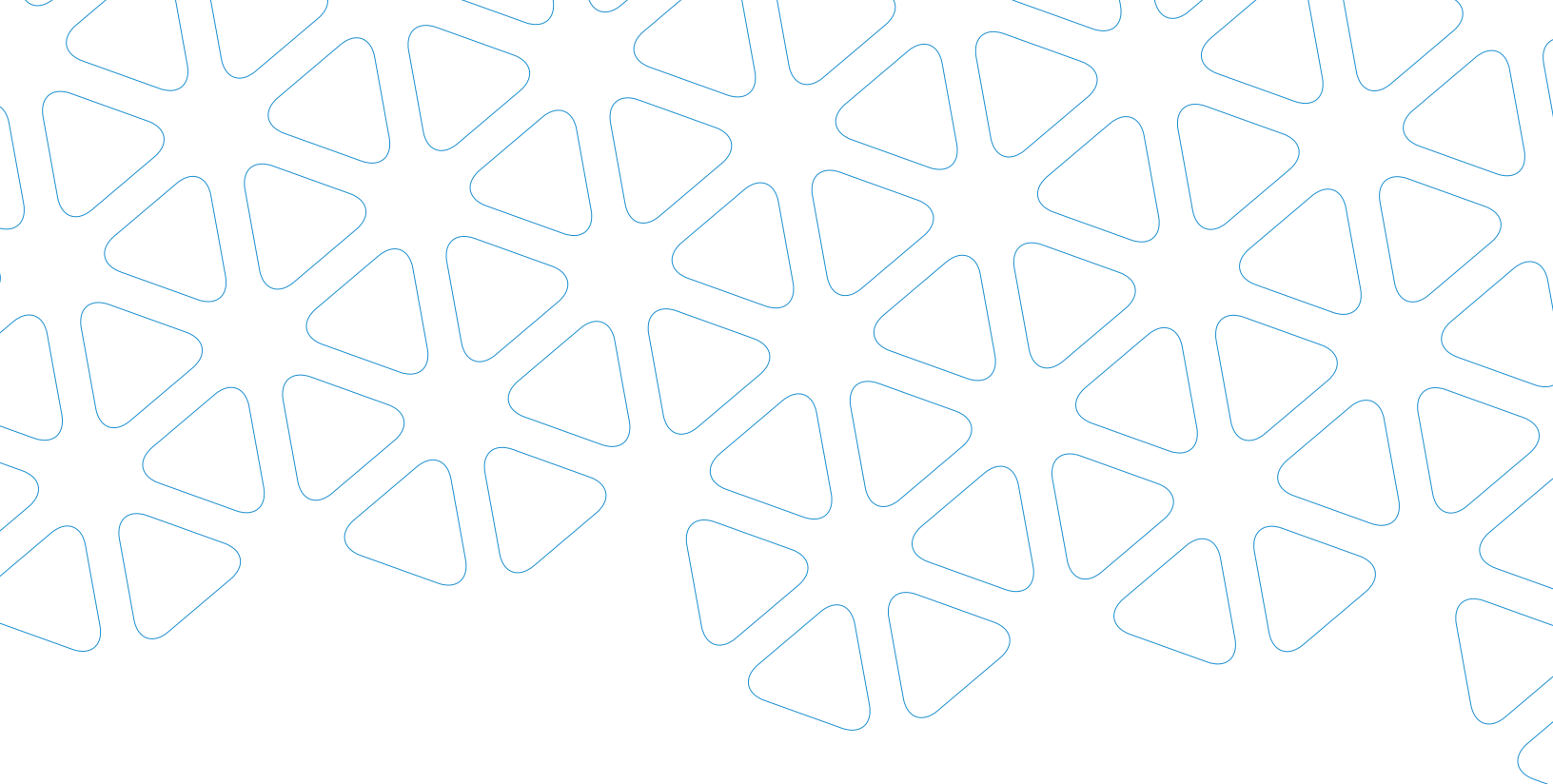




BETTER

AN OVERVIEW OF TEKSYSTEMS' SOCIAL
IMPACT AND ETHICAL PRACTICES





WE BELIEVE IN TOMORROW.

That positive change is possible. That a better idea, a better solution, a better world is worth investing in. We're hands-on problem-solvers who not only tackle the most difficult business initiatives and create significant opportunity for our customers, consultants and each other, but we also believe building tomorrow is more than accelerating business outcomes.

We aim to help the underserved, give voice to people with diverse backgrounds in equitable and inclusive ways, and drive impactful humanitarian and sustainability initiatives. We invest in nurturing and developing a new generation of trailblazers for whom diversity is a core strength and asset, and we help like-minded organizations do the same. As partners in transformation, we value trust, high ethical standards and being a socially responsible corporate citizen.

This overview shows where we stand as we work together to better our communities, our culture and our standards.



BETTER
COMMUNITIES

Driving Positive Change in Our Communities



We enable enterprises to capitalize on change by anticipating trends and developing real-world solutions. Beyond the solutions we deliver, we want to enact change and sustain a lasting impact. That means serving the underserved, impacting the communities where we live and work, and creating more access to opportunity. We back organizations whose missions match our purpose. Our giving strategy is driven by:

Advancing technology careers as well as overall workforce and career development

Empowering our employees to contribute to causes meaningful to them

Making lasting change in social justice and equity

NATIONAL PARTNERSHIPS

We've established long-term partnerships with organizations where our missions align. By committing to monetary investments, we can have a greater impact on helping those organizations achieve their goals. More importantly, we rally our employees to be active participants in these partnerships and give them opportunities to directly impact them, including volunteering their time and expertise, to further broaden our reach and move our partners' missions forward.



PER SCHOLAS

For nearly 30 years, [Per Scholas](#) has advanced economic equity through technology. They believe a thriving workforce starts with equitable access to education, envisioning a technology workforce as diverse as the customers it serves. Over 17,000 graduates have launched successful careers in tech to date through their no-cost technical training. They seek to advance economic equity through rigorous training for tech careers and to connect skilled talent to leading businesses.

TODAY, WE OFFER CUSTOMIZED TRAINING IN 10 CITIES:

- Baltimore
- Boston
- Charlotte
- Chicago
- Detroit
- Orlando
- Philadelphia
- Phoenix
- Pittsburgh
- Seattle

Together, we have matched more than 1,000 graduates with careers in IT.

Since 2015, TEKsystems and Per Scholas have partnered to provide access to opportunity for those underrepresented in the tech industry. We intentionally evolved our partnership over the years from being a hiring partner to a customized, market-driven training partner. TEKsystems provides coaching and career support throughout the training and matches newly skilled graduates with employers. Together, we want to change the industry by building pipelines for individuals underrepresented in IT to gain the in-demand skills they need to succeed. Our partnership brings together our business purpose with our commitment to corporate social responsibility and driving inclusion, diversity and equity across our industry.



THE PAT TILLMAN FOUNDATION

The [Pat Tillman Foundation](#) unites and empowers remarkable military service members, veterans and spouses as the next generation of public and private sector leaders committed to service beyond self. We've partnered with the Pat Tillman Foundation for the past six years as part of our ongoing commitment to helping military members, veterans and their spouses find career success.

Each year, we support the Tillman Scholars program, which provides military service members, veterans and spouses with scholarships, leadership development and a global community of high-performing peers. We proudly serve as title sponsor for the annual Pat's Run, held to honor the legacy of [Pat Tillman](#) and the signature fundraiser for Tillman Scholars. We rally around the mission of the foundation across our geographically diverse employee base, using Pat's Run as a call to action to engage our employees.

Over the years, our support has helped **FUND MORE THAN 750 TILLMAN SCHOLARS.**

Since 2013, **TEKSYSTEMS HAS HELPED NEARLY 20,000 SERVICEMEN AND SERVICEWOMEN** pursue their career aspirations in a wide variety of technology-related fields.



COMPTIA SPARK

[CompTIA Spark](#) finds new ways to make tech exciting, accessible and inclusive through the power of its innovative programs. For nearly a decade, TEKsystems has helped foster career opportunities for those underrepresented in the technology industry, most notably women and people of color. TEKsystems has supported other CompTIA Spark programs that cultivate cultures of inclusion:

- **TechGirlz** – inspiring middle school girls to explore technology careers
- **Women in Tech Summit (WITS)** – a conference series exclusively featuring women speakers



EMPLOYEE MATCHING PROGRAM

We empower employees to support the causes they feel passionate about—whether it's a team that comes together to give back to their community or an employee who rallies the support of their peers for a cause close to their heart.

Through our TEK Gives Back program, we provide matching funds of up to \$1,000 for employees who raise money for a qualifying charitable organization. Groups are also eligible for matching funds of up to \$3,000 when two or more local teams or departments support the same organization.



SOCIAL JUSTICE COMMUNITY PARTNERSHIPS

We believe in an inclusive, diverse and equitable society—from committing to [CEO Action](#) to investing in and supporting organizations dedicated to the advancement of underrepresented groups, such as the Equal Justice Initiative and Thurgood Marshall College Fund. We continually look to contribute to organizations with shared values and purpose, seeking to enact meaningful change.

EQUAL JUSTICE INITIATIVE

The [Equal Justice Initiative](#) is committed to ending mass incarceration and excessive punishment in the U.S., challenging racial and economic injustice and protecting fundamental human rights for the most vulnerable people in American society. They provide legal representation to people who have been illegally convicted, unfairly sentenced or abused in state jails and prisons.

THURGOOD MARSHALL COLLEGE FUND

The [Thurgood Marshall College Fund](#) is the nation's largest organization that exclusively represents the Black college community. Member schools include the publicly supported historically Black colleges and universities (HBCUs) and predominantly Black institutions. Through scholarships, research initiatives, innovative programs and strategic partnerships, the Thurgood Marshall College Fund is a vital resource for students in grades K-12 and beyond. We sponsor and participate in their annual leadership institute, a gathering of HBCU students about to enter the workforce. In addition, we offer career coaching for individuals seeking jobs and internships.

GLOBAL INITIATIVES

APAC

Kshamata Innovation Foundation's (KIF) flagship women's entrepreneurship Program, STREE (She Transforms Routine to Equitable Entrepreneurship), aims to strengthen women's entrepreneurship by helping homemakers contribute to their family incomes and become financially independent. This unique initiative supports women by helping them transform their ideas into sustainable businesses and providing them with livelihood-based entrepreneurship opportunities. TEKsystems' monetary support helps fuel their mission.

Prakash Nanjappa Sports Academy's (PNSA)

vision is to encourage children to play sports to improve community participation. PNSA believes in creating sports enthusiasts at all levels by building the basics to improve young athletes' skills. We have collaborated with PNSA to fund the purchase of equipment and accessories for athletes.

EUROPE

Our teams in Europe support **Tech She Can**, an organization that inspires girls and women to pursue a career in technology, to help attract future generations of diverse talent into the tech sector.

In solidarity with TEKsystems North America, Europe empowers employees to support the causes they feel passionate about and give back to their community through the support of their peers for a cause close to their hearts. They provide matching funds of up to £500 for employees who raise money for a qualifying charitable organization.



BETTER
CULTURE

Cultivating a Values-Driven Culture



We firmly believe that who we are as a company—our culture, purpose and core values—directly affects how we show up and deliver for our stakeholders. Over the past few years, we’ve evaluated our purpose-driven culture and discovered how firmly rooted we are in these core values:



Relationships: People are the heart of our business, and we value deep, interpersonal relationships to enable collaboration and foster growth and development. We view every interaction as an opportunity to strengthen our relationships internally and externally.



Personal and Professional Growth: We think one of the greatest gifts in life is to help someone else achieve their goals and live life to the fullest. We must develop ourselves, grow and support those around us at home and work. We are thirsty for wisdom, eager for opportunity and accountable for improvement.



Serving Others: We strive for excellence through serving others. We delight in the opportunity to serve the needs of our customers, consultants and one another. We draw personal meaning from service at work and in the communities we serve.



Performance: We believe our role in work and life is to drive positive outcomes for people and our business. We push to achieve extraordinary results in concert with our character and ethics, showing up with energy and passion for winning together. We believe in the power of goals and the force of will, and we tackle challenges with grit and resilience.



Inclusion: We seek out and embrace diverse backgrounds, life experiences and individual perspectives because we believe that leveraging differences and fostering the full participation of every employee positions us to achieve our goals and create opportunity for all. We practice unbiased empathy to ensure every person feels seen and heard, and no matter who you are, you can flourish.



Open Communication: We see the caring and respectful sharing of information and feedback as a responsibility of everyone and fundamental to having honest relationships, knowing that context and coaching make us better. We err on the side of communicating more as opposed to less while staying true to our commitments and acting in harmony with our words.



INCLUSION, DIVERSITY AND EQUITY

We integrate inclusion, diversity and equity into all aspects of who we are and what we do. We're dedicated to creating a culture that inspires performance, innovation and responsible action. We want our employees to show up as they are and achieve their goals, uplifting their teams and contributing to the company's overall success.

We seek to instill the value of inclusion into employees throughout their experience—during onboarding and continuing with talent management, communication, professional development and leadership training. We ensure transparency of opportunity when promoting open positions through companywide communications, ensuring all have access to new opportunities. We have several employee resource groups and employee networks dedicated to assuring that women, people of color, the LGBTQ+ community, veterans, differently abled individuals and other underrepresented groups have a community and a platform.



CONVERSATIONS THAT MATTER

As a company that prioritizes inclusion, TEKsystems elevates the voices of underrepresented populations in equitable ways to cultivate understanding. That's why we conduct Conversations That Matter, a regular series of internal discussions. We take a collective pause as a company to connect and make time for deeper conversations that yield greater trust, encourage compassion and open-mindedness, and reinforce our commitment to a culture of inclusivity. From guided conversations to panel discussions that span topics and themes such as race, personal perspective and mental health, these conversations further help us understand ourselves and one another.

EMPLOYEE RESOURCE GROUPS

Honor@TEK

Veterans, Military and Families

Multicultural@TEK

Individuals of Different Ethnic and Racial Backgrounds

NextGen@TEK

Next Generation of Leaders and Supporters

Pride@TEK

LGBTQ Employees and Allies

Women@TEK

Women and Allies

Health & Well-Being@TEK

Advocates for Healthy and Balanced Life

EMPLOYEE NETWORKS

AdelanTEK

Community for people of Hispanic/Latino descent

African Diaspora

Community for people of the African Diaspora

Arab Employee Network

Community for people of Arabic descent

AZN

Community for people of Asian/Pacific Islander descent

Caregivers

Community for those who provide special care and support to others

Christian Employee Network

Community for Christians

ENABLED

(ENhancing ABilities & LEveraging Differences) – Community for diversely abled

Military Spouses

Community for spouses of those in the military

ONYX

Community for Black women

TEKparents

Community for parents and future parents

SERAMOUNT INCLUSION INDEX

In 2021 and 2022, TEKsystems earned recognition for our inclusive workplace by ranking on the [Seramount Inclusion Index](#), which helps organizations understand trends and opportunities in demographic representation, creates a road map to drive internal change, and identifies inclusion, diversity and equity solutions to close any gaps. Inclusion on the index attests to TEKsystems' best practices in recruitment, retention and advancement of people from underrepresented groups, inclusive corporate culture and demographic diversity for racial and ethnic minorities.

By seeking out and embracing diverse backgrounds, TEKsystems leverages differences and fosters the full participation of every employee. To achieve this goal, our strategy includes recruiting, mentoring, supporting and promoting a diverse workforce.



LEADERSHIP DEVELOPMENT

We believe in developing the whole self. TEKsystems invests in a programmatic approach to leadership development that is designed to support all employees, no matter where they sit in the organization. Our leaders strive to inspire a shared vision, solve problems, lead inclusively, manage conflict, empower, delegate, build relationships and help navigate the changing landscape. Our mission is to provide the framework so our people can own their personal and professional growth.



BEST U

Best U is a TEKsystems platform that supports personal development and launches the employee journey toward growth and fulfillment. It offers a variety of curated workshops centered around TEKsystems' core values, which allows employees to progress at their own pace. Each workshop supports the tenets of our core values and provides valuable insight, coaching and skill-building. Every workshop contains a recorded interactive session along with a participant guide and discussion guide.

RISE

As part of Best U, RISE is an intensive four-month program with a live kickoff week. This program is foundational for the leadership journey at TEKsystems. It focuses on self-development, awareness, accountability and empowerment while supporting everyone's progress toward their goals.

Participants work with three to four colleagues and a mentor to support them as they embark on four months of personal and professional development, cultivating a deliberate learning mindset.



BETTER
STANDARDS

Abiding by High Ethical Standards and Governance



GLOBAL CODE OF CONDUCT

As a member of [Allegis Group](#), TEKsystems serves thousands of communities, customers, employees and each other. We provide our people with a [Global Code of Conduct](#)—a resource that describes and reinforces who we are and how we conduct ourselves in every part of the world. We designed our Code to remind us of our commitment to our company's stakeholders. It also reminds us that our fundamental core values bind our network of specialized companies together. The Code and related training, compulsory for all our staff, reinforce our pride in working for an organization that embraces honesty, integrity, respect and ethical behavior in everything we do.

SAFEGUARDING PRIVACY AND ANNUAL ENTERPRISEWIDE TRAINING

TEKsystems is committed to safeguarding the privacy of our customers, candidates and employees. We ensure that any data under our control is secured effectively. Our [Data Privacy Notice](#) is available on TEKsystems.com. TEKsystems has information security management systems aligned with the requirements of ISO27001.

Our staff undergoes annual, compulsory training on data security and privacy responsibilities. Allegis Group is committed to maintaining a safe and productive work environment and minimizing risks across all aspects of our business. In line with this commitment, all employees are required to complete specific training courses at the time of hire and every year.

**Allegis Group Global
Code of Conduct**

**Allegis Enterprise Data
Security Curriculum**

**Allegis Enterprise
Privacy and Data Protection
Curriculum**



ETHICS

We strive to provide our employees and stakeholders with a safe, productive work environment where they feel comfortable raising any concerns they may have. In addition, we have an open-door policy to encourage reporting noncompliance issues. We work with EthicsPoint, an independent external ethics reporting hotline service provider, to support employee anonymity. Any reports made are treated in the strictest confidence and are thoroughly investigated. We want our employees to feel comfortable raising concerns without fear of retaliation, so we have a zero-tolerance policy for any act made against anyone who makes a good faith report of actual or suspected misconduct.

Any form of bribery or corrupt practice is strictly forbidden. Our employees are trained regularly on our anti-bribery and anti-corruption policy, which includes prohibiting any form of facilitation payment, giving or accepting extravagant gifts, or any other practice that could be interpreted as bribery.

We comply with all legislation to ensure everyone who works with our organization is treated fairly and equally. Our policies are in place to make sure all TEKsystems business is conducted honestly and ethically per the letter and spirit of applicable legal and regulatory requirements in the jurisdictions where we carry out our operations. For more legal policies, please see our latest [statement](#) on the Allegis Group website.



SUPPLIERS

Our [Supplier Code of Conduct](#) sets ethical standards for TEKsystems' current and potential suppliers. We view these partnerships as critical to our success and work only with suppliers who share our commitment to conducting business ethically and with integrity.

Our supplier diversity program seeks to enhance the development of minority-certified businesses, including MBE, WBE, DBE, LGBTQ+, SDVO, DVBE and HUB zone businesses, to enable them to compete for business with our well-established customers. We support a policy of increasing spend with minority businesses by establishing long-term, mutually profitable relationships.

Working in partnership with qualified minority vendors, we explore ways to continuously assess, develop and build the services we offer to our customers and consultant populations while positively affecting the organization's growth.

We have successfully assisted our minority and women-owned vendors capture more than \$1 billion in revenue in the past five years. We often serve as a mentor to our sub-vendors, providing them with insight into how we do business and helping them avoid some of the struggles smaller and less experienced organizations face. We enable them to increase their capacity to scale by allowing them to focus on recruiting and screening candidates and having us focus on the sales portion of the business. This allows companies with whom we partner to increase their revenue and headcount at a rate that they would be unable to if they also needed to focus on growing their customer base simultaneously. Our dedicated sub-vendor team manages these relationships and ensures our sub-vendors' satisfaction and success.

While we have a robust network of diverse-owned sub-vendor partners, we continue to work to identify new partnerships and increase the business we do with diverse-owned companies. We do this by:

- **Leveraging current diverse-owned sub-vendor capabilities.** Our sub-vendors have always offered a more comprehensive array of services than simply staffing support. As we continue to grow our capabilities, we will continue to learn about the new offerings our partners have to help them grow.
- **Reviewing individual engagements with new companies.** Every time we engage with an organization not part of our approved sub-vendor program, we review that company's information to validate its status of diversity and if there is an opportunity to partner more closely with them. We understand that driving the utilization of diverse-owned companies is not just a priority for us but our customers as well. We also understand that our customers may not always be looking to add new direct supplier relationships.

Because of that, we can help onboard diverse-owned suppliers to our program while also ensuring those companies can get through our rigorous vetting process. This allows our customers to access that company's talent and have TEKsystems supply customized reporting to meet their needs and oversee the third-party management process. With more than 100 sales and recruiting offices throughout the U.S., we are uniquely positioned to build a relationship with our suppliers at the corporate level.

Since 2013, we have nearly **TRIPLED OUR TOTAL MWBE SPENDING**
from \$125,578,523 to \$356,720,028.



MINORITY SUB-VENDOR CERTIFICATION

Our supplier diversity program requires all potential sub-vendors to present National Minority Supplier Development Council, state, city or local MWBE certification documents. We also partner with an external agency to validate the data that our partners provide and aid us in our reporting capabilities.

SUSTAINABILITY

We understand our responsibility to minimize the impact of our business on the world around us. As a result, we proactively seek opportunities to improve our company's conduct directly and through our business partnerships.

To maximize our transparency and our ability to have the most considerable positive impact as an organization, we manage our environmental, social and governance (ESG) reporting with our parent company, Allegis Group. We measure and report our carbon emissions and are a member of the Carbon Disclosure Project (CDP). CDP is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts. Further details about our carbon footprint reporting is available on the [official CDP website](#).

One of the most significant contributors to our carbon footprint is the office space we occupy. As of June 2022, our global corporate campus in Hanover, Maryland, is offset by renewable energy (wind/solar), which means that approximately 4,490 M490 MT CO₂e of our annual consumption will be offset by investments in renewable energy. We also participate in two sustainability assessment tools:

- <https://ecovadis.com/> (TEKSYSTEMS INC – GROUP)
- <https://www.cdp.net/en> (ALLEGIS GROUP SAS)

For a technology services company such as TEKsystems, IT equipment is an important area of focus as we look to reduce environmental impact. We have a range of measures in place to minimize the adverse effects of technology in the workplace. These include:

- Deployment of sustainable on-demand printing in all our offices
- Toner cartridge recycling
- Donation or recycling of old IT equipment
- Implementation of a cloud-based computing strategy



BETTER FUTURE

TEKsystems delivers real-world solutions to accelerate business transformation for our customers, and we create significant opportunities for career success for our consultants and employees. We're equally committed to making positive impacts on our communities, our culture and the world around us. We look forward to broadening our social impact and expanding the difference we can make in the years to come.

ABOUT TEKSYSTEMS AND TEKSYSTEMS GLOBAL SERVICES

We accelerate business transformation for our customers. We bring real-world expertise to solve complex technology, business and talent challenges—across the globe. We're a team of 80,000 strong, working with over 6,000 customers, including 80% of the Fortune 500 across North America, Europe and Asia, who partner with us for our scale, full-stack capabilities and speed. We're strategic thinkers, and hands-on collaborators, helping customers capitalize on change. We're building tomorrow by delivering business outcomes and driving positive impacts in our global communities. TEKsystems is an Allegis Group company. Learn more at [TEKsystems.com](https://www.teksystems.com).

