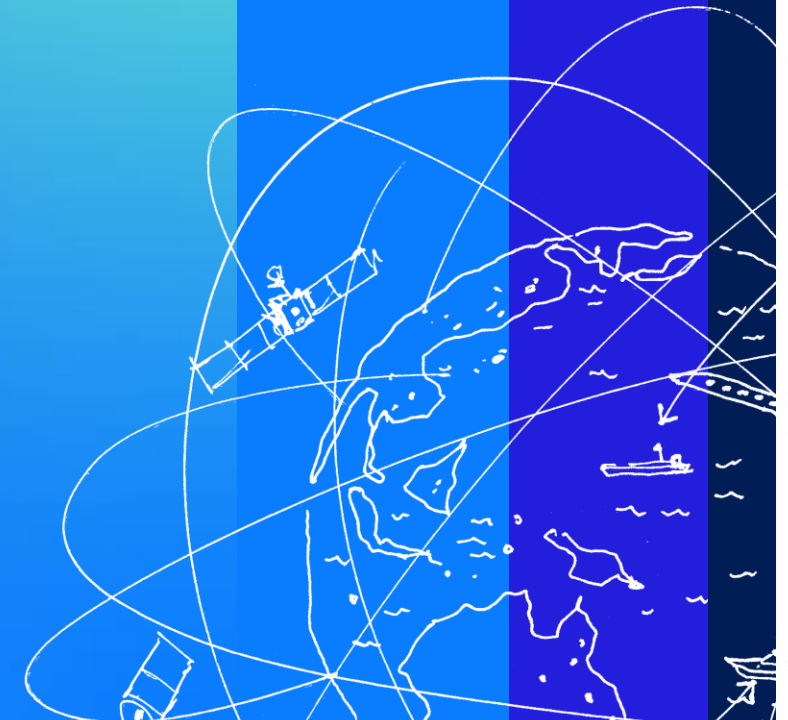


Approaches to Improving Diversity, Equity, and Inclusion Within Environmental Professions

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Jacobs Environmental Solutions

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About Jacobs

BY THE NUMBERS

40+
COUNTRIES

55K+
TALENT FORCE

400
OFFICES

\$22.5B
IN BACKLOG

\$2.5B
IN CLIENT SAVINGS

\$13B
ANNUAL REVENUE

23.8M
METRIC TONNES CO₂
EMISSIONS AVOIDED
FOR CLIENTS

FOCUS AREAS



MISSION-CRITICAL OUTCOMES

For the first time in history, security and defense threats have no borders. From testing and training to intelligence and engineering and analytics, we work with defense, intelligence and law enforcement communities around the globe to ensure people, their information and our most critical networks stay protected.



CUTTING-EDGE MANUFACTURING

Rapidly evolving, complex facilities require fast-paced, innovative solutions. Bringing an inspired blend of collaborative, creative excellence we deliver innovation — at any budget — from electronics to pharmaceuticals, to universities and governments around the world.



OPERATIONAL ADVANCEMENT

It is one thing to dream up new solutions. At Jacobs, we also deliver them. To turn abstract ideas into realities that transform the world for good, it takes foresight into what's possible, courage to create solutions for the unknown and the knowledge and skills to make them real.



SCIENTIFIC DISCOVERY

We solve some of the most complex challenges of exploration — both in space and closer to home. From wind tunnels to launch and from research to results, we invent by imagining what's possible.



RESILIENT ENVIRONMENTS

Environmental stewardship and climate change are the defining issues of our time. We tackle these challenges differently because we know that whatever we face, we have greater opportunities today to emerge stronger tomorrow.



THRIVING CITIES

Prosperous communities. Healthy cities. A brighter future. By working together to build a better future for everyone, we envision and deliver cities that are smarter and more connected. Inclusive and competitive. Safe and resourceful.

ENR Top 200 Environmental Firms

Jacobs Ranked **#2** with **\$4.27 billion** in 2019 combined revenue: environmental, water, and nuclear waste cleanup

Source: *Engineering News-Record*

Challenging Today. Reinventing Tomorrow.



Challenging today.

Our unique approach to challenge what's accepted, using our expertise and knowledge to rethink the way we solve problems.

Reinventing tomorrow.

The outcome, from the innovations we build for our clients to the positive impact our solution have on the world.

To create a more connected, sustainable world.

Jacobs Challenging today.
Reinventing tomorrow.

To create a more connected, sustainable world.

We do things right.
We challenge the accepted.
We aim higher.

We live inclusion.

Action Plan for Advancing Justice & Equality



Culture Building & Engagement

Leadership Commitment & Accountability
Developing our Talent

Growing our Business

1 Amplify culture of belonging

- Expand existing Conscious Inclusion program
- Drive personal accountability of senior leaders
- Add Martin Luther King Day as U.S. holiday
- Appointed Vice President of **TogetherBeyond** to drive global I&D strategy

2 Recruit, retain and advance Black employees

- Increase Black representation at all levels
- Partner with external organizations on leadership development
- Require senior leaders to sponsor and mentor two diverse employees – one of whom must be Black
- Further strengthen diversity of Jacobs' Board of Directors, including Black representation

3 Contribute to structural change in the broader society

- Donate \$10 million over the next five years in support of Black education and professional development with a focus on STEAM
- Promote programs and volunteer opportunities with organizations committed to justice and equality
- Leverage expertise in areas like water for at-risk urban and rural communities

Conscious Inclusion Training



Conscious Inclusion
#WeAreJacobs

Conscious Inclusion Training is helping Jacobs employees learn the necessary skills to foster a more inclusive and diverse workplace, thus making our employees and company more engaged, productive, innovative and profitable.



97%

Employees trained globally
as of **December 31, 2019**

Embracing our Global Employee Networks

Unlock your purpose.

At Jacobs, we value inclusion and diversity because it energizes our people and encourages creativity, collaboration, and innovation.



ACE

Strength in our differences.



Enlace

Linking our Latino communities.



OneWorld

One planet, many cultures.



VetNet

Serving those who served.



Careers Network

Explore. Navigate. Inspire.



Harambee

Black. Engaged. Empowered.



Prism

Bring your whole self to work.



Women's Network

Working together for gender inclusion.

Volunteering & Contributing at Jacobs

Our **CollectivelySM Program** unites Jacobs' 55,000 visionaries, dreamers and doers in a single platform for charitable giving and volunteering – allowing us to amplify the positive impact we make in our communities every day.

In the face of adversity, our people come together with passion, creativity and dedication.



Since 2014, Jacobs volunteers have improved community access on B2P builds in Panama, Nicaragua, Rwanda and several other locations.



water for people
EVERYONE • FOREVER

A partner of Water For People since its inception in 1991, Jacobs has donated more than \$3 million and thousands of volunteer hours to help the nonprofit make their vision – a world where every person has access to reliable and safe drinking water and sanitation, forever – a reality.



Recruiting to Enhance Diversity





Jacobs

Challenging today.
Reinventing tomorrow.

