

Perspecta's human rights statement

Effective November 30, 2020

As reflected in Perspecta's Code of Conduct, *The Standard*, Perspecta Inc. and its wholly-owned subsidiaries (collectively, "**Perspecta**") has a long-standing commitment to respect all human rights throughout our operations.

This Perspecta Human Rights Statement (the "Statement") is intended to operate in conjunction with our value statement of respect, accountability, integrity, success and empowerment, our Code of Conduct and other Perspecta policies. This Statement applies to all employees and our Board of Directors and articulates our expectations for all suppliers and partners.

- We believe one of the best ways to fulfill our commitment to respect human rights is to build a culture of trust throughout our organization. We seek to achieve this in a myriad of ways and are continuously looking for ways to improve on our efforts
- We recognize that governments have the primary duty to protect human rights within their jurisdictions. We are committed to respecting recognized human rights principles aimed at promoting and protecting human rights in the countries in which we operate
- We work hard to make Perspecta an outstanding employer and corporate citizen. To that end, we engage in dialogue throughout our organization with internal and external stakeholders to understand human rights-related concerns and issues and to assess and escalate them as appropriate
- We have a large and diverse network of business partners, including suppliers, and recognize the roles they play in helping us fulfill the objectives to which we aspire through this policy. We expect our business partners to embrace our commitment set forth in this Statement and where applicable, to follow our Supplier Code of Conduct

This statement is uniquely our own. However, in its development, we considered for purposes of guidance, a number of international instruments, including the United Nations Guiding Principles on Business and Human Rights, the United Nations Universal Declaration of Human Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work.

Perspecta's commitment to respecting human rights

- We are committed to providing and maintaining a professional environment free from unacceptable conduct, discrimination, harassment or retaliation
- We value diversity as part of our business strategy
- We seek to compensate employees competitively and to comply with applicable wage, work hours, overtime and benefits laws
- We prohibit child labor, forced labor, bonded labor or human trafficking of any kind
- We work to establish safe and healthy working conditions

- We respect the principles of freedom of association and the right to collective bargaining in accordance with applicable law and practice
- We support the protection of rights for all, including the protection of minority groups' rights and women's rights
- We respect the privacy of our employees and business partners who trust us with their personal information and take actions to protect confidential and other protected information as required by the applicable law

Training and awareness

We deliver human rights-related training and conduct awareness-raising activities among employees, including through our annual mandatory ethics awareness training

As part of our commitment to respect human rights, we have undertaken to establish internal and external mechanisms to help identify, address and mitigate potential adverse human rights impacts that may have direct linkage to our actions. Many of these mechanisms already exist and are integrated into our operations through established policies, which include those set forth in the references section below

We strive to review the operationalization of this statement with a goal toward the continuous improvement of our ability to fulfill our commitments

Reporting human rights concerns

Perspecta employees and business partners are encouraged to report any situations in which they believe a violation of this Statement, law, regulation, or other Perspecta policy has occurred. Managers and supervisors must promptly report any situations in which they have a good faith belief that the entities and individuals covered under this Statement have taken actions that are inconsistent with the principles set forth in this Statement to their HR Business Partner or the Ethics and Compliance Office.

Questions, concerns and reports can be made directly to any manager, or to Human Resources, Security, Ethics and Compliance, or the Office of General Counsel, or through the following channels:

- **Email:** <mailto:ethics@perspecta.com>
- **Write:**
Perspecta Ethics & Compliance Office
14295 Park Meadow Drive
Chantilly, VA 20151
- **Anonymous Perspecta helpline:**
1-855-ETHICS0 (384-4270)
or www.perspecta.ethicspoint.com

Reports or inquiries are handled with the highest degree of confidentiality possible, except, for example, where disclosure is required by law, regulation, or legal process, or when it is necessary to allow investigation of the complaint.



Retaliation is prohibited against anyone who makes an inquiry or reports misconduct in good faith. Retaliation is subject to disciplinary action, up to and including termination from employment.

Employees are required to cooperate in internal investigations. Failure to cooperate or providing false, deliberately deceptive, or intentionally misleading information may result in disciplinary action, up to and including termination from employment.

Stakeholder expectations and participation

At Perspecta, every employee is responsible for respecting human rights. Our leaders are expected to foster a positive work environment, free from retaliation, that promotes respect and the protection of human rights. Our human resources team establishes and operationalizes our framework for human rights management. Leaders also provide updates on human rights to the Perspecta Board of Directors as needed.

Perspecta policy references

Ethics and Business Conduct Policy
Code of Conduct
Small Business Program Policy
Privacy of Personal Information Policy
Trafficking in Persons Policy
Equal Employment Opportunity Policy
Harassment Free Workplace Policy