



ASGN Incorporated Sustainable Procurement Policy

Effective June 13, 2023

ASGN Incorporated and its subsidiaries (“ASGN”) rely on supply chain business partners to provide the goods and services we need to conduct our business. We pride ourselves on conducting our business with integrity and respect for all. By establishing clear sustainability parameters for our suppliers, we amplify our sustainability impact, improve transparency, and reduce risks for our Company and our clients. Our expectation is that our suppliers will adhere to the principles and values consistent with our own sustainability standards and to the principles of the [United Nations Global Compact](#) to which we are committed.

ASGN’s Sustainable Procurement Policy sets forth the following expectations of our supply chain partners to operate in accordance with our internal Environmental, Social and Governance (ESG) ethos, policies, and programming.

Environment

- Comply with all applicable environmental, health and safety laws and regulations, including restrictions on hazardous materials
- Conserve natural resources, including energy and water, when cost comparable
- Use renewable energy to power operations when cost comparable
- Use sustainable materials that are recyclable or compostable when cost comparable
- Prioritize waste minimization and pollution prevention, including the reduction of packaging and single-use items
- ASGN is beginning to assess our top suppliers on their annual reporting of their greenhouse gas emissions and progress toward reducing their environmental impacts

Social

- Comply with all applicable human rights and labor laws and regulations governing the industries and regions in which our suppliers conduct business
- Commit to a safe and healthy work environment, and diversity, equity and inclusion (DEI)
- Maintain zero tolerance of child labor and modern slavery, including but not limited to slavery, servitude, forced and compulsory labor, and human trafficking
- Maintain zero tolerance of any illegal discrimination or harassment within the workplace
- ASGN is beginning to assess our key suppliers’ commitments to socially responsible business practices

Governance

- Comply with all laws, rules and regulations of the cities, states, provinces and countries in which our suppliers operate and conduct business, including but not limited to laws related to antitrust, fair competition and anti-corruption, anti-bribery, and insider trading
- Maintain policies and controls to safeguard the information and data of customers, clients and employees



Related Policies

ASGN's Sustainable Procurement Policy supplements our [Code of Business Conduct and Ethics](#), [Supplier Code of Conduct](#) and our [Anti-Harassment and Discrimination Policy](#). This Policy also complements our [Human Rights Policy](#) and [Environmental Management Policy](#), all of which pertain to our employees and suppliers.

Requirements

Upon request, ASGN's supply chain business partners are required to provide ASGN with internal and/or published company policies, procedures and reports that provide positive assurance as to the adherence to ASGN's Sustainable Procurement Policy and related policies. Any requests will be limited to an annual basis.

Compliance

As part of our vendor selection process, ASGN will regularly evaluate suppliers through surveys and publicly available data to assess the sustainability of our supply chain, and mitigate our environmental, legal and financial risks.

ASGN'S Sustainable Procurement Policy will be updated regularly, as our internal ESG program continuously evolves, and associated regulations advance.

Questions

Please contact esg@asgn.com for more information.