



Environmental Management Policy

Effective March 9, 2022

ASGN Incorporated is committed to reducing its impact on the environment by actively engaging in pollution prevention, resource conservation and source reduction. We strive to improve our environmental performance over time and commit to incorporating leading environmental practices into our business strategy and operations and fostering environmental responsibility among our internal and external stakeholders.

We Pledge to:

- 1) Comply with all applicable environmental regulations in the management of our operations and exceed regulations whenever possible.
- 2) Prioritize leasing LEED, and/or Well certified (or equivalent) office buildings with on-site renewables, when available in the targeted location and fiscally reasonable.
- 3) Minimize our consumption of natural resources (e.g., materials, energy and water) throughout our business operations and procurement opportunities. Encourage reducing, reusing, repurposing, and recycling materials whenever possible to reduce our landfill waste and responsibly manage our hazardous waste (e.g., electronics, batteries and paint).
- 4) Develop and support educational programs and initiatives to increase environmental awareness and encourage participation amongst the entire ASGN community and offer opportunities for staff to collaborate on our journey to improve our environmental performance.
- 5) Track and report our progress on key measures including energy usage.
- 6) Gather available information about our carbon emissions and implement a program to reduce those emissions directly and indirectly, which could include the purchase of energy credits.
- 7) Contractually require our suppliers to comply with environmental regulations through our Supplier Code of Conduct.

In delivering on this policy, ASGN is committed to a program of continual improvement and will set objectives and targets, measure progress against them, and share our key metrics with stakeholders in our annual Environmental Social Governance (ESG) report. Our targets will be reviewed annually to ensure they remain appropriate and achievable.