ensure the safety and privacy of sensitive information relating to our clients, employees, and consultants
- Take measures to prevent the breach, loss, or misuse of sensitive data, intellectual property, or digital assets
- Provide a full-time in-house dedicated Enterprise Security Council as well as third-party services to augment our security provisions
- In addition to onboarding and HIPAA-related trainings, provide data privacy and security training to all employees on a quarterly basis
- Meet all legislative and regulatory requirements and audit recommendations Collection, Use, and Control of Customer Information
- Ensure sensitive client, employee, or contractor-related information is handled in a manner that protects personal privacy

### ***Responsible Business and Corporate Governance***

- Uphold principles and ethical standards in business conduct (e.g., fraud, anti-bribery, and corruption), and adherence to legislation and voluntary standards
- Ensure basic rights and freedoms based on important principles like dignity, fairness, respect, and equality
- Provide and require annual training on our Code of Business Conduct and Ethics Policy, and acknowledgement of the following policies: Human Rights, Environmental Management
- Maintain policies and practices that comply with relevant laws and regulations, enabling ASGN to secure contracts with clients across sectors
- Manage and operate our business by taking all of our stakeholders' needs and values into consideration for long-term growth and sustainability

### ***Our Workforce***

- Provide a highly diverse, equitable, and inclusive workplace where all employees are safe and their rights are protected
- Continually update policies and practices that create a global workplace environment for all employees (regardless of race, ethnicity, gender, gender identity, sexual orientation, age, or physical abilities, or differences in backgrounds, beliefs, and experiences) to fulfill their potential
- Take ownership of our problems and challenges and be thoughtful, responsive, and accountable to our employees and consultants
- Provide programming that ensures the health, safety, and wellbeing of all employees and contractors
- Provide and support initiatives conducive to maintaining a positive and productive workforce
- Continually provide updated workforce trainings and professional development opportunities that attract, retain, and develop high-quality employees and contractors with the right skills to deliver on current and future business needs, and succeed in a fast-changing market

### ***Social Responsibility***

- Create a positive impact for our stakeholders and community through meaningful employee engagement and volunteerism
- Create positive impacts on local communities through ASGN's Corporate Giving Program

### ***Environmental Responsibility***

- Comply with all applicable environmental regulations in the management of our operations and exceed regulations whenever possible
- Create and continually improve policies, systems, and procedures that ensure we effectively manage and mitigate any negative environmental impacts arising from our operations



- Improve our operating performance by reducing energy, water use, waste, and associated carbon emissions and transition to renewable energy by prioritizing the leasing of net-zero office buildings, and buildings with on-site solar

## Methodology and Transparency

Our 2021 ESG report reflects our Environmental, Social and Governance (ESG) performance and progress during the calendar year of 2021, with comparative data dating back as early as 2017. The data in this report includes our brands: Apex Systems, Creative Circle, CyberCoders, and ECS. Oxford Global Resources was divested from ASGN Incorporated in August 2021. This year our ESG disclosures include the following reporting frameworks and standards: MSCI, Sustainability Accounting Standards Board (SASB), the Global Reporting Initiative (GRI) and the Task Force on Climate-Related Financial Disclosures (TCFD). Additionally, as a new corporate participant of the United Nations Global Compact (UNGC), we demonstrate our alignment with the UNGC's Sustainable Development Goals (SDGs) and the 10 Principles of the UNGC.

See our [Transparency](#) section in our 2021 ESG interactive report for more information.

## Company-wide ESG-related Policies

- [Anti-Corruption, Reporting and Whistleblower Policy](#)
- [Board Diversity Policy](#)
- [Code of Business Conduct and Ethics](#)
- [Environmental Management Policy](#)
- [Human Rights Policy](#)
- [Supplier Code of Conduct](#)

## About ASGN Incorporated

ASGN Incorporated (NYSE: ASGN) is a leading provider of IT services and professional solutions, including technology, creative, and digital, across the commercial and government sectors. ASGN helps corporate enterprises and government organizations develop, implement and operate critical IT and business solutions through its integrated offering of professional staffing and IT solutions. For more information, visit us at [asgn.com](http://asgn.com) or email [esg@asgn.com](mailto:esg@asgn.com).

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