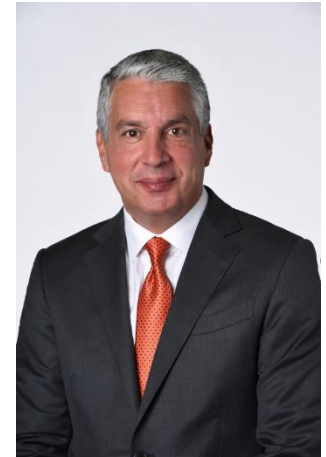


May 2022

Jacobs became a United Nations Global Compact (UNGC) participant in 2020, and we remain firmly committed to upholding the UNGC's 10 principles and advancing the Sustainable Development Goals as part of our strategy, culture and day-to-day operations. Each year we communicate detailed progress in our PlanBeyondSM sustainable business approach through 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 and labor, environment and anti-corruption principles.

Steve Demetriou
Jacobs Chair & Chief Executive Officer



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>As detailed in our Human Rights Policy, we respect the human rights and dignity of people in our operations, supply chain and communities where we work. We prohibit the use of any form of child or forced labor, slavery or trafficking of persons. Additional commitments include, but are not limited to, upholding the freedom of association, collective bargaining and non-discrimination. Our Supplier Code of Conduct includes human rights and labor requirements for our suppliers consistent with our Human Rights Policy.</p> <p>Our approach is guided by international principles, including those encompassed in the U.N.'s 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>We are committed to creating a culture of belonging where everyone can thrive. Through TogetherBeyond, we are amplifying inclusive behaviors and improving diversity at all levels of the organization, including across the 21,000 members of our eight grassroots employee networks.</p>	<p>To work with Jacobs, our suppliers must certify to our Supplier Code of Conduct. We conduct supply chain mapping and human rights risk assessment and have integrated a human rights questionnaire into our supplier prequalification process.</p> <p>In alignment with TogetherBeyond, our Action Plan for Advancing Justice & Equality sets actionable initiatives and measurable objectives to address embedded and systemic racial inequities, including those related to training, recruitment and retention, charitable giving, volunteering and supplier diversity.</p> <p>Further, our sustainable business approach PlanBeyond 2.0 aligns to six core United Nations Sustainable Development Goals (SDGs), including SDG 10: Reduced Inequalities.</p> <p>We measure progress against our objectives and report on our performance through our Integrated Annual Report, ESG Disclosures and other channels.</p>	<p>Refer to the following documents for more information on our human rights and labor commitments, actions and measures:</p> <ul style="list-style-type: none"> ▪ PlanBeyond 2.0 ▪ FY21 ESG Data Disclosures ▪ FY21 Integrated Annual Report ▪ Human Rights Policy ▪ Modern Slavery Act Statement ▪ Code of Conduct ▪ Supplier Code of Conduct ▪ Action Plan for Advancing Justice & Equality ▪ No Harassment, Discrimination, Bullying, and Violence Policy ▪ 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>As a global leader in environmental and sustainability professional services, protection of our planet and people is core to our business. We recently elevated Climate Response as one of three core accelerators within our 2022 to 2024 company strategy – aligning positive societal impact with long-term business growth, and placing significance on the delivery of holistic, integrated, end-to-end solutions for energy transition, decarbonization, adaptation and resilience, and natural resource stewardship.</p> <p>To deliver on this strategy, we established an Office of Global Climate Response and ESG. We also launched an updated Climate Action Plan with ambitious new commitments to help elevate our climate response: (1) ensure every project becomes a climate response opportunity; (2) achieve Net-Zero greenhouse gas emissions across the value chain by 2040; and (3) maintain carbon neutrality status and 100% low-carbon electricity for our operations.</p> <p>As stated in our Environmental Management Commitment Statement, we promote circular economy principles that encourage responsible resource consumption and the reduce, re-use and recycle waste hierarchy.</p> <p>We develop and deliver a range of industry-leading solutions and technologies to help our clients achieve their sustainability goals and drive positive environmental impact, including digital products such as Evolve and Climate Risk Manager.</p>	<p>We achieved our previous climate commitments, becoming carbon neutral for operations and business travel, and adopting 100% low-carbon electricity through the specification of green tariffs, as well as purchasing renewable energy certificates (RECs). In 2022, we became the first professional consultancy and one of the world's first companies with net-zero targets approved by the Science Based Targets initiative (SBTi).</p> <p>We measure and report on environmental indicators annually in our ESG Disclosures. Our FY19-21 greenhouse gas (GHG) emissions were externally verified by third parties (FY19-20; FY21). Our Environmental Management System (EMS) is integrated in our HSE Management System and conforms to ISO 14001:2015.</p> <p>We have over 400 subject matter experts providing low- and zero-carbon related services. We estimate that our FY21 ESG and Climate Response-related revenue, which is broader than our low- and zero-carbon related solutions, was approximately \$6 billion.</p> <p>We have introduced carbon pricing for corporate business travel and a Climate Solutions Accelerator course designed to educate all 55,000 employees on climate change and climate response.</p>	<p>Refer to the following documents for more information on our environmental commitments, actions and measures:</p> <ul style="list-style-type: none"> ▪ PlanBeyond 2.0 ▪ Climate Action Plan ▪ FY21 Climate Risk Assessment (TCFD) ▪ FY21 ESG Data Disclosures ▪ FY21 Integrated Annual Report ▪ Environmental Management Commitment Statement

Principles	Actions	Measures	References
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 FY21 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 the respective data.</p> <p>Additionally, we track performance metrics including suppliers screened, those identified as high risk, and those who have completed training.</p>	<p>Refer to the following documents for more information on anti-bribery and corruption commitments, actions and measures:</p> <ul style="list-style-type: none"> ▪ FY21 ESG Data Disclosures ▪ FY21 Integrated Annual Report ▪ Code of Conduct ▪ Supplier Code of Conduct ▪ Modern Slavery Act Statement