

2021 UN GUIDING PRINCIPLES REPORTING FRAMEWORK INDEX

Booz Allen has applied the [UN Guiding Principles Reporting Framework](#) in preparing its 2021 Environmental, Social, Governance (ESG) Impact Report (our “[2021 ESG Impact Report](#)”) and the index below. [The UN Guiding Principles Reporting Framework](#) is a comprehensive guide for companies to report on human rights issues in line with their responsibility to respect human rights. This responsibility is outlined in the global standard, [UN Guiding Principles on Business and Human Rights](#). Note that topics that may be deemed salient under the UNGP Framework are not necessarily material for purposes of the U.S. federal securities laws or for other purposes. Booz Allen strives to align with the UN Guiding Principles, as indicated through the index below and as may be supplemented on our corporate website at www.boozallen.com.

GOVERNANCE OF RESPECT FOR HUMAN RIGHTS

Policy Commitment

A1. What does the company say publicly about its commitment to respect human rights?

[2021 ESG Impact Report](#); Corporate Governance (Pages 21-22)
[Code of Business Ethics & Conduct](#)

We Are Committed to Upholding Human Rights:

We honor and celebrate human rights. We condemn human trafficking and slavery, forced labor, or child labor, and do not engage in these activities within the firm or tolerate them in our supply chain.

Human rights are the most fundamental rights that we have and are at the heart of our [Purpose and Values](#). We join the global community in promoting and protecting human rights and acting to stop actions that infringe on these rights. We support the United Nations Guiding Principles on Business and Human Rights.

Our robust global policies, procedures, programs, and practices reflect our strong commitment to human rights, corporate citizenship, and fair labor conditions, with a focus on those human rights that are most relevant to our business.

Booz Allen demonstrates its commitment to upholding human rights through policies that:

- Support and promote our employee’s well-being
- Create a diverse and inclusive work environment that is free of harassment, discrimination, and retaliation
- Promote fair competition
- Engage in sustainable procurement, including no use of conflict minerals
- Take actions to identify and detect human rights violations in our supply chains through risk-based due diligence
- Undertake only compliant human subject research
- Protect the environment and support our communities

We Are Deeply Committed to Fair and Equitable Treatment of our People:

We respect our employees’ rights to discuss and agree to terms and conditions of employment without coercion and to freely terminate their employment. We ensure that our employees are of legal working age for their position and have a safe, healthy, and respectful workplace. We are committed to diversity, equity, and inclusion, and to the availability of benefits, health coverage, and natural disaster relief for our people.

We Comply With International Trade Regulations:

We comply with international trade regulations that prohibit business with certain countries, organizations, or individuals, and that require government authorization for cross-border activities involving sensitive items or technologies.

International trade regulations protect global security and stability. These laws ensure that sensitive or potentially dangerous products or technologies are not used to support proliferation, terrorism, violations of human rights, or other activities that jeopardize the safety of civilian populations around the world. Our compliance with these laws is not only mandatory but critical in our role as a U.S. government contractor.

We do not do business in countries that are subject to comprehensive sanctions programs. We screen our business partners, employee candidates, and other third parties against government watchlists to ensure we do not hire or do business with the parties on those lists.

See also:

• [Ethics & Compliance Policy Library](#), including our policies dealing with: Anticorruption and Anti-Bribery; Combatting Trafficking in Persons; Compliance with International Trade Regulations; Data Privacy; Equal Employment Opportunity and Affirmative Action; Gifts and Business Courtesies; Mandatory Reporting and Non-Retaliation; Preventing Money Laundering and Terrorist Financing; Research Compliance; Working With Ethical Business Intermediaries; Workplace and Sexual Harassment; and Workplace Health, Safety, Security and Access. Additionally, our Commitment to Advancing Diversity, Equity, and Inclusion; Commitment to Sourcing Conflict Minerals Responsibly; Supplier Code of Conduct; and Total Rewards Program.

Embedding Respect for Human Rights

<p>A2. How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?</p>	<p>See our 2021 ESG Impact Report for discussion of our Board of Directors' role with respect to ESG matters (Page 11); integration of ESG performance, including metrics related to diversity, equity, and inclusion, into our senior executives' incentive compensation (Page 19); third-party due diligence (Page 21); and overarching approach to human rights (Pages 21-22).</p> <p>Employees are made aware of their responsibilities related to human rights through mandatory annual training through our Ethics and Compliance Program and the reflection of such responsibility throughout our Code of Business Ethics & Conduct and numerous other corporate policies.</p> <ul style="list-style-type: none"> • Code of Business Ethics & Conduct • Anticorruption and Anti-Bribery Policy • Combatting Trafficking in Persons Policy • Compliance with International Trade Regulations Policy • Data Privacy Policy • Equal Employment Opportunity and Affirmative Action Policy • Gifts and Business Courtesies Policy • Mandatory Reporting and Non-Retaliation Policy • Preventing Money Laundering and Terrorist Financing Policy • Research Compliance Policy • Working with Ethical Business Intermediaries Policy • Workplace and Sexual Harassment Policy • Workplace Health, Safety, Security, and Access Policy • Our Commitment to Advancing Diversity, Equity & Inclusion • Our Commitment to Sourcing Conflict Minerals Responsibly • Total Rewards Program <p>We make clear our expectations related to human rights and standards for subcontractors and suppliers through our Supplier Code of Conduct.</p> <ul style="list-style-type: none"> • Our Supplier Code of Conduct
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DEFINING A FOCUS OF REPORTING

<p>B1. <i>Statement of salient issues:</i> State the salient human rights issues associated with the company's activities and business relationships during the reporting period</p>	<p>2021 ESG Impact Report; Acting with Integrity (Pages 21-22)</p> <p>See also:</p> <ul style="list-style-type: none"> • Code of Business Ethics & Conduct
<p>B2. <i>Determination of salient issues:</i> Describe how the salient human rights issues were determined, including any input from stakeholders.</p>	<p>2021 ESG Impact Report; Engaging Our Stakeholders (Page 12) 2021 ESG Impact Report; Assessing Our Impact (Page 13) 2021 ESG Impact Report; Acting with Integrity (Pages 21-22)</p>
<p>B3. <i>Choice of focal geographies:</i> If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.</p>	N/A
<p>B4. <i>Additional severe impacts:</i> Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues and explain how they have been addressed.</p>	N/A

MANAGEMENT OF SALIENT HUMAN RIGHTS ISSUES

Specific policies

C1. Does the company have any specific policies that address its salient human rights issues and, if so, what are they?

[2021 ESG Impact Report](#); Ethics & Integrity (Page 15)
[2021 ESG Impact Report](#); Ethics & Integrity Overview (Page 16)
[2021 ESG Impact Report](#); Ethical Leadership (Pages 17-18)
[2021 ESG Impact Report](#); Acting with Integrity (Pages 21-22)
[2021 ESG Impact Report](#); Employee Experience (Pages 32-40)
[2021 ESG Impact Report](#); Information Security (Pages 60-65)

See also:

- [Code of Business Ethics & Conduct](#)
- [Anticorruption and Anti-Bribery Policy](#)
- [Data Privacy Policy](#)
- [Equal Employment Opportunity and Affirmative Action Policy](#)
- [Gifts and Business Courtesies Policy](#)
- [Mandatory Reporting and Non-Retaliation Policy](#)
- [Total Rewards Program](#)
- [Working with Ethical Business Intermediaries Policy](#)
- [Workplace and Sexual Harassment Policy](#)
- [Workplace Health, Safety, Security, and Access Policy](#)
- [Our Commitment to Advancing Diversity, Equity & Inclusion](#)
- [Our Supplier Code of Conduct](#)

Stakeholder engagement

C2. What is the company's approach to engagement with stakeholders in relation to each salient human rights issue?

[2021 ESG Impact Report](#); Engaging Our Stakeholders (Page 12)
[2021 ESG Impact Report](#); Assessing Our Impact (Page 13)
[2021 ESG Impact Report](#); Acting with Integrity (Pages 21-22)

C3. How does the company identify any changes in the nature of each salient human rights issue over time?

[2021 ESG Impact Report](#); Engaging Our Stakeholders (Page 12)
[2021 ESG Impact Report](#); Assessing Our Impact (Page 13)
[2021 ESG Impact Report](#); Acting with Integrity (Pages 21-22)

See also:

- [Risk Matrix Policy](#)
- [Ethics & Compliance Program](#)

C4. How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?

[2021 ESG Impact Report](#); Engaging Our Stakeholders (Page 12)
[2021 ESG Impact Report](#); Assessing Our Impact (Page 13)
[2021 ESG Impact Report](#); Ethical Leadership (Pages 17-18)
[2021 ESG Impact Report](#); Acting with Integrity (Pages 21-22)

See also:

- [Risk Matrix Policy](#)
- [Ethics & Compliance Program](#)

C5. How does the company know if its efforts to address each salient human rights issue are effective in practice?

[2021 ESG Impact Report](#); Engaging Our Stakeholders (Page 12)
[2021 ESG Impact Report](#); Assessing Our Impact (Page 13)
[2021 ESG Impact Report](#); Ethical Leadership (Pages 17-18)
[2021 ESG Impact Report](#); Acting with Integrity (Pages 21-22)

See also:

- [Risk Matrix Policy](#)
- [Ethics & Compliance Program](#)

C6. How does the company enable effective remedy if people are harmed by its actions or decisions in relation to the salient human rights issues?

[2021 ESG Impact Report](#); Ethics & Integrity Overview (Page 16)
[2021 ESG Impact Report](#); Ethical Leadership (Pages 17-18)

See also:

- [Code of Business Ethics & Conduct](#)
- [Risk Matrix Policy](#)
- [Mandatory Reporting and Non-Retaliation Policy](#)
- [Ethics & Compliance Program](#)

Data in this report primarily reflects performance and operations during our 2021 fiscal year, which ended March 31, 2021. Unless otherwise noted, references to years or fiscal years are those ending on March 31. Descriptions of our practices, policies, and programs may reflect more current information, where appropriate in the circumstances.