

January 2021

Jacobs became a United Nations Global Compact (UNGC) participant in 2020.

"We remain firmly committed to upholding the UNGC's ten principles and advancing the Sustainable Development Goals as part of our strategy, culture and day-to-day operations. Each year we communicate progress in our PlanBeyond™ sustainability strategy via our Integrated Annual Report and ESG Data Disclosures. This statement serves as an addendum to these documents, cataloging our performance against the UNGC's human rights, labor, environment and anti-corruption principles."

Steve Demetriou
Chair & CEO, Jacobs



Principles	Actions	Measures	References
Human Rights & Labor			
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p> <p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>Principle 4: the elimination of all forms of forced and compulsory labor;</p> <p>Principle 5: the effective abolition of child labor; and</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	<p>Jacobs launched its global Human Rights Policy in 2020, which affirms our commitment to respecting the human rights and dignity of people in our operations, supply chain, and communities where we work. Our approach is guided by international principles, including those encompassed in the United Nations Guiding Principles on Business and Human Rights, Universal Declaration of Human Rights, International Bill of Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.</p> <p>Our Human Rights Policy upholds the right to freedom of association, prohibits forced labor and child labor, prohibits harassment and discrimination in the workplace and beyond. Additionally, our Supplier Code of Conduct prohibits the use of any form of child or forced labor, slavery or human trafficking.</p> <p>Further, we are proud to have launched our global Action Plan for Advancing Justice & Equality in 2020, which builds on our existing inclusion and diversity strategy, TogetherBeyondSM, and supports our continuing efforts to address embedded and systemic racial inequities.</p>	<p>In order to work with Jacobs, our suppliers must certify to our Supplier Code of Conduct, which includes Human Rights and Labor requirements consistent with our Human Rights Policy.</p> <p>In 2020, we also completed a global human rights risk assessment and updated our supplier prequalification process, which enables the identification and escalation of elevated human rights risk in our supply chain. This has informed enhanced due diligence, auditing, and corrective action planning among high risk suppliers.</p> <p>Our global Action Plan for Advancing Justice & Equality also sets actionable initiatives and measurable objectives, including those related to training, recruitment and retention, charitable giving, volunteering, supplier diversity and beyond. We measure our progress against these objectives and are on course to meet our commitments within established timeframes.</p>	<p>Please refer to the following documents for more information on our Human Rights & Labor commitments, actions, and measures:</p> <ul style="list-style-type: none"> ▪ FY20 ESG Data Disclosures ▪ FY20 Integrated Annual Report ▪ Human Rights Policy ▪ Modern Slavery Statement ▪ Code of Conduct ▪ Supplier Code of Conduct ▪ Action Plan for Advancing Justice & Equality ▪ Inclusion & Diversity

Principles	Actions	Measures	References
Environment			
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges;</p> <p>Principle 8: undertake initiatives to promote greater environmental responsibility; and</p> <p>Principle 9: encourage the development and diffusion of environmentally friendly technologies.</p>	<p>From the way we operate our business to the work we perform with clients and other organizations, Jacobs' Climate Action Plan (released in April 2020) details how we will continue to make a positive environmental, societal and economic difference for businesses, governments and communities around the world.</p> <p>We established aggressive carbon emission commitments including:</p> <ol style="list-style-type: none"> 1. 100% renewable energy for our operations in 2020. 2. Net zero carbon for our operations and business travel in 2020. 3. Carbon negative for our operations and business travel by 2030. <p>To maximize our impact, our Solutions and Technology experts leverage indirect influence to incorporate low or no carbon products and solutions into consulting and capital projects worldwide, especially in municipal water, transportation and waste systems.</p> <p>Additionally, our Environmental Management System is integrated in our HSE Management System (HSEMS) and conforms to ISO 14001:2015.</p>	<p>In FY20, Jacobs achieved 100% renewable electricity for our operations and net zero carbon for our operations and business travel. We accomplished this by reducing energy consumption and neutralizing the remaining carbon impact by purchasing renewable electricity and carbon offsets. In conjunction, Jacobs adopted and obtained Science Based Target Initiative (SBTi) approval for science-based carbon-reduction targets aligned with a 1.5°C pathway.</p> <p>We also measure our carbon footprint annually. Our FY19 greenhouse gas (GHG) emissions were externally verified by a third party, Ruby Canyon Inc., in August 2020. We have since identified changes to the FY19 GHG emissions and will externally verify these changes and our FY20 GHG emissions in Spring 2021.</p> <p>Additionally, we have over 200 full-time energy consultants working globally. Our estimates indicate that we generate around \$25 million USD per year from carbon/climate products annually.</p>	<p>Please refer to the following documents for more information on our Environmental commitments, actions, and measures:</p> <ul style="list-style-type: none"> ▪ FY20 ESG Data Disclosures ▪ FY20 Integrated Annual Report ▪ Climate Action Plan

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Anti-Corruption			
<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>Jacobs is committed to working against corruption in all its forms. Our Code of Conduct summarizes our Anti-bribery and Corruption Policy. In addition to anti-corruption, the Code addresses various topics, including but not limited to gifts and hospitality; charitable and political contributions; conflicts of interest and business ethics; antitrust/anti-competitive practices; money-laundering and/or insider trading/dealing; whistleblowing; and beyond.</p> <p>We conduct annual Code of Conduct training and periodic training specifically on anti-bribery and corruption and anti-competitive behavior. Additionally, we have a publicly available Code of Conduct for our Board of Directors, CEO and senior financial officers, and a Supplier Code of Conduct for our suppliers and other business partners.</p> <p>Our supplier prequalification process requires suppliers to certify to our Supplier Code, and we conduct training for suppliers deemed high risk, detailing our expectations.</p> <p>Further underpinning our anti-corruption commitment, we have a global Anti-bribery Policy and related internal policies including: Gifts and Hospitality, Charitable and Political Contributions, and Due Diligence of Third Parties. These policies set forth specific procedures, criteria, and processes that must be followed before onboarding a supplier or other Third Party or extending hospitality.</p>	<p>In FY20, 99% of our employees completed our online Code of Conduct training, which included a written acknowledgment of completion.</p> <p>The Jacobs Integrity Hotline is available to employees and others who wish to report non-compliance or suspected violations of law and policy, or to seek guidance on specific situations regarding company policy, and we monitor respective data.</p> <p>Additionally, we track performance metrics including suppliers screened, suppliers identified as high risk, and suppliers who have completed training.</p>	<p>Please refer to the following documents for more information on our Anti-Corruption commitments, actions, and measures:</p> <ul style="list-style-type: none"> ▪ FY20 ESG Data Disclosures ▪ FY20 Integrated Annual Report ▪ Code of Conduct ▪ Supplier Code of Conduct