

ASGN Incorporated

ESG Executive Summary 2020

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ASGN Incorporated is pleased to present our second annual Environmental Social Governance (ESG) report. Despite the challenges of this unprecedented year, we made substantial progress towards our 2019 ESG goals, improved our tracking and reporting of key performance indicators (KPIs), and established new ESG Company-wide goals for the upcoming years across all of our expanded and revised ESG pillars. The following provides an outline of our updated guiding principles, new materiality matrix, and overviews of each newly revised ESG category with highlights of our 2020 ESG highlights.

Our Guiding Principles

ASGN's ESG approach is structured around our five new ESG pillars that reflect the material opportunities we deem most relevant to our business model and key stakeholders:

I. Data and Security



Identify and address enterprise security risks. Position ASGN as the premier provider of technology, talent, support, and advice. In the constant evolution of technology, foster a culture of innovation.

II. Responsible Business



Maintain robust governance and oversight, and the highest standards of honesty, integrity, and trustworthiness. Provide and uphold a culture of ethics and integrity for our employees, consultants, clients, and communities that we serve, and preserve and enhance our long-term value for our stockholders.

III. Our Workforce



Provide a highly diverse, equitable, and inclusive workplace dedicated to continual improvement. Support the growth of our employees and consultants through the provision of robust wellbeing initiatives and exceptional and innovative working practices to deliver excellent results to our clients.

IV. Social Responsibility



Create positive impacts for all stakeholders through meaningful engagement, generous and sustained charitable contributions, and volunteerism to uplift communities where many of our employees are rooted.

V. Environmental Responsibility



Improve our operating performance by conserving resources, reducing waste and our carbon emissions while increasing our overall positive contributions to society and our shared environment, and maintaining high productivity for our stakeholders.

Our 2020 Materiality Matrix

ASGN's 2020 Materiality Matrix is presented as a conversation with our clients and stakeholders, in advance of implementing a full Materiality Assessment in 2021 to identify, refine, and assess the Environmental, Social, and Governance (ESG) issues most important to our clients and stakeholder community, and will provide us with a strategic roadmap for the continual improvement and advancement of our business. As part of this process, we are going to become new members of the [United Nations Global Compact](#) and align our corporate and stakeholder goals with the [United Nation's 17 Global Goals for Sustainable Development](#), which will include supporting collaborations and innovations to end poverty, improve education, forward gender equality, and create sustainable communities.



I. Data and Security



ASGN Incorporated is committed to ensuring the safety and privacy of sensitive information relating to our clients, our employees, and our consultants. As an IT services provider, cybersecurity is an essential part of our operations. Cyber technology and data security program installation and monitoring are core services that we provide to our global clients through our world-leading brands. Due to COVID-19, approximately 85 percent of staff worked from the safety of their own homes in the final 10 months of 2020. ASGN took additional measures to improve our employee's cyber vigilance skills, including safe, effective use of virtual collaboration tools as well as education on how to stay alert to phishing attacks. We also offered our employees security tips and best practices for online security. Throughout the year, we remained vigilant to protect our Company from cyber threats, including communicating the importance of personal responsibility for safekeeping Company information and data. ASGN is a National Cybersecurity Awareness Month (NCSAM) Champion.

Data and Security Commitments

- Achieve ISO 27001 Certification
- Achieve Level 3 Cybersecurity Maturity Model Certification
- Expand our Security Operations Center (SOC)



II. Responsible Business



As an IT leader in the professional services industry, our success and growth depend on our business integrity. ASGN Incorporated has an enduring commitment to maintaining the highest standards of honesty, integrity, and trustworthiness. Ethics and integrity have been central to our every decision since we were incorporated in 1985. Moreover, our principle-based corporate governance framework is at the core of our ESG Policy. We are committed to providing and upholding a culture of ethics and integrity for our employees, consultants, clients, and communities that we serve, and to preserve and enhance our long-term value for our stockholders. It is essential that we maintain a solid reputation as a strong and trustworthy partner who demonstrates excellence in all aspects of our business.

All of our employees receive annual training on our Code of Business Conduct and Ethics Policy, as well as acknowledge the following key policies on an annual basis:

- The Code of Business Conduct and Ethics
- The Anti-Harassment and Discrimination Policy
- State-specific notices as required
- Depending on which division our employees are employed by, employees also receive annual training or acknowledge other key policies, including an Acceptable or Electronic Information Usage policy, Information Security policy, and Insider Training policy.

Responsible Business Commitments

- Adopt a Human Rights Policy
- Adopt a Zero-Tolerance Anti-Corruption Policy
- Integrate business ethics and integrity questions into our anonymous biannual employee engagement surveys



III. Our Workforce



ASGN Incorporated's workforce is the heart and soul of our business. The health and wellbeing of our employees and consultants are our number one priority. In 2020, each of our brands stepped up their virtual employee wellbeing offerings. ASGN is committed to building upon our progress in 2021. We are also committed to providing a highly diverse, equitable, and inclusive workplace, and are doing our part to address social injustice by substantively elevating our diversity, equity, and inclusion (DEI) programming. Moreover, ASGN is fully dedicated to professional development, career, and knowledge advancement of our employees and consultants. For our employees, we provide a comprehensive training program that helps them stay ahead of industry advancements and deliver excellent results to our clients. For our deployed consultant workforce, we provide continuing education and customized training programs.

All of ASGN's operating segments leverage talent sourcing networks such as the [Professional Diversity Network \(PDN\)](#) and [Broadbean](#), a subsidiary of [CareerBuilder](#), to proactively attract diverse candidates. In 2020, we hosted mandatory Company-wide trainings for our Board of Directors and 100 percent of our employees on unconscious bias, emotional intelligence, and micro-aggression (unintentional discrimination against members of a marginalized group such as a racial or ethnic minority). In response to COVID-19, ASGN also established a Supporting School Success for Working Parents Program, which includes providing our employees with flexible work schedules to accommodate their new challenges of working from home while helping their children transition to online schooling.

Employee engagement surveys are a key component of our performance management efforts. Our engagement surveys are revised each time they are administered to reflect current topics and market events of importance to our employees and the general workplace environment. For example, given the major impact of COVID-19 on our employees, and the shift to working remotely, Creative Circle modified its employee survey this year to include questions specifically related to COVID-19. Survey results found that 91 percent of respondents agreed that ASGN and its leadership were responding to the pandemic properly, including demonstrating concern for their wellbeing and providing effective and transparent communications to all employees.

Our Workforce Commitments

- Establish multilevel DEI committees for all operating units
- Increase diversity amongst senior executives, including diversity in race, ethnicity, gender, gender identity, sexual orientation, age, and physical abilities
- Support supplier diversity and targeted diversity recruitment by engaging with Minority Business Enterprise, Women-Owned Business Enterprise, and Disadvantaged Business Enterprise vendors

Our Workforce Commitments cont.

- Increase the number of women on our 11-member Board to 27 percent by 2022
- Support the development of Employee Resource Groups (ERGs) across all of our brands
- Adopt a Wellness Policy to build on our existing programs for the health and wellbeing of all employees
- Support Wellness Wednesday programming and weekly workplace wellness initiatives



IV. Social Responsibility



ASGN is unwavering in our commitment to making a positive impact in our communities. Through charitable contributions, volunteerism, and meaningful employee engagement we are able to help transform our communities. ASGN is proud to partner with community-focused nonprofit organizations and support the meaningful and impactful work they are doing to uplift the communities where many of our employees are rooted.

In 2020, pervasive social injustices and the compounding impacts of the climate crisis on global health, the environment, and our economy were brought to the foreground like never before. ASGN is pledging to meet these formidable challenges by elevating our philanthropic endeavors. In 2021, ASGN is establishing a company-wide Corporate Social Responsibility (CSR) Committee to further increase and support our community engagement efforts and augment our philanthropic contributions.

Despite the restrictions brought on by the global pandemic, our employees volunteered over 7,200 hours of their time to local charities and nonprofits, more than doubling our volunteer efforts in 2019. And in 2020, ASGN and our brands contributed \$435,096 to nearly 100 nonprofit organizations, representing a 22 percent increase from 2017.

Social Responsibility Commitments

- Establish a Company-wide Corporate Social Responsibility (CSR) committee
- Implement a Materiality Assessment to clarify our client and stakeholder priorities
- Become a member of the [United Nations Global Compact](#) and align with and support the [United Nations Sustainable Development Goals](#)



V. Environmental Responsibility



In 2020, ASGN began tracking and making, measurable progress in our travel-related carbon emission reductions, while simultaneously maintaining the high productivity and value we have always prided ourselves on providing all of our clients and stakeholders. We are proud of the steps we have already taken towards reducing our environmental impact and increasing our overall positive contributions to society, and we are eager to build on our progress.

As of January 2021, 24 percent of our leased offices are LEED Silver, Gold, or Platinum certified or the equivalent, including BOMA or BREEAM international certifications. On average, LEED-certified buildings consume 25 percent to 30 percent less energy and are about 20 percent more water efficient compared to conventional buildings. Going forward, as leases come up for renewal, or we grow and expand our Company, we are committed to adding LEED-certified Class A or equivalent buildings to our real estate portfolio. We will also begin methodically tracking our energy usage across our building portfolio and report on our associated greenhouse gas (GHG) emissions in 2021.

According to the U.S. EPA, transportation represents approximately 30 percent of total greenhouse gas emissions (GHGs) in the United States, and an estimated 24 percent globally. Due to the nature of our work, transportation and business travel constitute a significant portion of our carbon emissions. Reducing our carbon emissions through business travel is an area of focus at ASGN. ASGN and its brands have started tracking Scope 3 carbon emissions related to air travel and hotel stays. Due to COVID-19, business travel sharply declined beginning in March 2020, resulting in a steep drop in travel-related GHGs. ASGN's Scope 3 travel-related GHG emissions decreased by 96 percent from 6,719 metric tons in 2019 to only 269 metric tons in 2020.

In addition, we are committed to supporting the circular economy by reducing our waste footprint and becoming a leader in sustainable office practices. In order to establish clear standards and track our progress, in 2021 we are creating Company-wide Green Leasing Policy & Sustainable Office Guidelines and implementing an annual Facilities & Green Office Operations Survey, which will be required to be completed by each of our corporate segments each year. The policy and guidelines will help us further reduce our waste, leverage sustainable procurement techniques, and employ low-carbon transportation measures as part of an overall systemic approach to our environmental management program.

While establishing new protocols and guidelines is essential to our progress, so too is maintaining employee accountability and engagement. To support the rollout of our next-level environmental management systems and ensure participation and accountability, we are establishing an Environmental Awareness and Engagement Program for our leadership and employees, which will promote and reward sustainability champions and encourages friendly competition within and between offices.

Our new sustainability policies and strategic commitments will result in momentous progress for our entire Company in 2021. As we begin collecting comprehensive data on key performance indicators and comprehensively tracking our carbon emissions, we will be able to concretely demonstrate our meaningful and impactful progress to our clients and stakeholders. In doing so, we will continually strive to become better stewards of our environment, for which our business productivity and our greater wellbeing no doubt depend.

Environmental Responsibility Commitments

- Track and disclose office building (Scope 1 & 2) and travel-related (Scope 3) greenhouse gases (GHGs) to the Carbon Disclosure Project (CDP)
- Develop protocols for reducing office building and business travel related emissions
- Establish a Supplier Code of Conduct Policy with environmental and DEI measures
- Commence the [ISO 14001 certification](#) process to align with the internationally accepted framework and standard for environmental management

ASGN's 2020 Awards and Distinguished Mentions

American Staffing Association (ASA)'s Elevate Award Honorable Mention Distinction ([Apex, 2020](#))

ClearlyRated's "Best in Staffing for Client Satisfaction Award" ([Apex](#))

ClearlyRated's "Best in Staffing for Talent Satisfaction Award" ([Apex and Creative Circle](#))

Forbes' prestigious "Best Professional Recruiting Firms" List ([Creative Circle and CyberCoders](#))

LinkedIn's "Most Socially Engaged Staffing Agency" Award every year from ([ASGN, 2015–2018](#))

Military and Military Spouse Friendly Employer Designation ([Apex, 2018–2020](#))

Professional Diversity Network's "Top 10 Leading Employers in Diversity" ([Apex, 2018–2019](#))

Staffing Industry Analysts (SIA)'s Global Power 150 Women in Staffing Award

- [L. Paige Turnes, CFO and Principal](#), Apex Systems ([2019–2020](#))
- [Lynn Bierling, Principal and Senior VP](#), Apex Systems ([2020](#))
- [Michele McCauley, Chief HR Officer](#), Apex Systems and Creative Circle ([2020](#))
- [Amy Karpowicz, Senior VP, Oxford Global Resources](#) ([2019](#))

Staffing Industry Analysts (SIA)'s Staffing 100 Award

- [Ted Hanson, President and CEO](#), ASGN Incorporated ([2020](#))
- [Randolf Blazer, President](#), Apex Systems ([2019-2020](#))



We are Committed to Continual Improvement

We know that by adhering to best practices in ESG we are also creating long-term value for the Company. Our 2020 ESG goals and upcoming policies and programs across all ESG areas represents a considerable leap forward for our entire Company in 2021. Moreover, undoubtedly, we will continue to strengthen and refine our procedures and processes along the way and set forth more measurable goals for future years. With each new year, we look forward to reporting more extensively and comprehensively on our ESG KPIs, and in doing so, increasingly demonstrating meaningful and positive impacts for all of our stakeholders.

