

The background of the entire page is a dark blue. Overlaid on this is a complex, abstract network diagram. It consists of numerous circles of varying sizes, some of which are double-outlined. These circles are interconnected by thin, light-colored lines, creating a web-like structure that suggests a global or interconnected network. The circles and lines are primarily in shades of light blue and light green, providing a subtle contrast against the dark blue background.

2021 Environmental, Social, and Governance Report

delivering the **promise of science**
for global good





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About This Report

RTI International is committed to addressing the world's most critical problems with science-based solutions in pursuit of a better future. In this, our first ESG report, we take that commitment a step further by detailing how we turn knowledge into practice by leveraging our scientific and technical expertise to continually enhance our capabilities—specifically in the areas of the environment, our employees, clients, and communities, and the governance of our organization.

As we developed this report, we focused on communicating about our own ESG program and priorities. At the same time, we studied various disclosure frameworks, including the Sustainability Accounting Standards Board (SASB), as well as the sustainability principles driving organizations such as the UN Global Compact and UN Sustainable Development Goals and have incorporated them in the report.

Unless otherwise noted, this report covers our fiscal year of October 1, 2020 through September 30, 2021. Exceptions are primarily in the data shown in the Environment section, which is based on calendar year.



Message from President and CEO

E. Wayne Holden

For more than 60 years, RTI has helped federal and private sector clients address some of the world's most complex social and scientific challenges. We can accomplish this by recognizing that our number one asset is our people, and as we have navigated the COVID-19 pandemic, our top priority has been their health and safety. By maintaining a focus on our people during these unprecedented times, we have successfully expanded and targeted our services and capabilities to apply our expertise where it is needed most, including the global health pandemic, environmental impacts and the effects of climate change, and issues of social justice and equity.



COVID-19 has changed how all of us work, but at RTI the pandemic has not changed who we are. We are a mission-driven organization that supports our employees as they strive to do their best and most impactful work. Over the past year, we have ensured that our employees are safe, supported, protected, and connected.

Prioritizing our people has allowed us to marshal resources to respond to the fast-moving research needs and opportunities resulting from COVID-19, helping public health researchers and policymakers around the world better understand and deal with the greatest public health challenge of our lives.

While conducting this and other life-changing work and adjusting to our new virtual workplace, we have also confronted issues of racial justice and equity in the broader society in which we live. In alignment with our mission, we have acted to eliminate

systemic racism and its associated barriers by committing to being at the forefront of this call to action. We have transformed our culture at RTI, established a Racial Justice and Equity Program to inform our path forward as an organization, bolstered our support for research into systemic and structural racism—focusing on the causes and impacts—and worked to develop policies and solutions to eliminate them.

As the climate crisis is both a social and scientific problem, we are evolving to address sustainability on all levels of our work on behalf of clients and the operations of our organization. As many of the negative impacts caused by climate change disproportionately affect the most marginalized communities across the globe, our mission to improve the human condition deeply connects RTI to sustainable work. We have pledged to take environmental considerations into account in our business and research projects, decision-making processes, and daily activities.

These goals and achievements would not be possible without giving our employees the opportunity to develop and grow professionally at RTI. Our employees operate at their best when they are given the flexibility and support to pursue their individual professional interests. We listen to our employees' feedback and provide them with the tools to take control of their careers. Our Executive Leadership Team often says that our employees *are* our organization. Our commitment to our employees and their needs and interests allows us to dream and achieve big, individually and collectively.

At RTI, our mission is our calling, and we live it every day, applying our values to the communities we serve. Through both organization-wide efforts and the volunteer passions of our employees, RTI takes action to make the world a better place, donating financial resources, giving our time, and lending our expertise to organizations that are making a difference and improving lives.

Despite the challenges of the past two years, we have continued to deliver on our mission – and done so more successfully than ever. Our success is directly tied to our commitment to practices that benefit our employees, the communities in which we live and work, and our clients. As the world continues to change, our values will ensure that we are uniquely qualified to respond to those changes.



About RTI

RTI International is an independent, nonprofit research institute dedicated to improving the human condition. Our mission is to improve the human condition by turning knowledge into practice. Clients rely on us to answer questions that demand an objective and multidisciplinary approach—one that integrates expertise across the social and laboratory sciences, engineering, and international development.

We conduct research and deliver technical services on behalf of government agencies, universities, foundations, private businesses, and other organizations. We serve clients around the world, with a science-based approach to projects of all sizes—from focused studies and applied R&D to large-scale national and international longitudinal research efforts.

RTI provides the multidisciplinary expertise and research insights our clients need to inform policy, practice, and programs through 11 practice areas:

- Health
- Education and Workforce Development
- International Development
- Water
- Energy Research
- Environmental Sciences
- Justice Research and Policy
- Food Safety and Agriculture
- Innovation Ecosystems
- Climate Change
- Military Support

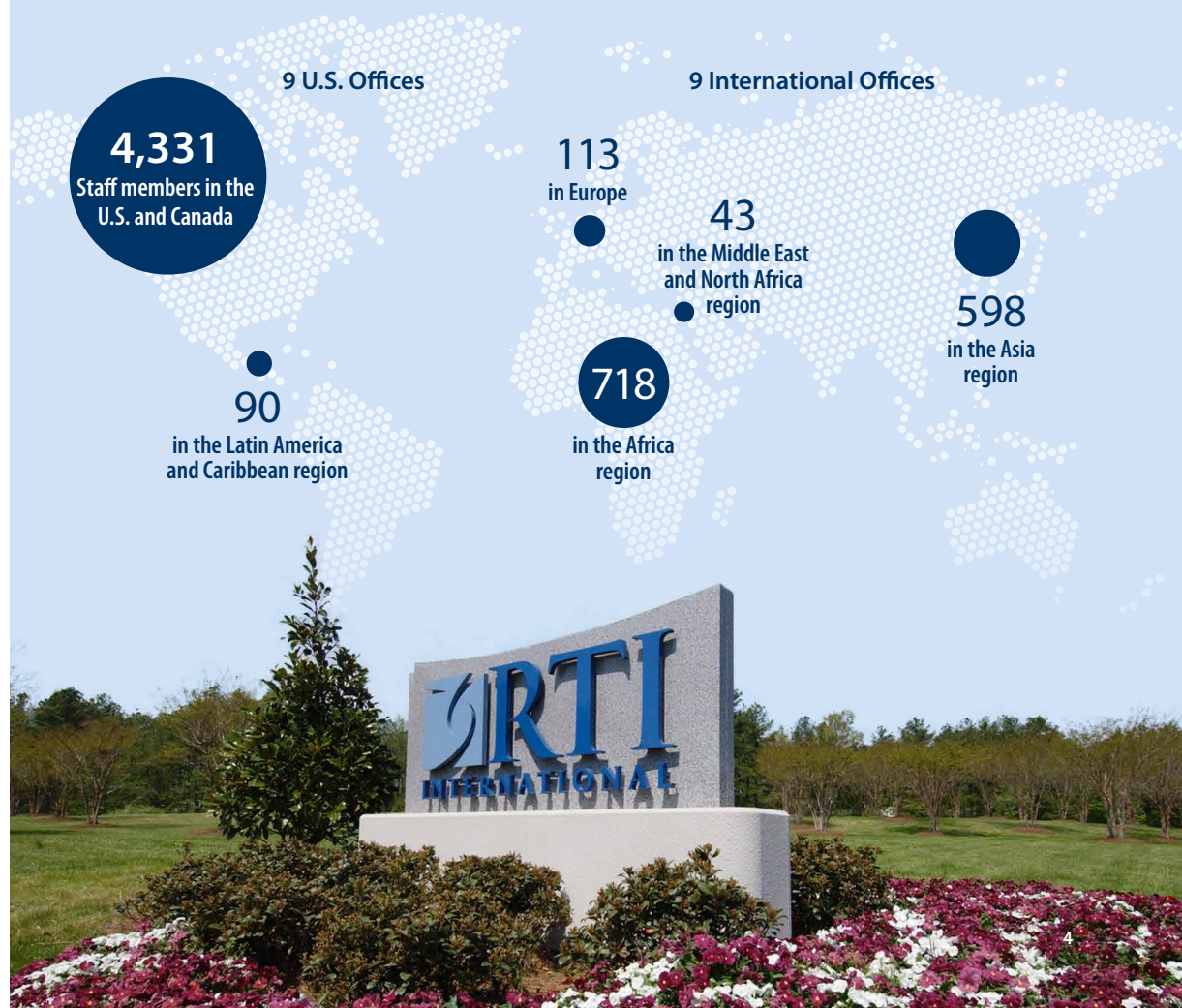
RTI'S GLOBAL PRESENCE

\$1.08B
Revenue

5,893
Employees

3,977
Projects

1,217
Clients





Our Vision

We address the world's most critical problems with science-based solutions in pursuit of a better future.

Our Values

Integrity

We perform with the highest ethical standards of individual and group honesty. We communicate openly and realistically with each other and our clients.

Excellence

We strive to deliver results with exceptional quality and value.

Innovation

We encourage multidisciplinary collaboration, creativity, and independent thinking in everything we do.

Respect for the Individual

We treat one another fairly, with dignity and equity. We support each other to develop to our full potential.

Our Mission

To improve the human condition by turning knowledge into practice.

Respect for RTI

We recognize that the strength of RTI International lies in our commitment, collectively and individually, to RTI's vision, mission, values, strategies, and practices. Our commitment to the institute is the foundation for all other organizational commitments.

Fiscal Responsibility

We operate with financial integrity and transparency. We are accountable for cost competitiveness and continuing financial responsibility.

Objectivity

Our work is independent of undue influences by political, economic, or other factors. We maintain the highest level of scientific objectivity in our work.

AWARDS AND RECOGNITION

We're proud that our work has received international recognition, including:

- Ethisphere 2020 World's Most Ethical Companies
- Forbes 2020 America's Best Employers for Diversity
- 2022 Military Friendly Employer
- Forbes 2021 America's Best Mid-Size Employers
- 2022 Military Friendly® Supplier Diversity Program
- WELL Health-Safety Rating





Our Response to COVID-19


During this critical time, we are proud to have played an active role in responding to COVID-19, both by ensuring the safety of RTI employees and by supporting a wide variety of external organizations and governmental agencies.

Keeping RTI People Safe

Our guiding principle when responding to the pandemic has been consistent: the health and safety of staff is our number one priority. At the onset of the COVID-19 pandemic, we immediately incorporated changes at RTI workplaces around the world as our global workforce quickly pivoted to teleworking. We also activated our Infectious Disease Response Team to focus on our COVID-19 response and to keep staff informed and safe.

To support staff during the initial stages of the pandemic and through the winter 2020-2021 surge—until vaccines became widely available to adults in the U.S.—we allowed staff to bill their time using a special code that kept them fully employed and eased the transition to teleworking. We also focused on helping staff find balance between personal and professional commitments that were disrupted by the pandemic.

We recognized the mental health impacts created by COVID-19, so our response included implementing a virtual wellness program for all employees. The institute also participated in an institute-wide recharge day, with a day off given to all staff worldwide.



At the onset of the COVID-19 pandemic, we immediately incorporated changes into RTI workplaces around the world to ensure our employees stayed safe, and activated our Infectious Disease Response Team to focus on our COVID-19 response.



SHARING EXPERTISE

Dr. Doris Rouse, Dr. Pia MacDonald, Dr. Brian Southwell, and Dr. Richard Reithinger are four of the many RTI experts that media and stakeholders have regularly relied on for information and guidance related to the coronavirus.

200+

mentions of RTI, our experts, and our COVID-19 research in major media outlets during 2020 and 2021

Dozens of researchers at RTI are involved in different aspects of the COVID-19 pandemic response.

As we extended our policy to remain working remotely, we took additional steps to support staff and maintain connections. The Executive Leadership Team and other senior leaders regularly presented video messages to staff addressing issues and concerns and reinforcing our commitment to our core values and one another.

Intensifying Research and Response

Throughout the pandemic, we continued to work at local, state, national, and global levels on a range of issues, from predicting the scale of the pandemic to monitoring immunity and potential vaccine outcomes, to helping companies and teachers pivot in this new environment. Our research informs policymakers, the medical community, practitioners, and others.

Dozens of researchers at RTI are involved in different aspects of the COVID-19 pandemic response, including modeling diseases, surveying public perceptions, planning vaccine distribution, and serving as the coordinating center for a National Institutes of Health (NIH) initiative to establish a global emerging infectious disease research network.

A World of COVID-19 Research

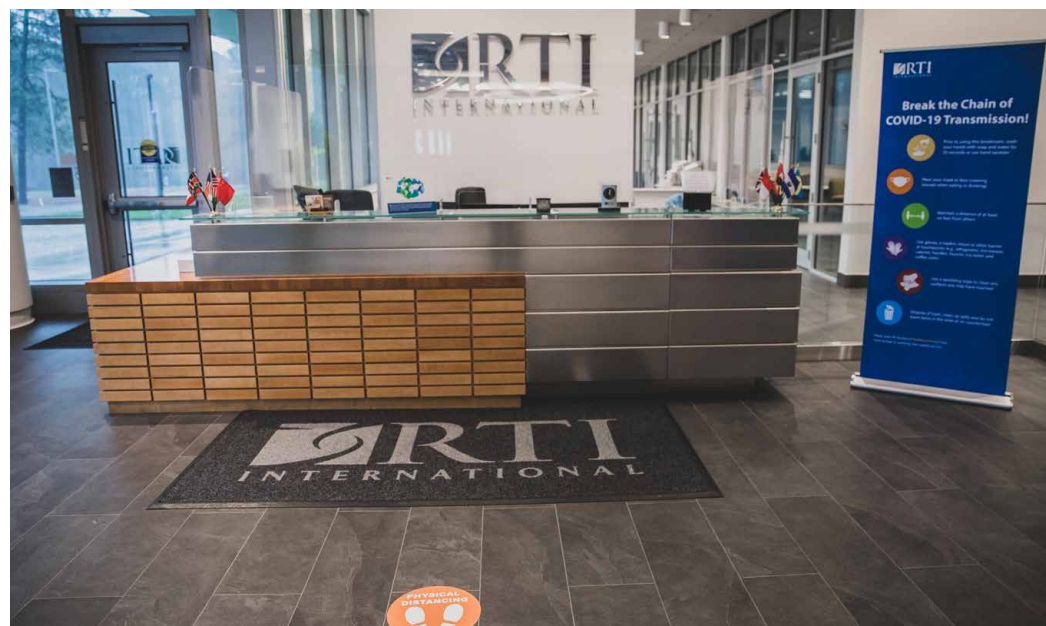
Over the course of the pandemic, RTI researchers have applied their epidemiological and infectious diseases expertise to help public health researchers and policymakers around the world better understand and deal with COVID-19. Here are some recent projects.

- We are building a nationwide study population to support research on the long-term effects of COVID-19, including development of NIH's RECOVER website (recovercovid.org). The RECOVER initiative will bring together tens of thousands of patients across the United States in an effort to answer important questions about COVID-19.



- We helped protect and improve health globally, for example, by building and strengthening public health systems, capacity, and security in the Democratic Republic of the Congo.
- Serve as the Administrative Coordinating Center of a major NIH-funded Collaborating Network of Networks for Evaluating COVID-19 and Therapeutic Strategies (CONNECTS) that tests therapies for COVID-19 via rapid, efficient, and collaborative trials.
- Summarized vaccine effectiveness studies and estimates around herd immunity in the U.S.
- Provided epidemiological intelligence for the state of Louisiana and statewide hospital capacity modeling for North Carolina.
- Conducted a study in the U.S. on COVID-19 knowledge, attitudes, and behaviors. The survey findings revealed the public's perception of social distancing and face covering recommendations, knowledge about COVID-19, perception of risk, and intention to vaccinate. We also conducted multiple COVID-19 knowledge, attitudes, and behavior studies of Louisiana residents to help inform state-level public health response.
- Developed educational materials in partnership with the Centers for Disease Control and Prevention (CDC) and the National Institutes of Health (NIH) to communicate information about COVID-19 to audiences significantly impacted.
- Developed and deployed a national decision-support tool that allows policymakers, public health officials, and the public access dynamic COVID-19 epidemiologic data insights to inform response, leveraging RTI Merge™ platform and RTI SynthPop™.

We have collected our work around COVID-19 as a centralized resource that we will update as new work is completed and additional insights are developed. See our most recent COVID-19 information [here](#).





UN Sustainable Development Goals

As an institute focused on research that improves the human condition, we're uniquely positioned to have a significant impact in helping achieve the UN Sustainable Development Goals (SDGs). These goals are an urgent call for action by a global partnership of 193 countries that have adopted and are committed to a long-term, comprehensive strategy to tackle the world's greatest challenges related to sustainable development. The SDGs recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth—all while addressing climate change and working to preserve our oceans and forests.

At RTI, our work helps support all 17 of the SDGs, which are shown in the examples that follow. These examples demonstrate the breadth of our impact in areas such as sustainable development, climate change mitigation and adaptation, human health, education, and gender equality.





RTI-led Projects that Support the Sustainable Development Goals



Strengthening agricultural market systems in Kenya

[Learn more >](#)

Photo credit: Katie G. Nelson for RTI International



Supporting sustainable conservation of biodiversity in the Philippines through USAID's SIBOL activity

[Learn more >](#)



Interagency monitoring of protected visual environments (IMPROVE)

[Learn more >](#)



RTI collaboration in Bangladesh aims to improve infrastructure climate resilience

[Learn more >](#)



Camel leasing: exploring the private sector's role in resilience

[Learn more >](#)



RTI International awarded \$10 million from U.S. Department of Energy's ARPA-E to demonstrate renewable ammonia production and use

[Learn more >](#)



Effective water, sanitation and hygiene services in Nigeria (E-WASH)

[Learn more >](#)



RTI International awarded EPA Center Grant to study chemical exposures and caregiving environment on early childhood developmental health

[Learn more >](#)



RTI-led Projects that Support the Sustainable Development Goals



Landmark study finds low-income preschoolers exposed to nurturing care have higher IQ scores during their teen years

[Learn more >](#)



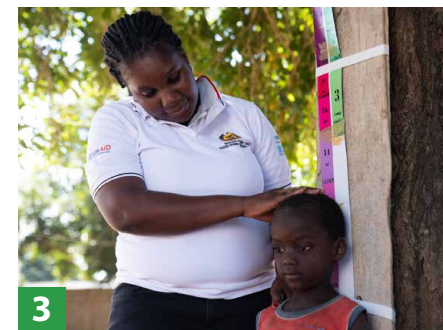
Analysis of the economic impact of subsea internet cables in Sub-Saharan Africa

[Learn more >](#)



RTI International to serve as coordinating center for newly established NIAID-funded emerging infectious diseases network

[Learn more >](#)



RTI International commits to the next decade in the fight against neglected tropical diseases

[Learn more >](#)



Reducing substance use and HIV transmission through gender-focused interventions

[Learn more >](#)



Understanding a critical element in the search for Alzheimer's disease treatments

[Learn more >](#)



RTI wins four CDC awards to enhance violence prevention programs

[Learn more >](#)



RTI awarded national missing and unidentified persons system contract

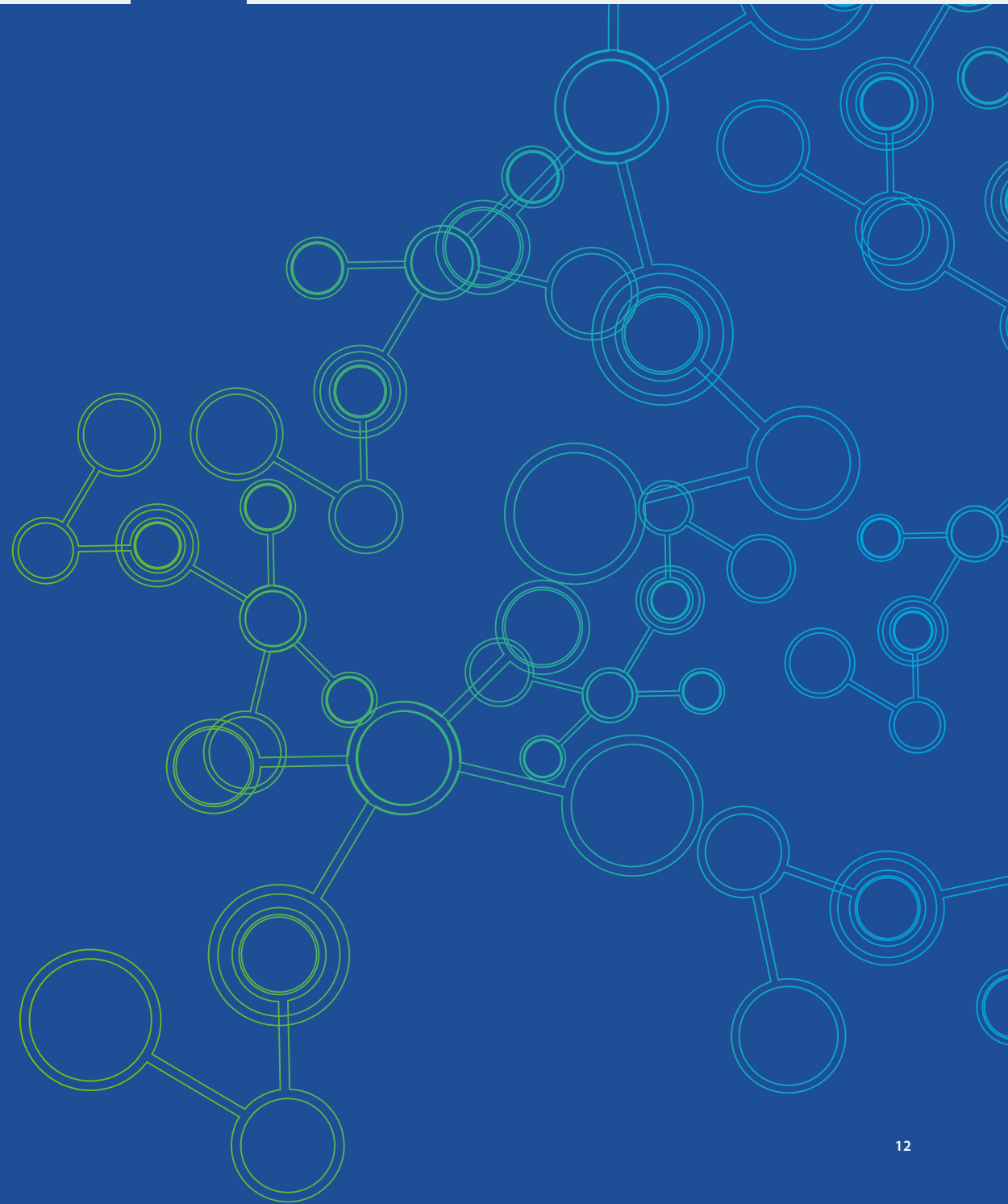
[Learn more >](#)



Environment

Operating Sustainably

At RTI, we are committed to finding solutions to the world's most complex challenges and achieving our mission of improving the human condition. This includes applying our scientific and technical expertise to issues of climate and environmental significance worldwide.





As a global organization of nearly 6,000 employees, we must do more than deliver results on behalf of our clients; we must live our mission and practice our values. As individuals and collectively as an institute, we are responsible for taking care of the communities in which we live and work.

Using a science-based approach, our work assists our clients and communities in meaningful ways that reduce their impacts on the environment. Sustainability is interconnected within our day-to-day operations and we believe that our program has the power to do more than just get results; it has the power to create cultural change that has impact beyond RTI.

We have published a biannual sustainability report focusing on our environmental efforts since 2008 that documents our progress to date, including reducing greenhouse gas (GHG) emissions by 27% during this period. Going forward, we commit to tracking progress annually and establishing climate action targets related to GHG emissions, energy, water, and waste.

We provide value to our clients by offering research and services in an environmentally sound manner, to ensure and maximize our positive impact on the global good.

As a role model in sustainability, we lead, catalyze, and inspire action through our value chain of employees, clients, and the communities where we work and live.



REPORTING BOUNDARIES

In this Environment section of our report, we have established our operational boundaries to include our main campus in Research Triangle Park (RTP) and business travel from all staff for calendar years 2019 and 2020. These boundaries represent what we have operational control over and represent the most significant sources of emissions in our corporate footprint. Further, due to COVID-19, for the purpose of responsible and accurate reporting, data for 2019 and 2020 are reported separately throughout this report, with 2019 being considered the baseline for measuring future sustainability efforts.

We utilize normalization factors that apply to the metric being reported for our RTP campus or other business activities. There has been a 3.2% decrease in total building space on the RTP campus since the last reporting period of 2018.

	RTI Owned Space (Square Feet)	RTP Employees	Total Employees
2018	1,001,163*	2,210	4,677
2019	994,262	1,987	5,748
2020	968,691	2,048	5,868

*2018 RTP campus square footage was corrected from 2019 Sustainability Report.

ENERGY USE AND IMPACT OF COVID-19

COVID-19 has drastically impacted economies and workplaces across the globe—and RTI is no exception. From March 2020 through early 2022, RTI offices are closed to non-essential personnel, with only business essential operations continuing at the RTP campus. In line with global trends, the transition to working from home has reduced our facility energy and water consumption, accompanied by a sharp decrease in employee commuting and business travel that have resulted in significant reductions in overall GHG emissions in 2020.



Policies and Practices that Drive Sustainable Decision-Making

We have a written [Environmental, Health, and Safety Policy](#) designed to proactively protect the environment by ensuring that we conduct our business in a safe and responsible manner. To that end, among others, we have pledged to:

- Operate in a manner that demonstrates respect for the quality of the workplace and global environment.
- Integrate occupational health, safety, and environmental considerations into business and research projects, decision making, and daily activities.
- Ensure continual improvement by analyzing emerging environmental issues, finding solutions to environmental problems, and developing cost-effective, scientifically based environmental procedures.

We also committed to designing and constructing green buildings and all buildings built since 2008 have been certified LEED Silver or Gold. Further, for leased spaces, going forward we will review new and renewed leases for sustainability considerations, in addition to health and safety.

We engage our employees on sustainability by conducting training on environmental, health, and safety for all new employees. Further, we hold lunch-and-learn events focused on sustainability topics to increase awareness and action for corporate and personal sustainability decisions.



Designing the Future of Work

RTI is embarking on a Workplace of the Future initiative to explore options to provide an improved experience by evolving the current workplace to support hybrid working. We are developing these options with the objective of positively impacting three key areas: employee experience, organizational performance, and space needs. As RTI supports changes to the workplace, we expect to realize the environmental benefits of reducing overall space and commuting, and the resultant reduction of GHG emissions.

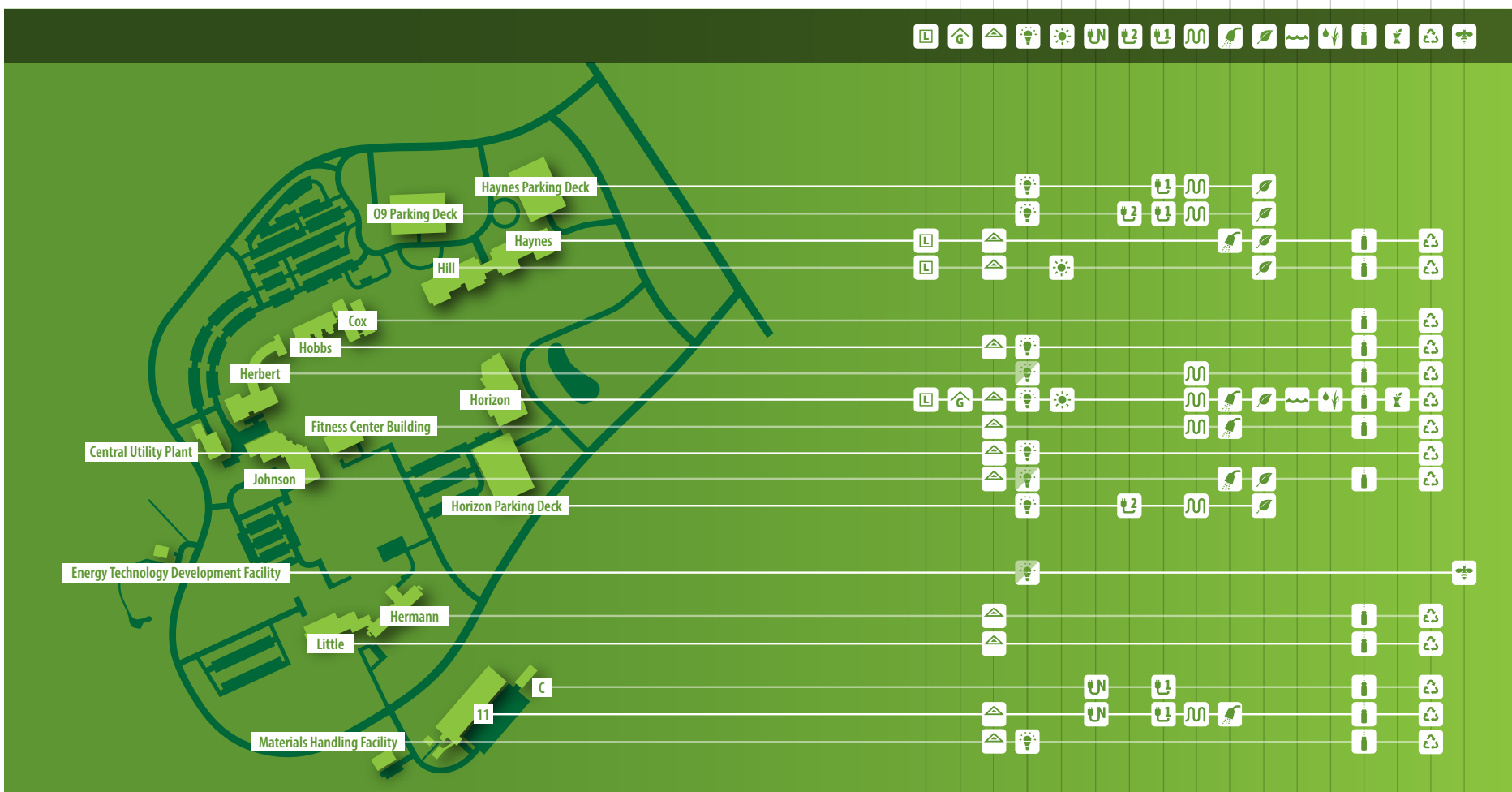
Integrating Sustainability Practices into Every Aspect of Our RTP Campus

Our RTP campus in North Carolina is the birthplace of the institute and where we operate just under 1 million square feet on a campus of 180 acres.



RTI's Main Campus Sustainability Map

Paper, Plastic, Battery, Toner and Ink Cartridge Recycling
Honey Bees
Compost Collection
Bottle Saver Water Fountains
Stormwater Biogarden
Wet Pond
Showers
Drought Resistant Landscaping
Bicycle Racks
Level 1 Vehicle Charging Stations
Level 2 Charging Stations
NEV Charging Stations
Daylight Harvesting
LED Lighting
Green Roof
White Membrane Roof
LEED-Certified Building





Energy Management

To reduce both our environmental impact and operational costs, our energy management and sustainability program works to conserve energy and deploy increasingly efficient technology to support our operations, while providing our employees with safe and reliable work environments. This includes practices such as establishing energy guidelines that define energy efficient thermostat settings and thermal comfort expectations, installing LED lighting, and harvesting daylight.

Space efficiency is also a key strategy in reducing energy consumption, as less commercial space per employee is required to support research. Since 2018, we have achieved a 6.8% decrease in total building space on the RTP campus through our efficiency efforts.

Energy Reduction Trends

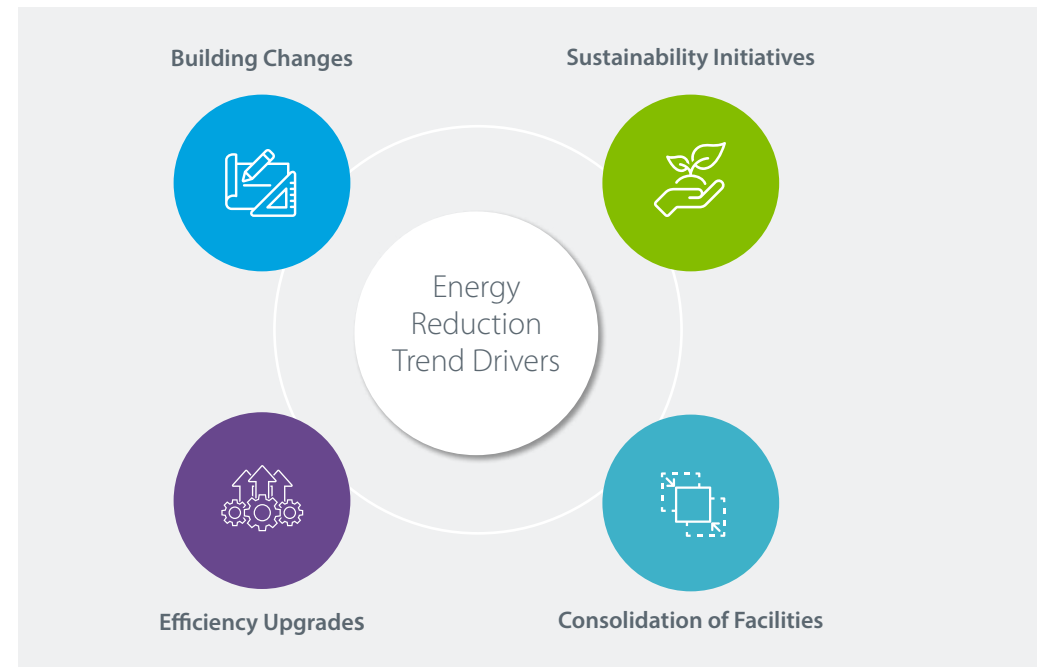
While 2020 metrics reflect the effect of the global pandemic, 2019 data shows a consistent improvement in reducing energy consumption and increasing efficiency in RTP facilities, which make up most of our energy footprint. We continued to reduce absolute and per square foot facility energy usage through space optimization and energy efficiency improvements.

9.5%[↓]

reduction in
absolute energy
use between
2018 and 2019

8.9%[↓]

reduction in intensity
energy use per square
foot between 2018
and 2019



Driving these trends are building changes, sustainability initiatives, efficiency upgrades, and consolidation of facilities on our main campus. For example, in August 2019 and October 2020, we demolished five energy-intensive buildings with mechanical systems operating beyond their rated lives.

We also continue to upgrade buildings across the campus, such as by implementing a multi-year Campus Building Automation System (BAS) project that is expected to be fully deployed in all buildings in 2022. Energy efficiency upgrades—including a free-cooling heat exchanger, new HVAC equipment, and LED lighting—were also completed recently in a number of buildings. Additionally, RTI recently adopted the use of an online, real-time service for utility bill tracking, utility cost forecasting, and weekly electric variance reports and demand forecasts.



We implemented energy-saving strategies during the COVID-19 pandemic to reduce energy consumption when buildings were not occupied. These strategies include scheduling HVAC and lighting systems, turning off audio visual equipment, and taking ice machines out of service.

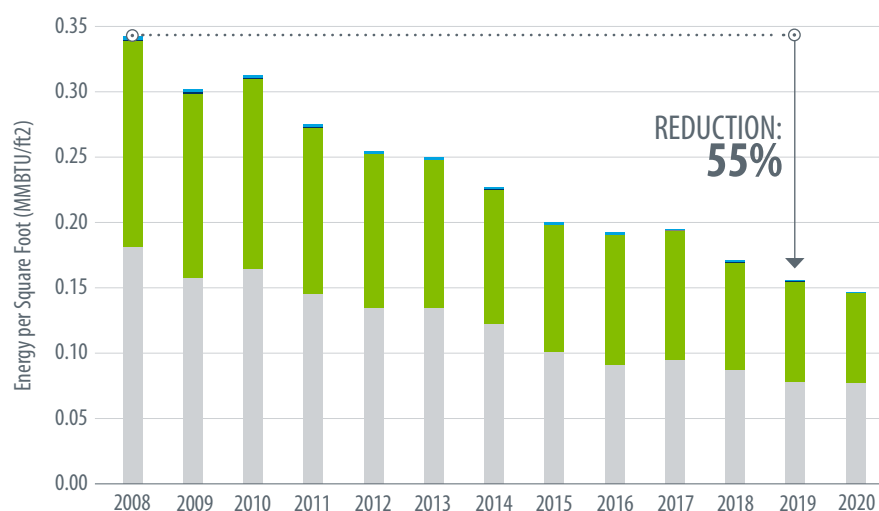
RTP campus has realized steady decreases in energy usage, both on an absolute basis and normalized per square footage. From 2008 to 2019 energy consumption per square foot reduced by 55%.

RTP Campus: Energy Use (MMBTU)

Year	Electricity	Natural Gas	Gasoline	Diesel	Total
2018	82,523	86,893	3,716	476	173,607
2019	76,265	77,256	1,631	209	155,361
2020	66,656	74,522	1,069	137	142,384

RTP Campus: Energy Consumption per Square Foot

■ Natural Gas ■ Electricity ■ Gasoline ■ Diesel



Future Energy Initiatives

We continue to pursue energy management initiatives throughout our RTP main campus. For instance, we are participating in a 50001 Ready Cohort program to establish a strategic energy management system in accordance with the ISO 50001 standard that will further improve identification, implementation, and verification of energy savings opportunities. We are also planning to add building-level steam meters across the campus.

Our RTP campus facilities team is engaged in ongoing optimization of facilities for year-on-year reductions. For 2022, we have targeted a 5% reduction in electricity and natural gas consumption from a baseline of 2019.



OUR ENERGY REPORTING METHODOLOGY

RTI's global facilities, both owned and leased, total almost 1.4 million square feet. Our RTP campus accounts for just under 1 million square feet, and is the most energy-intensive space in our corporate footprint, as it is used for laboratory, research, and data center. While specific energy consumption data is not available for all leased facilities, leased space is approximately 30% of RTI's total space but is estimated to be less than 20% of the total facility energy consumption.

Further, we capture the amount of gasoline utilized for RTI fleet vehicles and diesel used in backup power generation. Gasoline and diesel energy consumption is included in facility energy reporting; however, the amount is insignificant, accounting for less than 1% of the RTP campus energy.

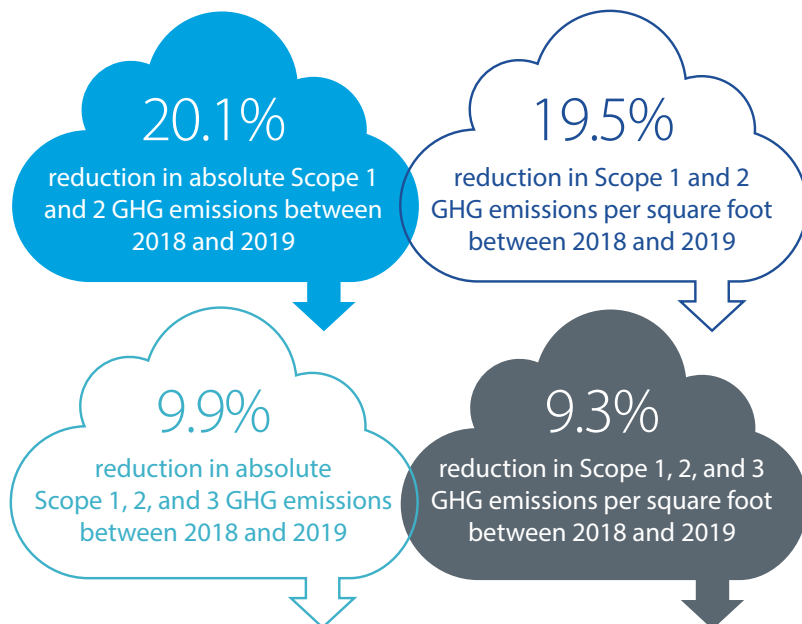
For our leased regional offices, we are working with the landlords to collect more accurate environmental data, including energy consumption, with a goal to include these metrics in future reporting.



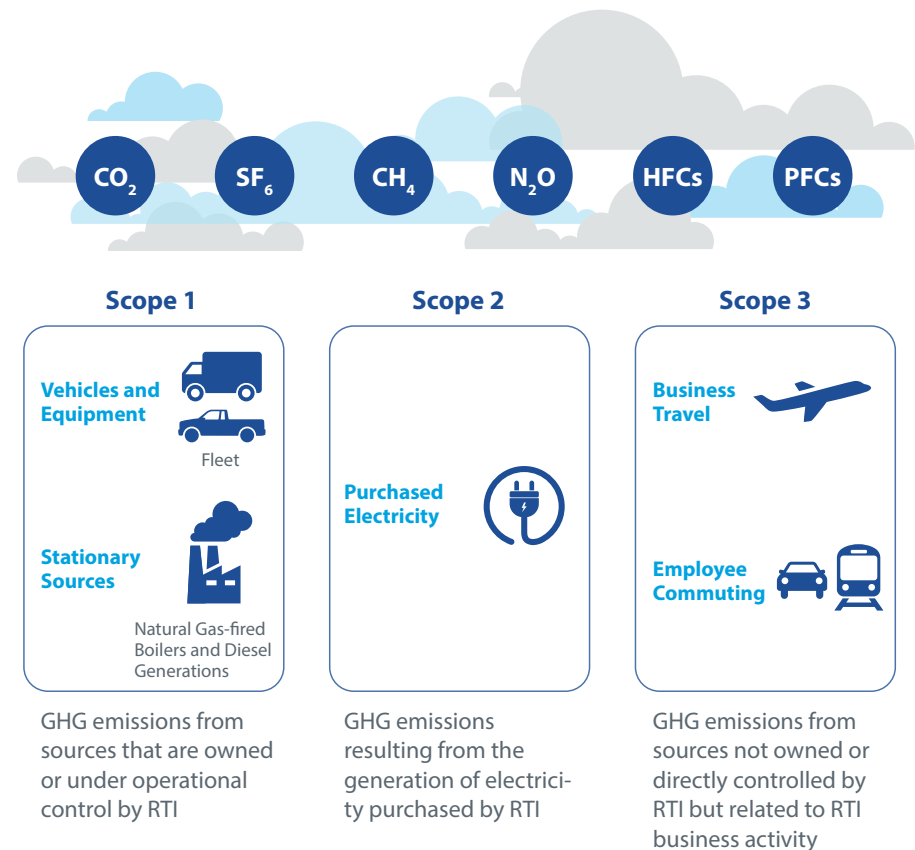
Greenhouse Gas Emissions

Our first sustainability report in April 2010 expressed our commitment to sustainability and to reducing our environmental impact on the world around us. One way we're working to realize this commitment is by seeking ways to minimize our GHG emissions. In accounting for our emissions, we focus on Scope 1 and 2 emissions, along with business travel and employee commuting Scope 3 emissions.

Achieved 10% decreases in GHG emissions from 2018 to 2019, showing real, sustained reduction in GHG emissions on an absolute basis. Emissions decreased an additional 42% in 2020, in great part because of the pandemic. The full impact of our reduction efforts will be better understood over time.



GHG Emissions from RTI Operations



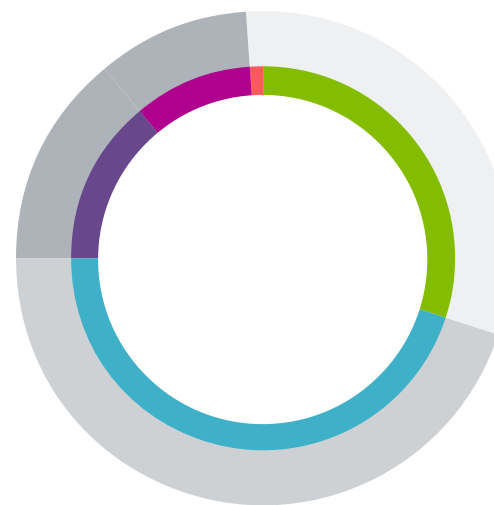


Scope 1, Scope 2, and Scope 3 GHG Emissions



GHG Emissions by Category in 2019

- Natural Gas: 18%
- Refrigerant: <1%
- Electricity: 30%
- Commuting: 26%
- Business Travel (All Staff): 26%
- Vehicle and Generator Fuel: <1%
- Scope 1
- Scope 2
- Scope 3



GHG Emissions by Category in 2020

- Natural Gas: 30%
- Refrigerant: <1%
- Electricity: 45%
- Commuting: 14%
- Business Travel (All Staff): 10%
- Vehicle and Generator Fuel: 1%
- Scope 1
- Scope 2
- Scope 3

GHG Emissions (MTCO2-eq)

	Scope 1			Scope 2	Scope 3		Total
	Natural Gas	Refrigerant	Vehicle and Generator Fuel		Electricity	Business Travel (All Staff)	
2018	4,642	238	122	8,898	6,670	4,967	25,535
2019	4,128	27	94	6,863	5,862	6,023	22,997
2020	3,982	27	64	5,993	1,909	1,271	13,246



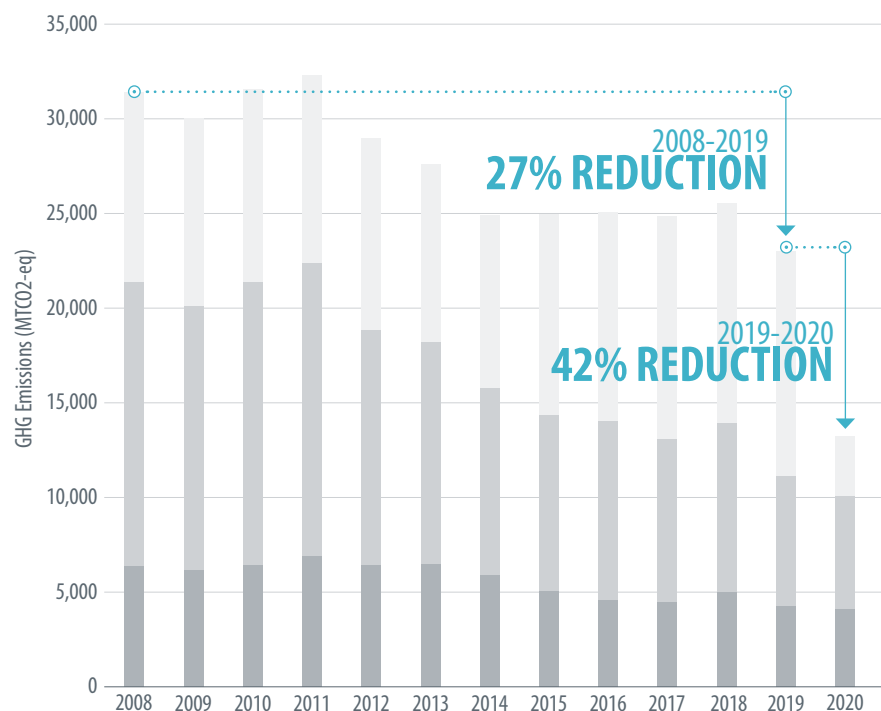
Our progress in reducing our GHG emissions is directly connected to our consumption of natural gas and electricity on our campus. As a result, the efficiency upgrades, sustainability initiatives, and building changes mentioned in the energy section of this report heavily impact our GHG emissions.

Our Scope 2 electricity emissions are also directly affected by changes in Duke Energy's own fuel mix and electricity purchases. Approximately two-thirds of our reductions in Scope 2 GHG emissions between 2018 and 2019 can be

attributed to the decarbonization of electricity sold in the regional power pool. The remaining third of our reductions are due to our own efficiency programs and reduced facility electricity consumption. Additionally, an increase in teleworking and decrease in business travel due to COVID-19 had clear impacts on our Scope 3 emissions. Gasoline consumption of our campus fleet was also significantly reduced in 2020 due to reduced maintenance staff on campus, though not significant to the inventory overall.

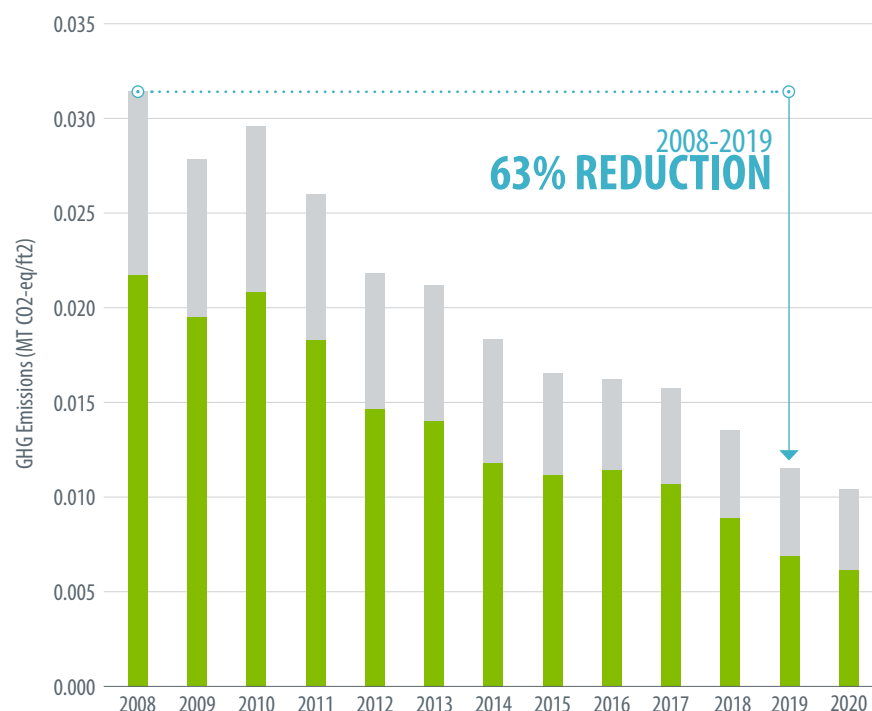
RTP Campus: GHG Emissions by Year

■ Scope 1 ■ Scope 2 ■ Scope 3



RTP Campus: Facilities GHG Emissions by Year per Square Foot

■ Electricity ■ Natural Gas





GHG Emissions Reduction Strategies for the Future

We aim to continue working to find ways to reduce our GHG emissions throughout RTI in 2021 and beyond. To achieve this and build on our sustainability program, our initial plans include:



Exploring the use of electric vehicles (EV) and electric utility vehicles for fleet purchases.



Deploying more EV charging stations on RTP campus and exploring options to support the use of EV charging in our regional offices.



Building education around mass transit and bike reimbursement vouchers.



Evaluating Workplace of the Future with respect to employee experience, organizational performance, and space needs.



Evaluating on-campus solar photovoltaics (PV) and green power purchasing process.



Identifying how climate change can be incorporated into our long-term energy and infrastructure planning process.



PURCHASING GREEN POWER

We partner with NC Green Power, a local non-profit, to purchase blocks of electricity that support solar power programs in local schools, lowering their electricity costs. RTI buys 100 blocks every month, with each block consisting of 100 kWh of electricity, which equals 120,000 kWh annually.

This partnership offsets around 37 MTCO₂-eq of our Scope 2 emissions each year. Because the offsets constitute only 0.2% of the inventory, we do not report separate market-based and location-based emissions.

In addition, we enrolled in Waltham 50, an optional electric rate that includes fifty percent (50%) more renewable energy certificates (MA Class I) than required by the state for our Waltham, MA domestic office. Our enrollment will help support the growth of renewable energy in the local region.



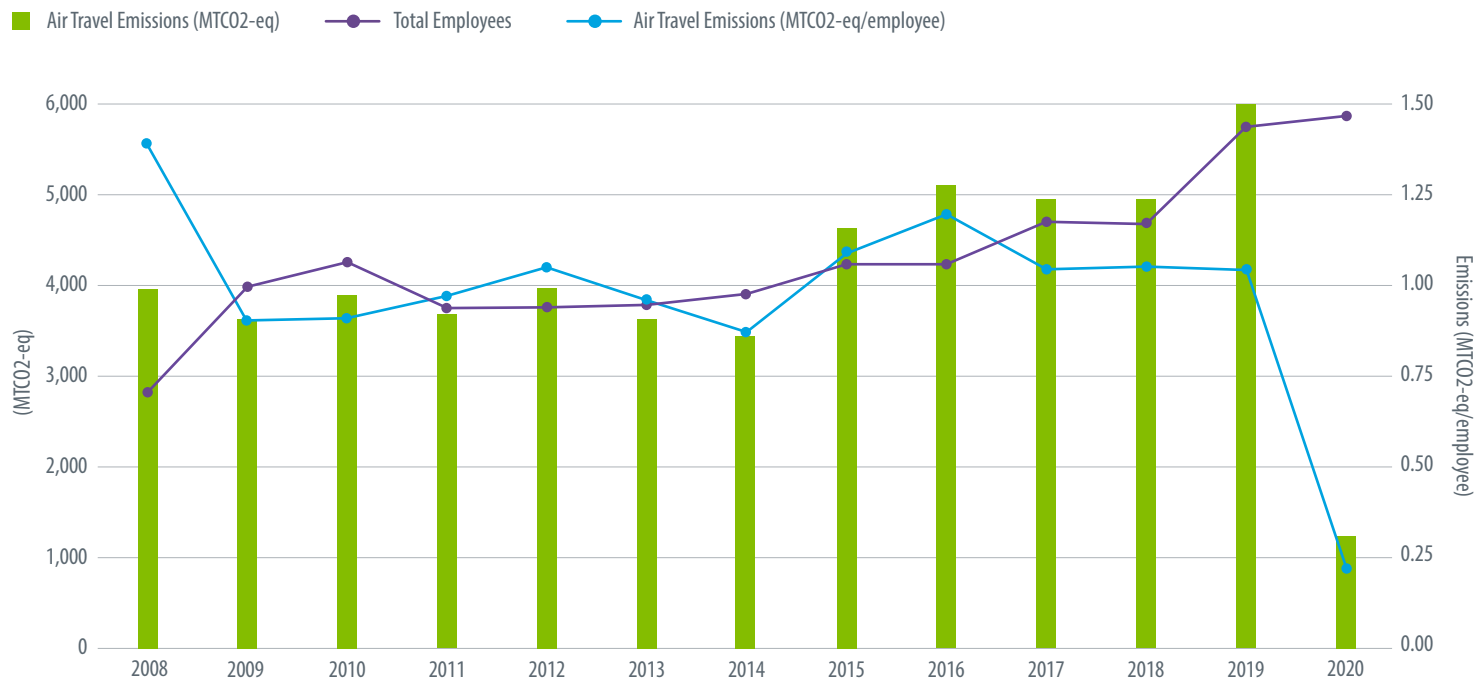
Business Travel

With all travel ceasing in March 2020, business travel fell by nearly 80% in 2020 compared to 2019. Historically, business travel has accounted for roughly one quarter of RTI's GHG inventory, of which over 98% has been produced by air travel. Air travel, quantified by miles flown, steadily rose in the tracking period with the total number of RTI employees, while the business travel emissions per employee has remained flat since 2017 at approximately 1.05 MTCO₂-eq per employee.

Our travel program seeks to maximize efficiency of travel and reduce our environmental footprint by:

- Negotiating with preferred airlines and vendors. Criteria include evaluating potential vendors' sustainability programs.
- Establishing travel policies focusing on reducing our environmental footprint. One notable example is that the travel policy will cover additional fare cost up to \$250 to book nonstop flights instead of flights with multiple stops.
- Reviewing sustainability programs for rental car agencies.
- Displaying the carbon footprint associated with employee travel when they book it.

All Staff: Business Travel Emissions



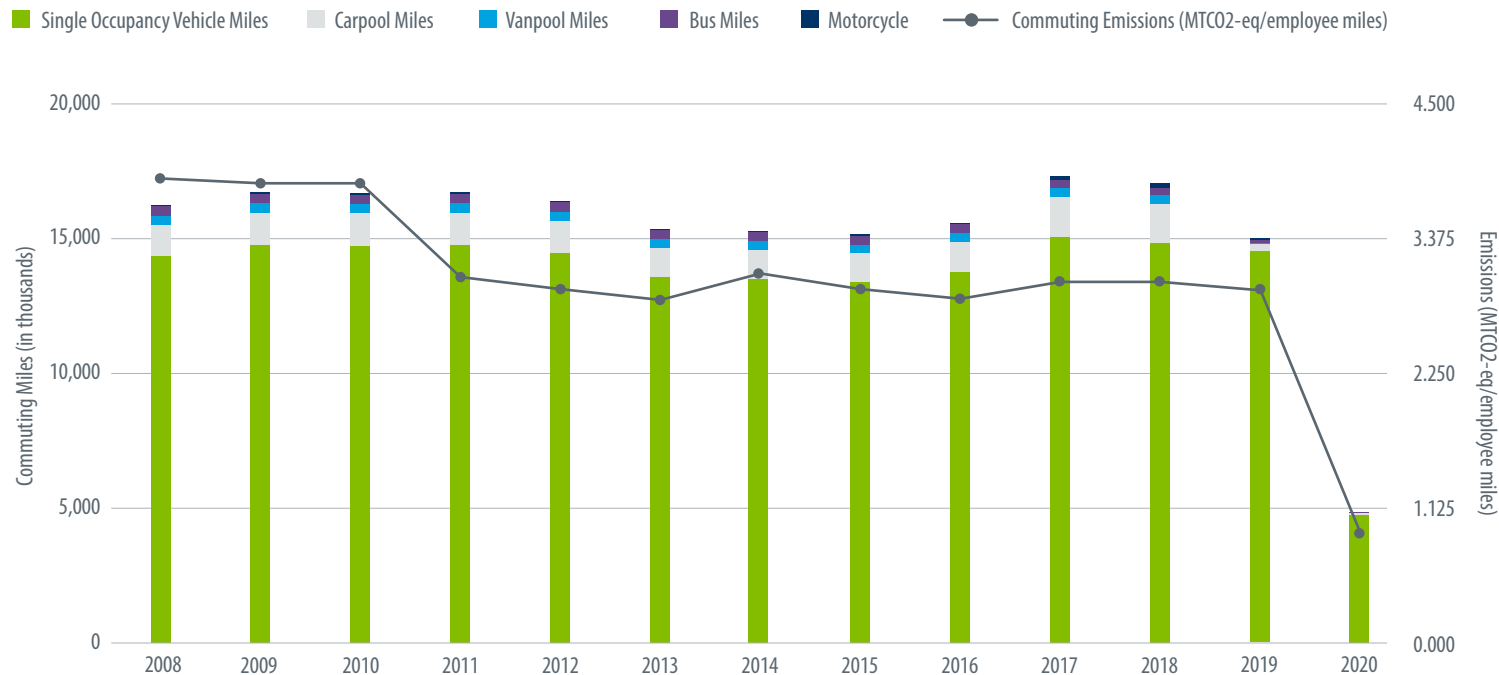


Employee Commuting

Employee commuting into RTI's headquarters in RTP campus accounts for nearly 25% of the 2019 GHG inventory, as we employ more than 2,000 staff at RTP. Since 2011, our estimated commuting emissions per employee have remained steady between 2.9 and 3.1 MTCO₂-eq per RTP employee and commuting-related emissions have varied with the number of employees. We support alternative transportation by:

- Encouraging employees to take advantage of public transportation through a transit subsidy of up to \$270 per month. Prior to COVID-19, RTP campus operated eight vanpools with 49 riders.
- Providing an annual bicycle-to-work subsidy of up to \$240 to employees and interns who meet guidelines.
- Supporting free-to-use EV charging stations on the RTP campus.
- Locating domestic regional offices with high access to transit and bicycle usage. In 2019 and 2020, 66% of domestic regional office employees participated in these programs.

All Staff: Commuting



66%
of regional domestic
office employees
utilize public transit
or bicycle use



OUR GHG EMISSIONS REPORTING METHODOLOGY

RTI is committed to relevance, completeness, consistency, transparency, and accuracy in reporting our GHG inventory and environmental footprint, and intentionally reviewing our methodology each report cycle for continuous improvement. For our inventory, we followed The Greenhouse Gas Protocol Corporate Accounting Reporting Standard Revised Edition 2009.

In 2021, we conducted a screening analysis to better understand the significance of emissions from activities outside of our main RTP campus. This includes US and global regional offices, project offices, and other Scope 3 emissions (see below). Emissions from these activities will be disclosed in future sustainability reporting.

U.S. Operations outside of RTP

- **Scope 1 and 2 Facilities:** At the end of 2019, leased domestic regional offices totaled 207,000 square feet. While utilities are not metered for these locations, using standard regional factors RTI has estimated these facilities contribute approximately 1,300 MTCO₂-eq, or an additional 6% to our inventory.
- **Commuting:** For US employees not based at the RTP campus, nearly 75% do not have any assigned RTI office space. For the 25% who do work at an RTI office, commuting is estimated to contribute up to 600 MTCO₂-eq, or 2% of RTI's overall inventory. The

actual impact is likely less as a larger percentage of these employees telecommute part-time, and are more likely to take advantage of transit in the largest locations—Washington, D.C., Waltham, MA, and Berkeley, CA.

As part of our survey and data collection services, we use a geographically distributed national network of field data collection specialists. Almost 8,000,000 vehicle miles were logged in 2019 for field data collection, which could increase the overall inventory by 13%.

International Offices

Permanent international regional offices total approximately 36,000 square feet, while project offices in 2021 were approximately 135,000 square feet. We plan to include emissions related to these facilities in a future phase. However, we do not expect them to contribute more than 5-10% to the overall inventory.

Scope 3

In the future, RTI will include Scope 3 emissions that make up significant sources of emissions within the total inventory. At this time, we believe that Upstream Transportation & Distribution and Waste Generation in Operations, including Hazardous Waste are additional relevant categories.



RTI'S RESEARCH HELPS REDUCE CLIMATE IMPACT THROUGH INTERNATIONAL DEVELOPMENT

In addition to managing our own footprint, we believe our greatest impact is in the work and research we do for our clients. In 2019 and 2020, RTI's International Development work has provided energy services in 38 countries worldwide and its impact has:

- Connected 1.9 million households to on-grid and off-grid electricity.
- Brought 742 MW of new solar photovoltaic capacity online.
- Leveraged over \$1.1 billion of investment in renewable or clean energy.
- Resulted in savings of 564,197 MTCO₂-eq from the use of clean energy.

For more information about our research and how we help further sustainability and climate change mitigation and adaptation through our work with clients, see the [UN Sustainable Development Goals](#) section of this report.



Water: Conserving an Essential Resource

We use water across our RTP campus, including for domestic consumption, laboratory operations, cooling, and irrigation. As a result, all buildings on our main campus use a variety of water-saving equipment, including dual-flush toilets, low-flow urinals, sink aerators, and low-flow shower heads. We also recover condensate from buildings and pipe it back to the cooling towers to reduce water usage. In spring 2021, we installed hands-free faucets to reduce contact points and support further water conservation.

In 2020, we implemented campus-wide building-level water metering to help us understand water usage and consumption patterns to develop more effective monitoring and conservation efforts. We are currently developing an online dashboard, accessible by all employees, that shows water consumption for each RTP building.

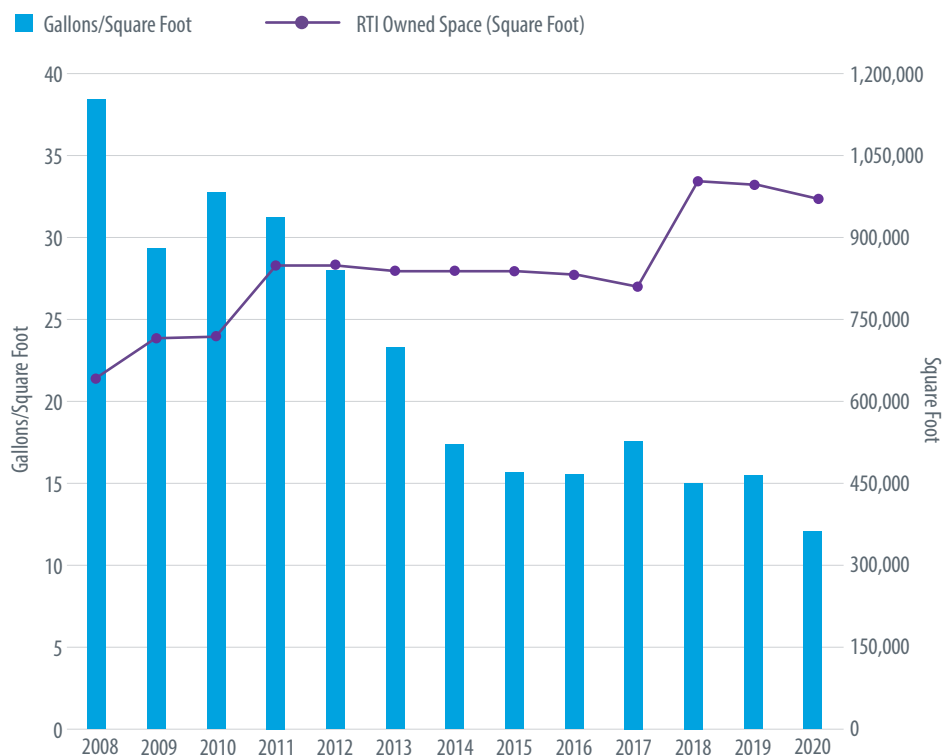
In 2019, water use increased by 2.25% over 2018 and water intensity increased by 3.0%. This trend is attributable to weather and building use changes. In particular, the on-campus cafeteria was expanded and moved to another building in the first quarter of 2018, resulting in an increase in meals served and corresponding kitchen water consumption.

RTP Campus: Water Consumption (Gallons)

Year	Water Consumption	Water Intensity (Gallons/Square Foot)
2018	15,050,035	15.03
2019	15,389,404	15.48
2020	11,678,419	12.06



RTP Campus: Water Gallons per Square Foot





Reducing Waste

We employ a number of measures to reduce waste throughout the company. For example, we operate campus-wide recycling programs for paper, cardboard, glass, metal, and plastic, as well as for refrigerators, refrigerants, computers, batteries, and printer ink and toner cartridges. In addition, we have recycling programs in leased domestic buildings.



Printers and Printing

We emphasize the use of outside printers certified by the Forest Stewardship Council, Sustainable Forestry Initiative, or the Programme for the Endorsement of Forest Certification. We print many of our corporate materials on paper that is certified as coming from sustainably managed forests.



Surplus Chemical Program

The surplus chemical program supports a reduction in chemical disposal and purchases. Between 2019 and 2020, we recycled more than 10 tons of solvents, which are being reused for fuel blending to generate electricity or to fuel furnaces for various industries.



Green Chemistry

As an example of our waste reduction programs, the EHS Group partnered with the RTI Center for Drug Discovery to discuss options with our Radiochemistry lab waste streams. The result was a switch from an ethanol mixture to a water-based aqueous mixture, reducing the amount of mixed hazardous waste created by that process.



Building Demolition

When we demolish buildings, we aim to divert most demolition waste to concrete and metal recycling.



Furniture Surplus Program

We ensure that furniture can be stored offsite and requested when needed during office moves and reconfigurations.



Composting Program

We enable employees to compost food scraps, paper, and plant-based food containers in the cafeteria.



Coffee Brewers

In 2021, our RTP campus is transitioning from plastic pods to individually sealed, biodegradable coffee pods.



RTP Campus: Waste Diversion Trends

(2019 and 2020 US Tons)



Future Waste Diversion Efforts and Goals

In the years ahead, we plan to pursue additional waste diversion efforts and goals. For example, we aim to:

- Increase general recycling by 25% year-over-year in 2022 compared to 2021.
- Update our waste minimization plan.
- Leverage the reopening of the RTP cafeteria to demonstrate sustainable operations, including eliminating the sale of plastic bottles, expanding the use of reusable items, and re-starting our composting program.
- Expand the tracking of waste for disposal to more accurately account for our waste diversion.



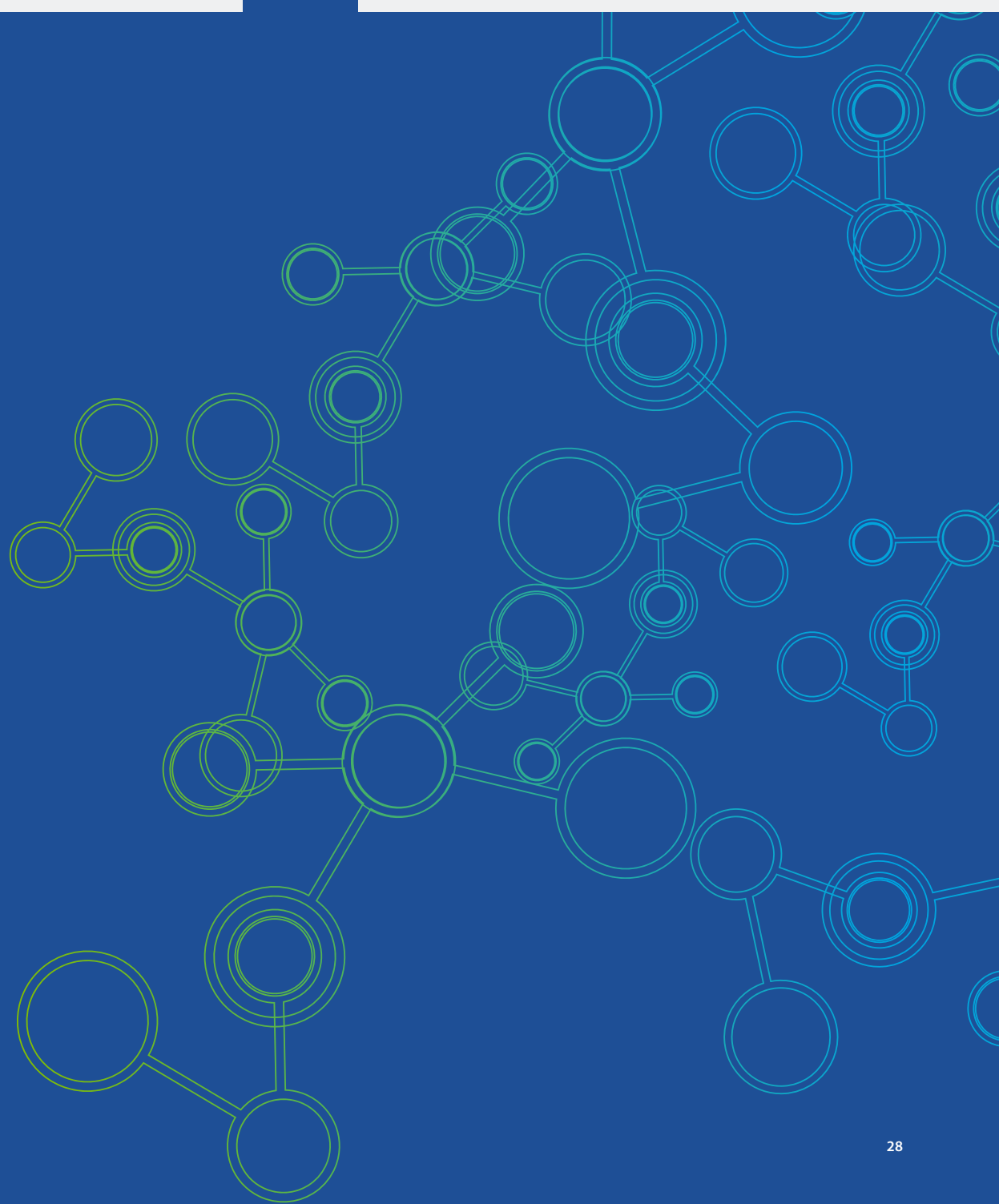


Employees

Focusing on Our People

RTI employees share a drive to deliver the promise of science for global good. Together, we address the most critical scientific and societal challenges. We understand that our employees are also driven to learn and grow in a globally diverse and inclusive work environment. To support our employees, we offer a dynamic workplace culture, comprehensive benefits, and opportunities to grow.

We know that our success hinges on valuing the voices of our employees. We are committed to equity, diversity, inclusion, and belonging in the workplace and in the communities and markets where we work and serve. We recognize and respect the unique backgrounds, skills, and perspectives of all our employees. We foster inclusion across our organization to encourage diversity of thought, innovative solutions, and added value for our clients, our partners, and our colleagues.





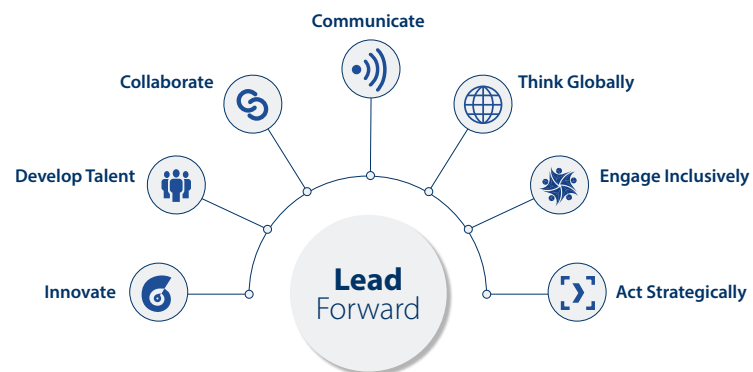
A Dynamic Workplace Culture

At RTI, our culture is defined by our globally diverse workforce, their commitment to excellence and their innovative spirit. Every day, our experts come to the workplace, the lab, and the field in pursuit of RTI's mission to improve the human condition by turning knowledge into practice. Through independent research and science-based programs, we make positive impacts on people and communities around the world.

We do everything it takes to empower our employees to accomplish our shared mission.

Our common values align us and our Lead Forward behaviors—innovate, develop talent, collaborate, communicate, think globally, act strategically, and engage inclusively—guide our approach across the institute. This is what drives us forward—to fulfill our mission and inspire our people to achieve.

Lead Forward is our leadership model that describes the ideal leadership culture and critical behaviors needed to achieve RTI's strategy. It provides a simple, practical, accessible, and customizable framework for leadership that aligns with our mission and values.



RTI'S GLOBAL WORKFORCE

5,893
Staff Worldwide

1,566
New Hires

103
Nationalities

75
Languages

2,008
Advanced Degrees

14
Patents



Talent Recruitment, Retention, and Engagement

RTI's hiring process involves engaging with hiring managers, business leaders, proposal leaders, and other partners across the institute to assess our talent needs and advance a recruiting strategy that will attract a diverse slate of qualified talent. Our Talent Acquisition team is also keenly focused on the candidate and hiring experience and seeks to ensure a quality experience for both the candidate and the hiring manager.

A new employee's first day at RTI makes them feel like they are part of a community. Because they are. Our new hire orientation immerses colleagues in RTI's history, culture, policies, and practices. Several months later, we host new hire socials to enable them to reconnect in the RTI community, share additional information, and gather feedback on their experience.



The RTI Difference

We have an established employer value proposition we call the RTI Difference, a diverse team driven to make a difference around the world. Although there are numerous organizational attributes that make RTI attractive in the market and a great place to work for engaging, motivating, and retaining talent, the RTI Difference highlights our mission, our people, our culture, and our growth in business, research, and professional staff development. We believe that the RTI Difference is one of the reasons we have low staff turnover and long tenure.

Engaging our Employees

In 2017, we instituted a biennial employee survey that assesses employee sentiment on a variety of organizational topics such as engagement, leadership, performance, development, and diversity. We also conduct a pulse survey every other year on key engagement factors. Since 2017, we have measured employee engagement at 89% positive for staff on enjoying working at RTI and 86.4% positive on recommending RTI as a great place to work with a survey completion rate averaging over 83%.

We collect and analyze data from surveys and report outcomes to senior leadership. We also summarize results and action plans and communicate them to staff and follow up accordingly. For example, as a result of our employee survey, we made improvements that include providing additional time and resources for employee development, performance accountability, rewards and recognition, and cross-RTI collaboration.



Training and Development

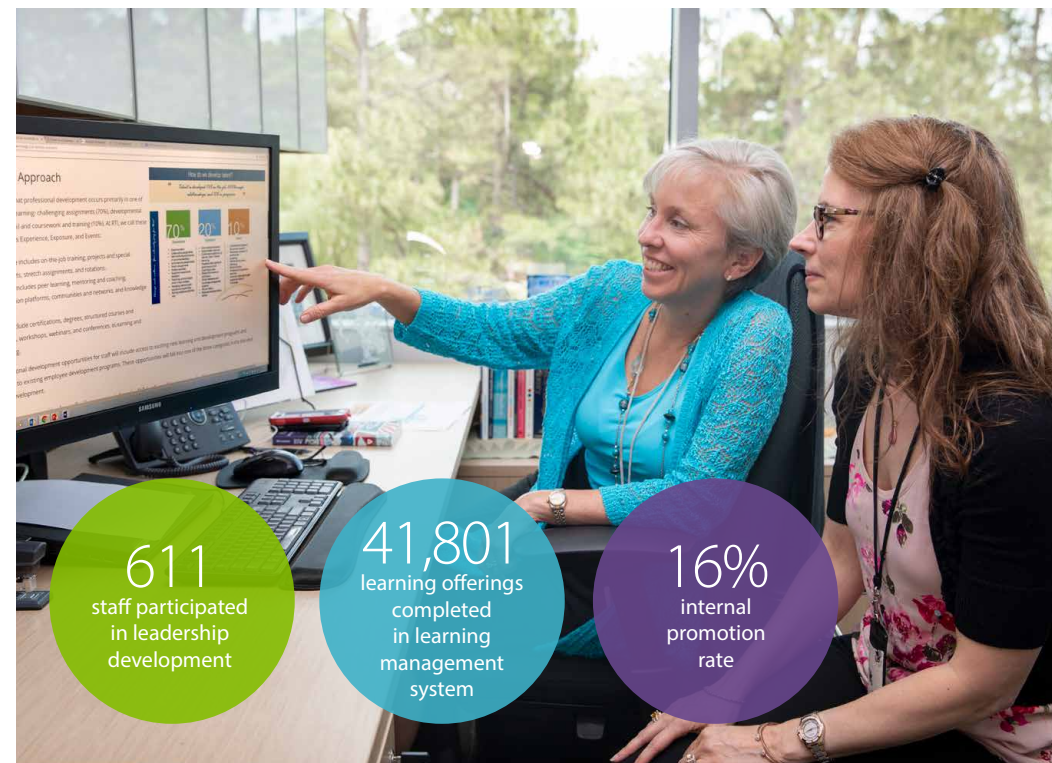
Talent development is a key attribute of our institute-wide strategy. Our training and development offerings are extremely wide-ranging and provide:

- Learning
- Coaching
- Expansive Development
- Training
- Mentoring
- Dynamic Learning
- Professional Certification Reimbursement
- Tuition Assistance

In direct response to employee feedback from the RTI Employee Survey, we deliver our talent development under a strategy of Develop and Grow. We apply the 70-20-10 learning model, which capitalizes on robust learning from on-the-job experiences, learning through others, and formal learning.

We also identify key talent—potential successors, emerging leaders, emerging scientists, and emerging talent—who participate in our key talent program. This program provides cohort experience, leadership development, expansive goal development and experience, and a capstone event.

Finally, we utilize dynamic learning and development technology to enhance the learning experience through applications such as learning management system eLearning offerings, career exploration matching, individual and 360 skill assessments, mentor matching, and Find-A-Gig exploration.



FIND-A-GIG

To help staff develop new skills, we are piloting Find-A-Gig, an employee development platform that allows staff to look for opportunities outside of their core job by taking on part-time, short-term assignments throughout the institute.



Dynamic Development

In 2016, we restructured our performance management system as the current Dynamic Development program. It focuses on quarterly quality conversations between staff and their managers, goal planning, and documented check-ins. The check-in is focused on progress toward goals and employee development. We assess performance at the end of the fiscal year by considering contributions to work results, demonstrated RTI competencies and behaviors, attainment of goals, and growth and development.



LEADERSHIP EXCELLENCE ADVANCING DEVELOPMENT

In support of our commitment to develop talent and as a key feature of our Develop and Grow strategy, we have developed and implemented a leadership development program we call LEAD – Leadership Excellence Advancing Development.

LEAD is a high-quality, in-demand leadership development program providing five levels of progressive leadership development and experience.

From individual contributors to the Executive Leadership Team, LEAD supports leadership development and growth with features that include a cohort experience, a 360 assessment, executive coaching, peer coaching, expansive development goal planning, leadership labs on key subjects, and a capstone event.

The LEAD program has been operational since 2020 and has provided development and experience for more than 825 leaders to date.

Throughout this program, we emphasize a culture of feedback. To that end, RTI's Anytime Feedback program allows staff and managers to solicit and provide feedback for staff during and outside the check-in.

Since implementing the Dynamic Development program and Anytime Feedback, the completion rate of check-ins has reached a three-year average of 84%, with 75% of Anytime Feedback requests receiving a response by the recipient.

Mentoring

The RTI Mentor program is designed to help mentees benefit from RTI's experience and expertise-rich environment, while offering mentors the opportunity to grow their own leadership skills.

Both mentee and mentor quickly discover that mentoring is a rewarding opportunity to share knowledge and provide advice to someone embarking on a journey of professional discovery. Being a mentor is not exclusive to senior staff. In fact, it can provide all staff with essential experience guiding and supporting others in preparation for current and future career advancement.

Reverse-mentoring is also an outstanding opportunity for junior staff to showcase and share their talents with more senior or tenured staff. It encourages mentees to be creative, innovative, and open to new learning opportunities, regardless of their tenure.

The RTI Mentor program aims to:

- Promote the career goals and paths of technical, professional, and administrative staff.
- Provide an opportunity for mentors and mentees to discuss confidential work-related issues.
- Enhance job satisfaction.
- Help mentees and mentors learn new job skills and develop in new areas.
- Develop leadership skills in mentees and mentors so they may serve in expanded management and leadership positions.

24

mentor
engagements
in FY2021



Benefits

Our global total rewards strategy includes providing competitive and compelling employee benefits to our staff in the areas of work environment, growth and development, compensation, and employee benefits.

We have a core set of employee benefits at RTI locations across the globe that we have committed to provide to our staff, but which may not be common in the market. These benefits include medical coverage, life insurance or a self-funded employee death benefit, and retirement programs.

We also complete a bi-annual benefit review of all countries where we operate to ensure that we continue to have competitive and compelling benefits that, at a minimum, reflect what is prevailing in any given country. We perform a Total Rewards Survey periodically for our U.S. based staff, where we have a large population of employees, to understand what employees value and understand most in RTI's total rewards offering.

Caring for the Complete Employee

In 2020, we rolled out our employee assistance program (EAP) in all regions and countries where we operate. Our EAP provides all employees and their families with access to a wide range of support services for physical and mental health, well-being, meditation, relationship guidance, career coaching, financial planning support and much more. These services are available seven days a week. The program has had higher than benchmark utilization since its implementation.

Our employee assistance program provides all employees and their families with access to a wide range of support services for physical and mental health, well-being, relationship guidance, and more.

New Child- and Elder-care Options

In 2021, we implemented a new program that provides child- and elder-care options for U.S.- and Canada-based employees through Care.com. Care.com provides help for ongoing and one-time family care needs for adults, children, pets, tutoring, distance learning, housekeeping, and more. This program can help employees with:

Ongoing or occasional care. Access to the largest database of caregivers for employees' family care needs.

Backup care. Subsidized, vetted care for children and adults when regular care is not available. Backup care is available in-home or at a network of national, regional, and local childcare centers. Each eligible employee can use up to ten days of backup care per year.

Rise Recognition

We launched this unique benefit program globally in October 2020 for all RTI employees. Through an easy-to-use, single-sign-on website, employees can quickly and easily recognize someone, congratulate a colleague, and view and redeem their awards. Managers also have access to their team's recognition activity. Rise Recognition empowers employees to acknowledge their colleagues for going above and beyond and helps strengthen RTI's culture of recognition and appreciation.

Rise Recognition empowers employees to acknowledge their colleagues for going above and beyond and helps strengthen RTI's culture of recognition and appreciation.



Gympass

In response to feedback from RTI's pulse survey, and in an effort to broaden access to wellness activities in our disrupted global pandemic environment, we introduced Gympass to U.S.-based employees in 2021.

Gympass is a tech-enabled, digital fitness and holistic well-being solution that gives employees and their dependents access to thousands of gyms, studios, personal training, and on-demand and live digital wellness opportunities—all under one membership. We anticipate that our partnership with Gympass will make it easier for employees to discover or reconnect with activities they enjoy, build more active lifestyles, and achieve and maintain optimum physical and mental well-being.

Flexible Work Arrangements

We know that the world of work is changing, and that employees need additional flexibility to balance the demands of home life and family, hobbies, and charitable activities. This flexibility is becoming more critical in attracting new staff members and helping existing employees balance all the endeavors in their lives.

That's why in 2021, we revised our flexible work arrangements policies and procedures to transition our philosophy and practices so that employees can more readily request flexible work and teleworking arrangements for regular, hybrid, and intermittent teleworkers. We provided guidelines to all employees to ensure a safe work environment when working remotely and an escalation process that enables employees to refer cases to their next higher-level manager if a teleworking request is denied by the first line manager.

We revised our flexible work arrangements policies and procedures so that employees can more readily request flexible work.

Health and Safety

The health and safety of our employees is our top priority. As stated in our [Environmental, Health and Safety policy](#), we are committed to proactively protecting our employees, contingent workforce, visitors, and neighbors by conducting business in a safe and environmentally responsible manner.

Health and Safety of Our Workforce During Pandemic

The pandemic made the health and safety of our employees an even stronger imperative and drove us to find new, effective ways to provide a safe environment for employees who were still working in our facilities. At the onset of the pandemic, we activated our Infectious Disease Response Team to focus on our COVID-19 response. In addition, during the height of the pandemic, our Environmental, Health, and Safety (EHS) Group partnered with RTI's global logistics group to purchase and test the Kinexion Safe Zone Technology. This digital solution for close contact warning notified staff when they come within two meters of each other. It was also used in instances for contact tracing to identify anyone who was within two meters of a suspected infection.

Developing and Implementing a New Safety Standard

Due to the impacts of COVID-19 on the health and safety of public spaces, RTI leadership set a new safety standard for main campus facilities, committing to:

- Increased sanitization and housekeeping measures.
- Improved air and water quality including an engineering evaluation of our main campus ventilation systems.
- Targeted stakeholder engagement with a focus on health and wellness.
- Greater emergency response resources.
- Adoption of preventive maintenance practices, such as water flushing and legionella management plans.



These efforts earned RTI the WELL Health-Safety Rating designation, which helps guide us as we prepare spaces for re-entry in the wake of the COVID-19 pandemic.

The WELL Health-Safety Rating is an evidence-based, third party-verified rating for all new and existing building and space types. The rating criteria focuses on operational policies, maintenance protocols, stakeholder engagement, and emergency plans to address a post-COVID-19 environment now and into the future.

Key 2021 Initiatives

We continue to enhance our Environmental, Health and Safety program to ensure we implement best practices and make our workplace as safe as possible for our employees and surrounding community. Here are key initiatives we implemented in 2021.

Training: The EHS Group partnered with RTI University to create four computer-based training modules to meet the regulatory requirements associated with our Radioactive Material License. The interactive modules were curated by the resident Health Physicist and developed in house by RTI's Learning and Development team. The modules covered are: Radiation Sealed Sources, Radiation Generating Devices, Radioactive Material users (Refresher), and Radiation Safety Awareness.

Serenity EHS Software: In 2021, RTI partnered with a third-party software provider to streamline and standardize how we manage and report EHS Incidents, Investigations, and Root Cause Analysis (RCA); Audit & Inspection; and Operational Risk Management. These new capabilities centralize our Health and Safety data and provide better visibility into the EHS Program and its key metrics.

Indoor Environmental Quality (IEQ) Program: In 2021 the EHS Group, in partnership with Chubb Global Risk Advisors, developed a proactive IEQ sampling program for the RTP campus. The goal of this program is to verify that our buildings are operating as intended, resulting in a healthy work environment. This program focuses on six IEQ parameters: drinking water; moisture intrusion and mold management; radon; volatile organic compounds (VOC); legionella; and asbestos.

Health and Safety Metrics

	2016	2017	2018	2019*	2020**
OSHA Recordable	9	11	21	54	14
Cases involving Days Away, Restricted , or Transferred	3	4	5	34	10
Total Recordable Incident Rate (TRIR)	0.30	0.35	0.68	1.81	0.42
Days Away, Restricted, or Transferred (DART) Rate	0.10	0.13	0.16	1.14	0.30

All numbers are reported on the calendar year.

*Injuries increased due to bringing all field interviewers on as RTI employees instead of the past practice which was through a contract firm.

**Due to COVID-19, RTI campus and field operations ceased in March of 2020 and were limited to essential projects through end of calendar year 2021.



Equity, Diversity, Inclusion, and Belonging

From our research, to community involvement, to outreach, we apply our principles of diversity and inclusion globally at every level and across every function of our organization. Our commitment to honoring these principles continues to help us create a diverse team that uses an inclusive environment as the foundation for improving the human condition. We have also turned a lens on ourselves, reaching out to employees to ask for their views on diversity and inclusion at RTI and how they would like to see their organization grow.





Our Equity, Diversity, Inclusion, and Belonging Journey

More than a decade ago, we began our Equity, Diversity, Inclusion, and Belonging (EDIB) journey, with an initial survey of staff to determine interest in this area and the development of an initial diversity and inclusion plan. Five years ago, we entered a more mature phase, with the development of a comprehensive strategy that focuses on these areas:

- Our Workforce
- Our Workplace
- The Marketplace We Serve
- The Communities in Which We Operate
- The Partners and Suppliers We Engage With

Last year, in the wake of George Floyd's murder, our Executive Leadership Team (ELT) recognized the need for a more concentrated effort surrounding racial equity and systemic racism. The ELT then formed a partnership with the Black Employee Resource Group to help inform the institute's path forward. This resulted in the announcement of public commitments and the creation of a Racial Justice & Equity Program, among other initiatives, all of which are discussed below.





Our EDIB Structure and Governance Model

The EDIB Council is an umbrella program with the goal of creating a culture of belonging where all staff enjoy equal and absolute dignity, value, and opportunities to thrive. We focus our EDIB efforts in two primary areas: Racial Justice & Equity and Strategic Engagement & Belonging. The goals of these primary areas of focus are:

Racial Justice & Equity (RJE): Fostering justice and equity for Black employees by identifying and addressing historic barriers and systemic racism, with the expectation that all employees of color will benefit.

Strategic Engagement & Belonging (SEB): Fostering connection, authenticity, and psychological safety through Employee Resource Groups (ERGs) and by intentionally centering underrepresented voices so that all employees feel a deeper sense of engagement and belonging.

Each branch has its own program manager and leadership council with an overall EDIB Council focused on cross-institute efforts.





Strategic Engagement & Belonging

At RTI, we believe that our continued success depends on the diverse skills, experiences, and backgrounds that our employees bring to the organization. Four years ago, to help foster diversity and inclusion, our employees began creating a rich community of ERGs that provides opportunities to leverage shared knowledge and collective experiences to enhance professional growth, promote multicultural understanding, and positively affect the RTI mission.

Today we have 13 groups that comprise more than 1,900 individuals (out of roughly 5,000 total employees) as members. These groups represent the following populations:

- Asian American Employees
- Accessibility
- Black Employees
- LGBTQ+ Employees
- Teleworkers
- Veterans
- Hispanic Employees
- Women in Africa
- Women in North America
- Working Parents in Africa
- Working Parents in North America
- Young Professionals in Africa
- Young Professionals in North America

The ERG program advances employee inclusion and belonging by engaging staff members through the experiences and identities of their colleagues from diverse backgrounds. Each ERG represents an aspect of personal identity that has historically faced barriers to inclusion and opportunity in the workplace. ERG activities create a welcoming environment that supports diversity and full engagement of all staff at RTI. These activities are focused on three areas:

- Building awareness and educating employees about EDIB issues.
- Helping attract, recruit, and retain more diverse talent.

- Providing professional and career development for ERG members and leaders who may not otherwise have such opportunities.

A Leadership Model to Help Achieve Our Strategy

We believe in incorporating a leadership model to which employees can aspire. For RTI, Lead Forward is that model. It describes the leadership culture and critical behaviors – Innovate, Develop Talent, Collaborate, Communicate, Think Globally, and Act Strategically – we foster to achieve RTI's strategy.

Three years ago, we added a seventh behavior focused on EDIB: Engage Inclusively. As part of this behavior, RTI staff is expected to value the unique background, personal qualities, and characteristics of every employee and fully engage diverse individuals and groups for smarter ideation and decision-making.



TALENT MANAGEMENT

Our commitment to EDIB is firmly focused and supported in our Talent Management group. Drawing from expansive diverse talent sourcing by RTI Talent Acquisition, Talent Management uses Applicant Tracking Software (ATS) technology and talent intelligence platforms and networks to manage the Talent Acquisition tracking process. Talent Management includes training sessions for Undermining Bias in Hiring for hiring managers, interview panels, and Executive Leadership rotation for under-represented populations in leadership.



Racial Justice & Equity

Last year our ELT publicly announced a series of commitments to racial justice and equity at the institute. This resulted in the creation of a Racial Justice & Equity program and the conversion of three staff members from a part-time focus on EDIB, to making it their full-time responsibility. To further ensure focused and sustained attention, we also established a Racial Justice & Equity Program. The work of the program and the RTI Racial Justice & Equity Leadership Council, along with feedback from our staff, will inform our path forward as an organization.



RTI's Commitment to Racial Justice and Equity

As we take this journey together, we are making a number of commitments, both for the internal transformation of RTI and for our work to support racial justice in the broader society in which we live.

We commit that:

- The Executive Leadership Team will participate in ally training, modeling the critical importance of leadership by educating ourselves and strengthening our ability to serve as allies for racial justice.
- We will provide ongoing training for staff on issues of bias and racial justice.
- We will work to diversify our staff and leadership at all levels, including, specifically, the Executive Leadership Team and our Board of Governors.
- We will recalibrate the People & Learning pillar of RTI's strategy around diversity, equity, and inclusion.
- We will examine our business practices and culture to eliminate barriers for the recruitment, advancement, and success of Black employees.
- We will conduct a staff survey dedicated to racial justice and equity.
- We will bolster our support for research into systemic and structural racism, focusing on the causes and impacts and working to develop policies and solutions to eliminate them.
- We will support Black-owned businesses through our sourcing and subcontracting efforts.
- We will listen to our staff members by providing ongoing opportunities for dialogue and input.
- We will hold ourselves accountable for sustained action and results by tasking the Racial Equity Team with establishing concrete metrics to measure change.



Racial Equity Assessment of Our Talent Acquisition and Talent Management Practices

To meet our commitment of examining our policies, business practices, and culture to eliminate barriers for the recruitment, advancement, and success of Black employees, in 2021 we engaged an external consultant to conduct a Talent Acquisition and Talent Management Assessment. It included an analysis of the Racial Equity Survey results, an appraisal of related U.S. policies and procedures, and the collection and analysis of feedback from 36 staff interviews and 10 focus groups with 209 participants. The assessment included an analysis of multiple quantitative datasets, including:

- 2021 Racial Equity Survey results
- 2020 Employee Survey results
- RTI's Talent Acquisition procedures (sourcing, interviewing, and hiring)
- RTI's Talent Management procedures (performance evaluations, promotions, strategic talent planning and talent development)

The assessment resulted in recommendations in each of the EDIB domains, with a three-year EDIB roadmap as the foundation for our strategic plan to execute the recommendations. The three primary workstreams on the roadmap are:

- A structured and consistently implemented hiring process
- A structured competency-based performance management process
- A robust training program across a variety of behavior change domains

Racial Equity Survey

When making commitments to change, establishing a baseline against which change will be measured is an important first step. In February 2021, RTI launched its first-ever Racial Equity Survey led by a team of all-Black scientists. Eighty-six percent of eligible staff participated in the survey, exceeding the goal of 80% set by RTI's then President, Wayne Holden. Employees were encouraged to review the survey results and share their thoughts, reactions, and observations through an all-institute, online ThinkTank that was used to help us establish future goals and achieve our vision of success.

U.S.-based staff of all races and ethnicities were encouraged to take the survey—its questions were applicable to all racial and ethnic populations—as anti-Black racism and racism against other communities of color affect us all.

Racial Trauma Charge Code

RTI's Black Employee Resource Group recommended that RTI provide paid time off for Black employees needing to rest and recover as a result of the racial trauma that follows them into the workplace. Because research has documented the emotional tax that Black people and other people of color are required to expend in the workplace, RTI created a specific charge code for Black employees' use to attend open forums on race at work for collective conversation and healing, as well as taking time off from work. White employees were also able to use the charge code to attend the open forums on race.

Recognizing the complexity of the challenges that racial injustice and inequity present, the ELT expanded the program and created charge codes for all staff to use. In addition to Black, Asian and Latinx staff, a general code was created for use by LGBTQ+, Veterans, Allies, and other employees.



Racial Equity Paradigm Training

Training is an important way we achieve our commitments. For example, our racial equity paradigm training is designed to build a foundational understanding of the historical, cultural, and systemic origins of race and inequity in the United States. Three sessions give participants the opportunity to build shared language, analysis, and an organizational context while interrogating their own socialization and racial identity development. The training also includes a segment on

internalized racial superiority, internalized racial oppression, and opportunities for dialogue and caucusing. The final session is a white supremacy culture workshop that examines the manifestation of white dominant norms in organizational culture, how to pivot and de-center white dominant norms, and how to build a more equitable and inclusive organizational culture.



RACIAL ALLY WORKSHOP

This four-week workshop prepares participants to work effectively for racial justice. Workshop topics include:

- Understanding systemic racism
- Becoming resilient allies for racial justice
- Building skills to challenge interpersonal racism
- Working to overcome racism within our own networks

The workshop also provides participants with the skills they need to engage in difficult conversations, peer guidance on an action plan, and an ongoing support network for their work. The workshop focuses on what it means to be an ally for racial justice, the mistakes we are susceptible to making as allies, and how to address the situation and move forward when we make mistakes.



Ongoing EDIB Training Across the Institute

Over the past few years, we have created multiple opportunities for staff to increase their skillsets in EDIB-related areas:

Fostering Inclusive Interactions

This training introduces participants to:

- The concept of inclusion in the context of leading and interacting in the workplace
- The types of microaggressions and the harm they cause
- Strategies for responding to microaggressions witnessed by participants
- Taking responsibility for microaggressions they unintentionally commit

Participants work on recognizing common microaggressions, identifying some of their own biases, and interacting with others in a more inclusive manner.

Bringing Cognizance to Bias

Bias must be addressed at three levels: within ourselves, within others, and within our institutions. This two-hour toolkit focuses on bias that lives within ourselves. Participants reflect on their own biases, the impact they have on decisions and behaviors, and the impact they have on others.

Becoming aware of our own biases is the first step. This training asks participants to complete an [Implicit Association Test](#) (IAT) in advance of the session. Attendees leave the session with a conscious commitment and strategies to counter personal biases.

FLEX into Inclusivity (featuring a Human Library)

Participants reflect on how identity impacts whether and how diverse individuals experience inclusion and belonging at work as they learn from and engage in dialogue with Human Books—fellow RTI colleagues who generously share their stories as part of a Human Library. Attendees learn how to: **Focus** within, **Learn** from others, **Engage** in dialogue, and **eXpand** options to cultivate a more inclusive work environment and a stronger experience of belonging.

LGBTQ+ Workplace Equity Workshop

This workshop aims to increase organizational effectiveness by creating a more equitable and inclusive work environment for LGBTQ+ employees. In four two-hour sessions, the workshop guides participants through the concepts of gender identity, biological sex, and sexual orientation; the business case for LGBTQ+ equity in the workplace; how to be an ally to LGBTQ+ colleagues; and how to address unfair treatment, stereotyping, and solidarity. The workshop also includes time for hands-on practice. At the end of the workshop, participants make a commitment to actively work to create LGBTQ+ workplace equity at RTI.

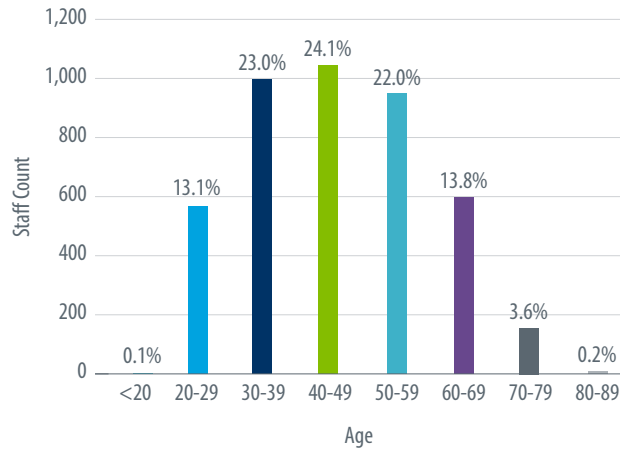
Why Pronouns Matter

Social norms around gender are changing rapidly and navigating these changes in the workplace can be tricky and confusing. This one-hour course covers the basics of gender identity, exploring the importance of pronouns in respecting others' gender identity, and clarifying best practices for how to use and share pronouns.

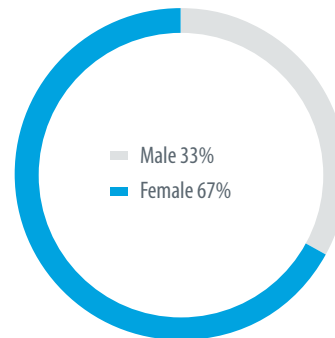


U.S. Workforce

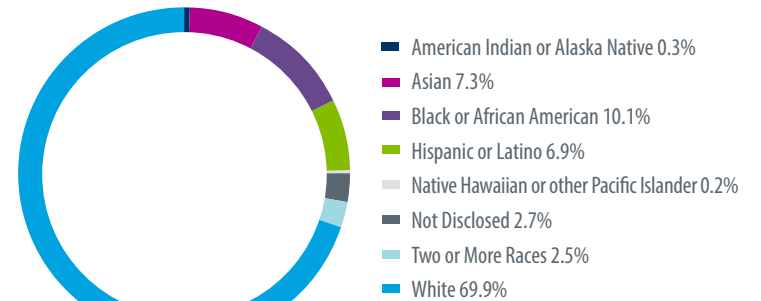
Staff Count by Age



Staff Count by Gender

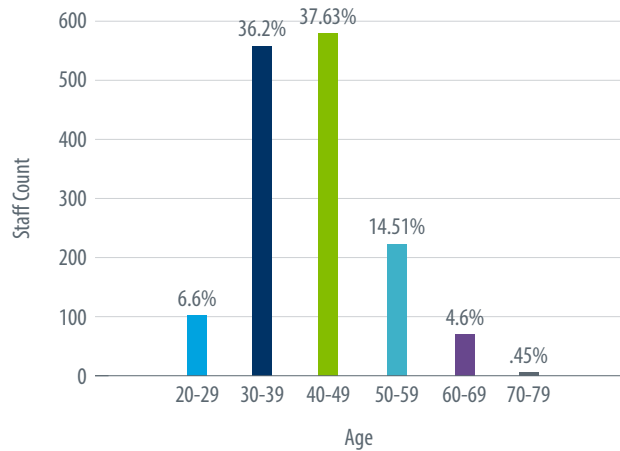


Staff Count by Race/Ethnicity

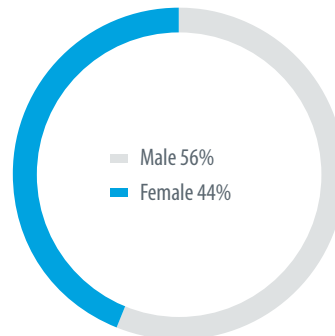


International

Staff Count by Age



Staff Count by Gender





Supporting Small and Diverse Suppliers

At RTI, improving the human condition is achieved not only through the work we do, but also by the project partners we choose to help us achieve our goals. Supplier Diversity promotes innovation and creates contracting partnerships that sustain business continuity as they nurture good client relationships.

SupplierDEI Initiative

Our institute-wide EDIB strategy includes a Supplier Diversity Pillar that fosters diverse business partnering and procurement. While these efforts are not new to RTI, the Executive Leadership Team has approved the piloting and design of a full-scale initiative that implements a new approach to engaging with Black-, other minority-, LGBTQ-, woman-, and service-disabled veteran-owned small businesses. The initiative's initial focus is on supporting Black-owned businesses through expanded partnerships with an emphasis on all historically under-represented diverse/minority-owned business classifications. We plan to launch the full-scale initiative in 2023.

Subcontracting Opportunities for Small Businesses

Over the last 15 years, RTI has developed a record of providing maximum practicable subcontracting opportunities to more than 8,000 U.S.-based Small Businesses (SBs)—many of them owned by women, U.S.-minorities, and U.S.-military veterans. RTI maintains a U.S. Government-audited and approved Small Business Subcontracting Program, and we encourage our prospective suppliers and subcontractors to register with us through our vendor portal.

We closely monitor small and diverse business spending and engagement rates at the master contract level (the level at which contractual subcontracting goals are established). For instance, our woman-owned small business subcontracting rate—the overall percentage of external procurements that are spent with small businesses—has increased dramatically over the last 15 years, from 3% in FY2005 to 14% in FY2020. This increase reflects dedicated attention to small

and diverse-owned business partnerships and utilization throughout capture, proposal, and project execution.

RTI employs full-time staff who manage our small business subcontracting program, small business development and outreach, and supplier diversity initiatives. We also actively sponsor, support, and participate in Small Business outreach conferences each year, with annual participation averaging 15 events over the past five years. These events—which are often hosted by agency small business offices or diverse business associations—are opportunities to connect directly with small and diverse businesses with relevant capabilities, experience, and interest in partnering.



MILITARY FRIENDLY®

Since 2019, our supplier diversity program has been recognized as a Military Friendly® Supplier Diversity Program, exceeding all standards for partnering with and supporting veteran-owned businesses set by the Military Friendly Survey.

The survey is a recognized standard that measures an organization's commitment, effort, and success in creating sustainable and meaningful benefits for the military community.

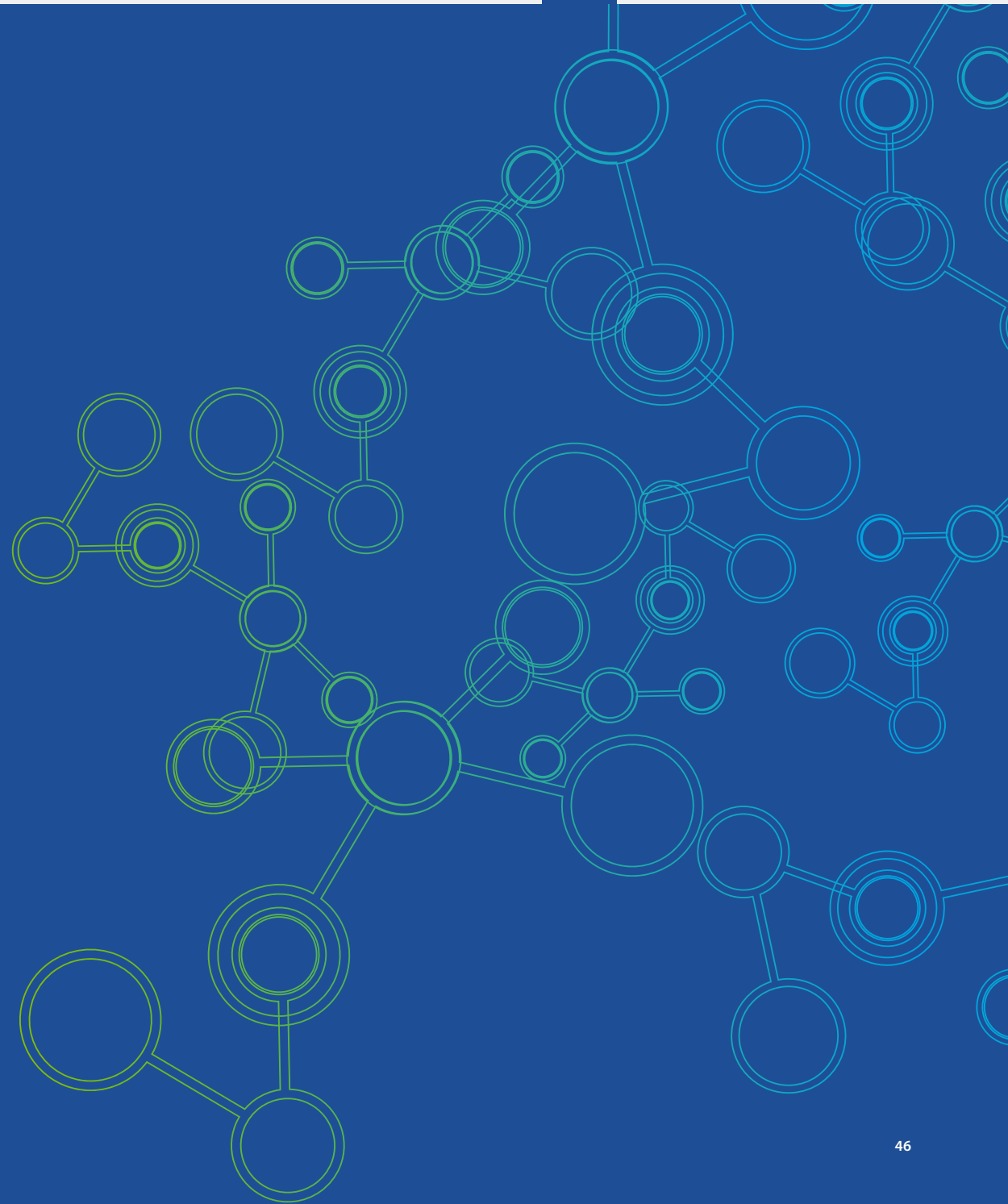
For FY2022, RTI has received additional recognition by the Military Friendly Survey as a "Top 10" Supplier Diversity Program.



Clients

Supporting Our Clients

At RTI, we conduct research and deliver technical and consultative services on behalf of government agencies, universities, foundations, and private businesses, among other institutions and organizations. We are proud to serve clients around the world, bringing a multidisciplinary approach to client needs and projects of all sizes—from focused studies and applied research and development to large-scale national and international longitudinal research efforts.





Commitment to Quality

RTI Policies and Procedures articulate the expected actions and mechanisms for adhering to our standards with respect to performance of activities and assigned duties. The Corporate Quality Manual is the documented fundamental basis for all we do in support of RTI's quality management system. The manual is routinely reviewed and updated annually.

Our Quality Policy

RTI strives to provide superior quality, with the highest standards of professional performance and scientific integrity, in the execution and delivery of research, development, and technical services, that meet or exceed customer expectations and deliver exceptional value.

The manual describes our quality management system. It communicates our approach to quality in the context of our mission, vision, values, and strategic goals. It also describes our quality processes, which are founded on employee involvement and a commitment to continuous improvement and quality assurance.

The manual also provides the overarching quality management framework demanded by a diverse research organization with its disparate technical disciplines, clients, contractual mechanisms, and legal and regulatory requirements.

RTI's quality framework provides added assurance that we take seriously the trust placed in us by our clients to perform our research and technical services with excellence.



RTI'S QUALITY PRINCIPLES

Since we founded RTI in 1958, the institute has built a reputation for excellence, which has been a fundamental part of our mission and vision. RTI's quality framework provides added assurance that we take seriously the trust placed in us to perform our research and technical services with excellence. We expect that each one of our research groups/business units will:

- Conduct projects in compliance with applicable regulations and guidelines, applying quality assurance practices commensurate with project scope and risk.
- Develop and maintain group quality manuals and procedures that are specific to the nature of research and technical work performed within units and centers and consistent with overriding institutional RTI policies and procedures and the Corporate Quality Manual.
- Provide training and educational opportunities for staff in quality management and best business practices.
- Establish annual quality objectives that meet internal goals and external client objectives.
- Cooperate with periodic quality and compliance audits that are based on requirements defined in the applicable quality management system and assess compliance with internal codes, policies, and procedures, as well as applicable external quality and regulatory requirements.



Focusing on Continuous Improvement

Each of the business units and Corporate Regulatory Affairs, Quality Assurance, and Records Management (RQR) have established annual quality goals in support of the operational activities for which they have oversight. These goals are consistent with the expectations set forth in the Corporate Quality Manual and measured throughout the fiscal year for success. Year-over-year, corporate RQR has met or exceeded its goals with respect to quality management and process improvements in support of the research business units.

Each year, we strive to meet or exceed our goals with respect to quality management and process improvements.

This year, our efforts to enrich the quality management system have included expanding the Business Unit Quality Offices and increasing staffing of expertise to support the researchers' quest for quality improvement and consistent quality performance.

Prior to the pandemic and operational shutdown last year, RTI held a Quality Symposium featuring quality expert guest speakers from across the country to present quality management training, case studies, and group exercises. The symposium culminated with a half-day session of brainstorming about various areas we could enhance to improve operational quality assurance at RTI. It served to identify quality goals for the coming years and brought together staff across all business units and corporate offices to share expertise, collaborate effectively, and align problem-solving skills.

Next year, we expect to have new opportunities for quality improvement as we work to develop and enhance quality management plans for all research projects, engage and expand the use of a new digital platform for document management and change control, and create new training opportunities for staff development in the quality management arena.

Research Integrity

Our policy is to maintain an environment that fosters research integrity based on the highest ethical principles of conduct in performing and reporting RTI's work and research. Ethical behavior—involving strict adherence to scientific principles in generating and gathering research data and in the reporting of that data—is basic to the scientific process and to the discovery of new knowledge. Lack of research integrity is counter to the very nature of research.

RTI's reputation for integrity has been built on the overall quality of the staff and sustained by high ethical standards in conducting research over decades. All RTI staff are expected to conduct research in accordance with the highest ethical standards. In addition, all RTI employees have a responsibility to foster a research environment that promotes honesty and integrity and does not tolerate research misconduct.

However, honest errors and honest differences in interpretations of data are not unethical; indeed, they are a necessary part of any research environment. Our Policies, Procedures and Guiding Principles define the conduct that constitutes research misconduct and describes RTI's procedures for investigating and reporting such allegations. The Research Integrity Officer, in consultation with the Office of Compliance and Ethics and Office of Corporate Counsel, ensure compliance with additional federal agency procedures, if applicable.

RTI's reputation for integrity has been built on the overall quality of the staff and sustained by high ethical standards in conducting research over decades.



Client Listening Program

We understand that developing strong and lasting client relationships is an ongoing effort. To demonstrate our commitment to one of our main strategic goals—client focus—and to continue to provide quality services, we conduct regular client feedback surveys on many of our projects.

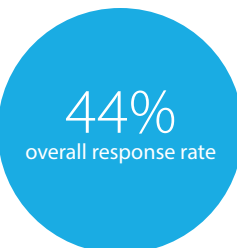
Since 2006, RTI has been conducting a client service review to solicit direct feedback from clients through web-based feedback requests. This initial process, while useful, placed more burden on our client, had little focus on client follow-up, and was done biannually. To make it more effective and actionable, we revised the process, to what is now known as our Client Listening Program (CLP). Under the current CLP, project leaders request ongoing feedback on active projects during key project milestones to learn how RTI can improve the outcomes for our clients. These quick surveys ensure a low burden for our clients while generating valuable feedback to support continued project improvement. The surveys gather candid and actionable information about our performance on a variety of project milestones, including proposals, project kick-offs, invoicing, events, deliverables, and close-outs, in addition to general check-ins on satisfaction.

Through our Client Listening Program and valuable client feedback, we seek to continually improve our operations, business practices, client relationships, and outcomes.

Over a 15-month period during 2019-2020, we initiated 1,235 client surveys, representing 77% of RTI projects. We achieved a 44% overall response rate, with 96% of client responses at a rating of “Met Expectations” or higher, and most of those responses above “Met Expectations.” We review all completed surveys and act upon them, based on the feedback provided.

We also continue to build on our CLP to meet our client needs. These efforts include:

- Adding a COVID-19 survey template to support clients during the pandemic. The COVID-19 pandemic has presented everyone with new and immediate challenges that impact both projects and the teams that implement them. We reach out to our clients to ask if there is anything we can do differently to more effectively meet these challenges, or if we could provide them with additional support.
- Linking CLP data to other client data within RTI’s client relationship management system to support a holistic view of client needs and areas of improvement related to client experience.



**Client Listening
Program**
with regular check-ins





- Integrating CLP with client satisfaction standards and quality metrics supporting effective and efficient project management with a focus on client-centricity.
- Moving from measuring compliance to gaining actionable insights via reporting on feedback scores and comments. Using standardized client-focused reports helps inform client managers, business development staff, and strategic account executives. Results include scores by question category, net promoter score, and comments. Managers and project leaders analyze these results to develop actionable insights for client-focused continuous process improvements.

2021 Client Listening Program



829

surveys sent to RTI clients



97%

at "Met Expectations" or above



46%

response rate



69%

above "Met Expectations"



45%

of projects that have sent a survey



72

Net Promoter Score



RECOGNITIONS

Premier Award for Client Satisfaction: 2019, 2020, and 2021

In all the years since launching the CLP, RTI has received the coveted Premier Award for Client Satisfaction, the professional services industry's only data-supported recognition of superior service and project delivery. The annual award is granted based on third-party client survey research and analysis performed by PSMJ Resources and Client Savvy, two leading business management consulting organizations.

Client Experience Excellence Award: 2020

Our CLP was honored as a 2020 Client Experience Excellence (CX-culture) Award winner for its innovative, client-centered mindset that enables project managers to strengthen business relationships. Sponsored by CXps (the Client Experience in Professional Services group), the CX-culture Award celebrates top professional service organizations for delivering exceptional client experiences. CXps is a community of individuals who recognize the importance of creating a positive experience for their clients. This award is a testament to the hard work of the core team – with representation from all business units – as well as our continuous commitment to build a client-centric culture at RTI. Over the past few years, we have formalized our approach to getting client feedback in support of better client experiences, including focusing on listening, engaging in quality conversations, implementing follow-up strategies, and taking specific actions to improve project performance and relationships with our clients.

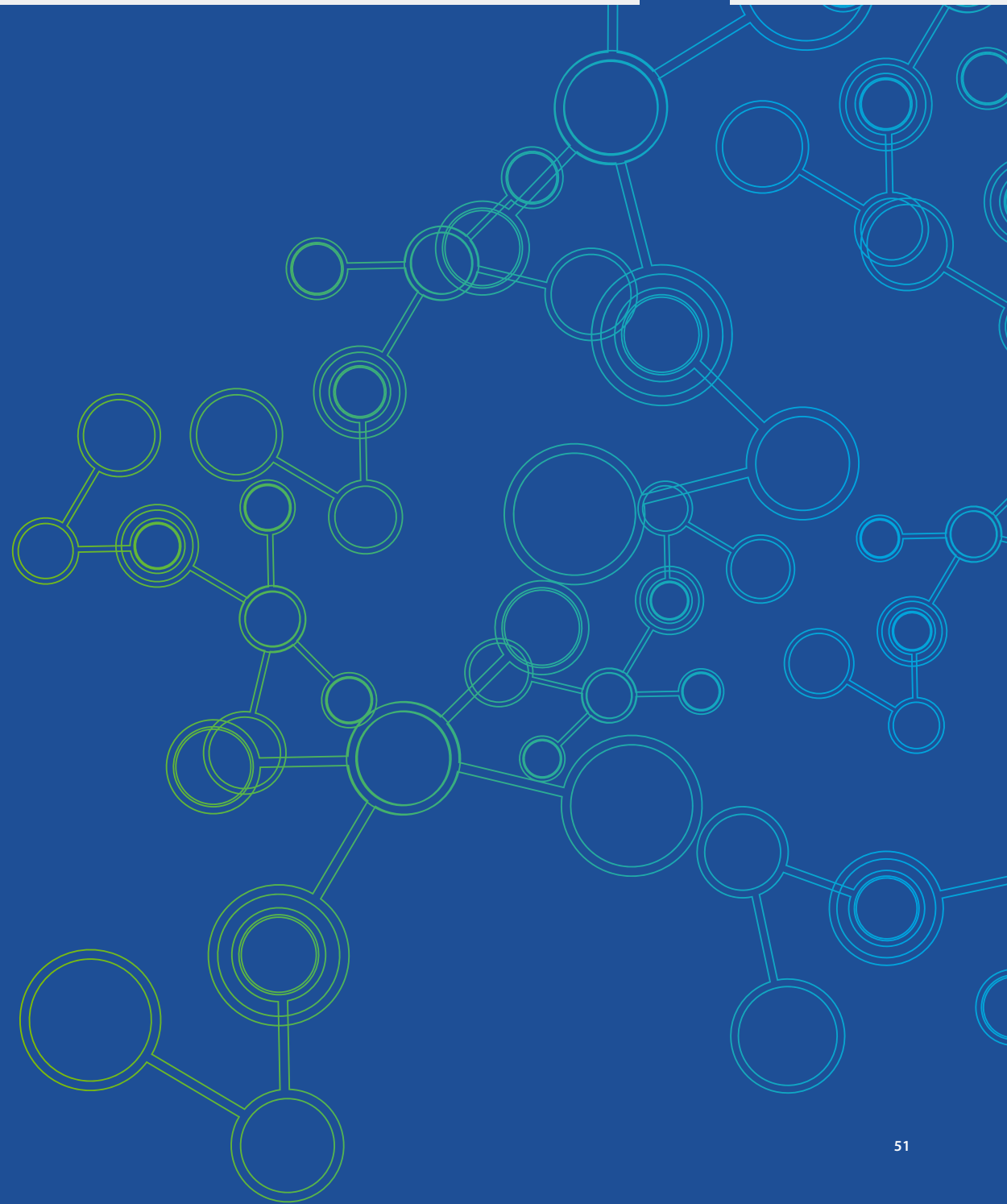


Community

Giving Back Where We Live and Work

Our commitment to improving the human condition would not be complete without commitments to the communities we serve. Through both institute-level efforts and the volunteer passions of staff members, we take action to make the world we live in a better place.

During the past two years, our communities have been forced to take on the unprecedented, combined challenges of the COVID-19 pandemic and racial injustice. At RTI, we worked hard throughout the pandemic to help meet the urgent needs of our communities. We did this with a multi-pronged approach that expanded our numerous community partnerships and focused our corporate giving on pandemic relief and racial justice and equity.





Charitable Giving and Community Partnerships

We take a grassroots approach to philanthropy, basing our charitable giving on a program driven by employee nominations. Through the Community Partnerships Program, we focus on supporting organizations that provide direct services to people in need in the communities where we live and work.

Our Community Partnerships Program supports charitable causes nominated by our employees, as well as organizations that they already support through volunteering.

When disasters or crises strike, even if they are far from our headquarters, the institute and our staff members routinely make donations in support of relief efforts. In addition, in alignment with our work to ensure equity, diversity, inclusion, and belonging at the institute and beyond, we support nonprofit partners doing critical work in these areas in our communities.

We are a longstanding sponsor of events and activities of numerous community organizations and universities. Many of these sponsorships include a focus on Science, Technology, Engineering and Math (STEM) outreach and efforts that align with our work in equity, diversity, inclusion, and belonging.

United Way

RTI is a proud supporter of United Way of the Greater Triangle as well as United Way agencies serving each of our U.S. regional office locations. Over the years, our efforts have earned us multiple awards, including the United Way Spirit of North Carolina Award and the United Way of the Greater Triangle Chairman's Award for Employee Education and Volunteerism. We continue to be the second largest corporate donor in the Triangle region.



We continue to be the second-largest corporate donor to United Way of the Greater Triangle.



Philanthropy and Volunteerism

6,847

Total Annual Volunteer Hours*

As reported through our Community Partnerships
Program, December 2019–November 2020

\$396,751

In Employee Giving

to the American Red Cross,
Project C.U.R.E., Rise Against
Hunger, racial justice and equity
organizations, and United Way

\$1,074,175

Total Spend on Charitable Giving

\$255,585

directed to COVID-19/
humanitarian/disaster relief
efforts in the U.S., India, Haiti,
Afghanistan, and other countries

\$113,775

directed to racial justice
and equity efforts in the
United States

\$250,000

directed to charitable
organizations in the areas of basic
needs, education, and children's
services through our Community
Partnerships Program

\$331,150

donated in the form of
charitable sponsorships,
including STEM

\$96,165

in United Way campaign
donations (25% match of
employee giving)

\$27,500

to support ELT members'
service on boards of
nonprofit organizations

*Volunteering opportunities were severely
curtailed by the COVID-19 pandemic



COMMUNITY PARTNERSHIPS PROGRAM

70

organizations supported
for a total of

\$250,000

including

\$22,500

to our Africa, Asia, and Latin America and
Caribbean offices in support of
14 organizations and

\$13,000

to six Employee Resource Groups in
support of nine organizations.

Key categories included basic needs,
domestic violence/child abuse, children,
and health programs, where there is
a great need during the pandemic.

In addition, two nonprofits that were
clearly identified as social justice
organizations were provided higher-level
donations in support of our focus on
racial justice and equity.



COVID-19 in Developing Countries

We actively support efforts to help people around the world who were negatively impacted by natural disasters and other humanitarian crises.

\$100,000

donated in response to the devastating impact of the COVID-19 crisis in India and other countries around the world

\$75,000 to Project C.U.R.E.

\$25,000 to the Red Cross

Employees also donated
\$7,869 as part of the match

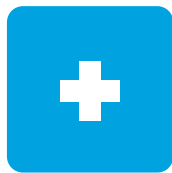
Project C.U.R.E. is the world's largest distributor of donated medical supplies to resource-limited communities across the globe. Donations to Project C.U.R.E. sponsored the shipment of specialty emergency relief beds for distribution by the India Ministry of Health in Karnataka State.

The Red Cross is providing oxygen for India's most critical patients. Red Cross ambulances are transporting the most vulnerable patients—including migrants, single women, mothers, and people with disabilities—to medical facilities. The Red Cross is active in all developing countries that are being overwhelmed by this pandemic.

Donations to Project C.U.R.E. sponsored the shipment of specialty emergency relief beds for distribution by the India Ministry of Health in Karnataka State.



Natural Disasters and Humanitarian Crises



United States

\$85,585

donated to the American Red Cross to support relief efforts following the winter storms in Texas, wildfires in the West, and flooding and hurricanes in the East and Central America

RTI employees also donated **\$13,095** as part of the match campaign



Haiti and Other Global Emergencies

\$20,000

donated in 2021 to Rise Against Hunger's Global Emergency Relief Fund

RTI employees also donated **\$8,817** as part of the match campaign

Following the August 2021 earthquake, RTI partnered with Rise Against Hunger—an international hunger relief organization based in Raleigh, N.C.—to join in its effort to provide more than two million nutritious meals to impacted areas in Haiti and to support other global emergencies. These contributions will enable Rise Against Hunger to provide life-saving assistance as Haiti begins the recovery and rehabilitation process. We have partnered with Rise Against Hunger since 2015 through financial donations and meal packaging events.



Afghanistan

\$50,000

provided in response to the crisis in Afghanistan

\$20,000 in Emergency Aid to UN Humanitarian Fund Afghanistan

\$15,000 in Resettlement Assistance to No One Left Behind

\$15,000 in Support to Women through the MADRE network of safe houses

Supporting these organizations supports three vital areas of aid: emergency relief, resettlement assistance, and support to women.



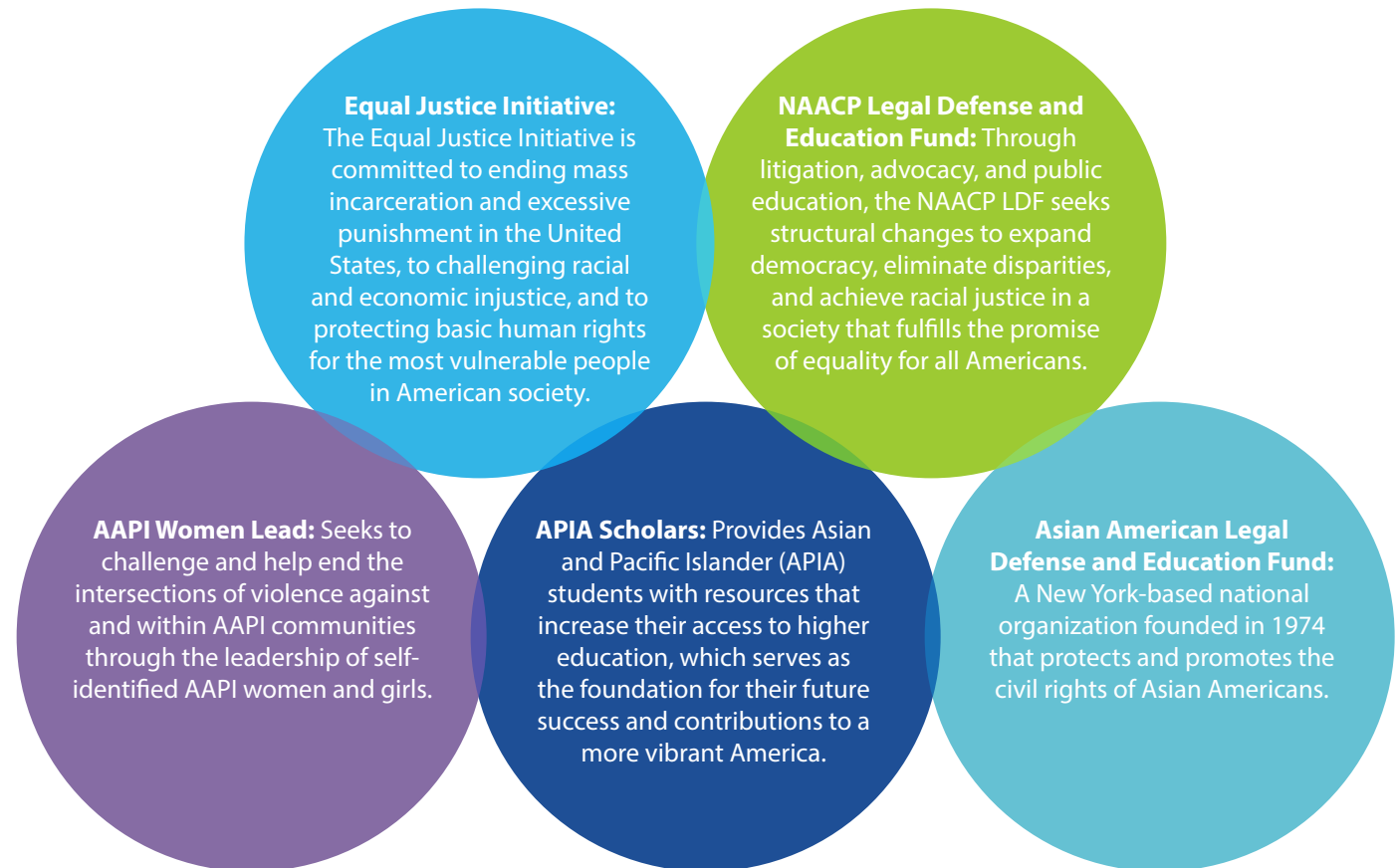
Racial Justice and Equity

\$100,000

donated to five organizations (\$20,000 each) in support of racial justice and equity work

RTI employees also donated **\$13,775** as part of the match campaign

The five organizations were selected with input from the Black Employee Resource Group and the Asian American Employee Resource Group. Of those selected, two focused on the advancement of racial justice and equity for Black people and three focused on serving Asian American and Pacific Islander people and their communities.





University Collaborations

Our long history of collaboration with research universities extends our capabilities through project work with faculty, staff, and students, enabling us to better serve our clients and contribute to scientific scholarship. Our Board of Governors includes representatives from Duke University; North Carolina Agriculture and Technical State University; North Carolina State University; the University of North Carolina at Chapel Hill; and the University of North Carolina system, serving alongside members of our Executive Leadership Team and business leaders. These university relationships distinguish RTI from our competitors, enabling us to more effectively meet client needs while advancing science, driving growth, and influencing outcomes across the globe.

Established in 2014, the University Collaboration Office (UCO) serves as a catalyst and hub for outreach at the university level. Guided by an advisory committee composed of our ELT and university representatives drawn from the Board of Governors, the UCO develops and manages partnerships with leading academic institutions and promotes awareness of our services and capabilities on university campuses. The UCO administers the RTI Internship Program and the RTI University Scholars Program.



The RTI Internship Program serves to strengthen university collaborations, mentor our future workforce, and advance the promise of science for global good.



INTRODUCING FORETHOUGHT

In 2021, we launched Forethought, a research collaboration challenge. To build on our legacy of positive change through collaboration, this challenge seeks to catalyze investments to address the collective unprecedented issues we face that demand regional collaboration and intentional investment to ensure future success.

Through this challenge we aim to support research projects that meld scientific rigor, technical proficiency, and innovative methods to help solve the world's most critical problems. This future-focused competition is intended to draw on and, eventually, contribute to the distinctive intellectual and institutional resources and culture of the Research Triangle region.

RTI committed \$5 million in initial seed funding to the challenge.



RTI Internship Program

The RTI Internship Program seeks to create a strategic, comprehensive, and cohesive framework and approach to internships. The program advances the institute's mission by providing meaningful, impactful research and learning experiences for undergraduate and graduate students, as well as recent degree recipients. By connecting, engaging, and networking interns, the program strengthens university collaborations, mentors our future workforce, and advances the promise of science for global good.

To promote excellence and encourage a culture of mentorship, RTI initiated the Outstanding Mentor Awards in 2014. Each summer, RTI interns nominate mentors who guide, motivate, and inspire them for special awards. The selection process considers dynamics of the working relationship, guidance and direction, impact, professional development opportunities, and character. Awards are presented in August at RTI's Annual Internship Showcase.

RTI University Scholars Program

The RTI University Scholars Program provides partial financial support for distinguished academic researchers to spend scholarly leave time at RTI to actively collaborate with our experts. The program's goals are to foster collaboration, build scientific stature, and catalyze opportunities for future externally funded, joint projects. The program is open to faculty from Duke University and the University of North Carolina's 16 university campuses.

With the launch of the RTI Racial Justice and Transformative Research Initiative for the 2021-2022 academic year, the program prioritized applicants with a research project related to racial equity and policy, broadly construed.

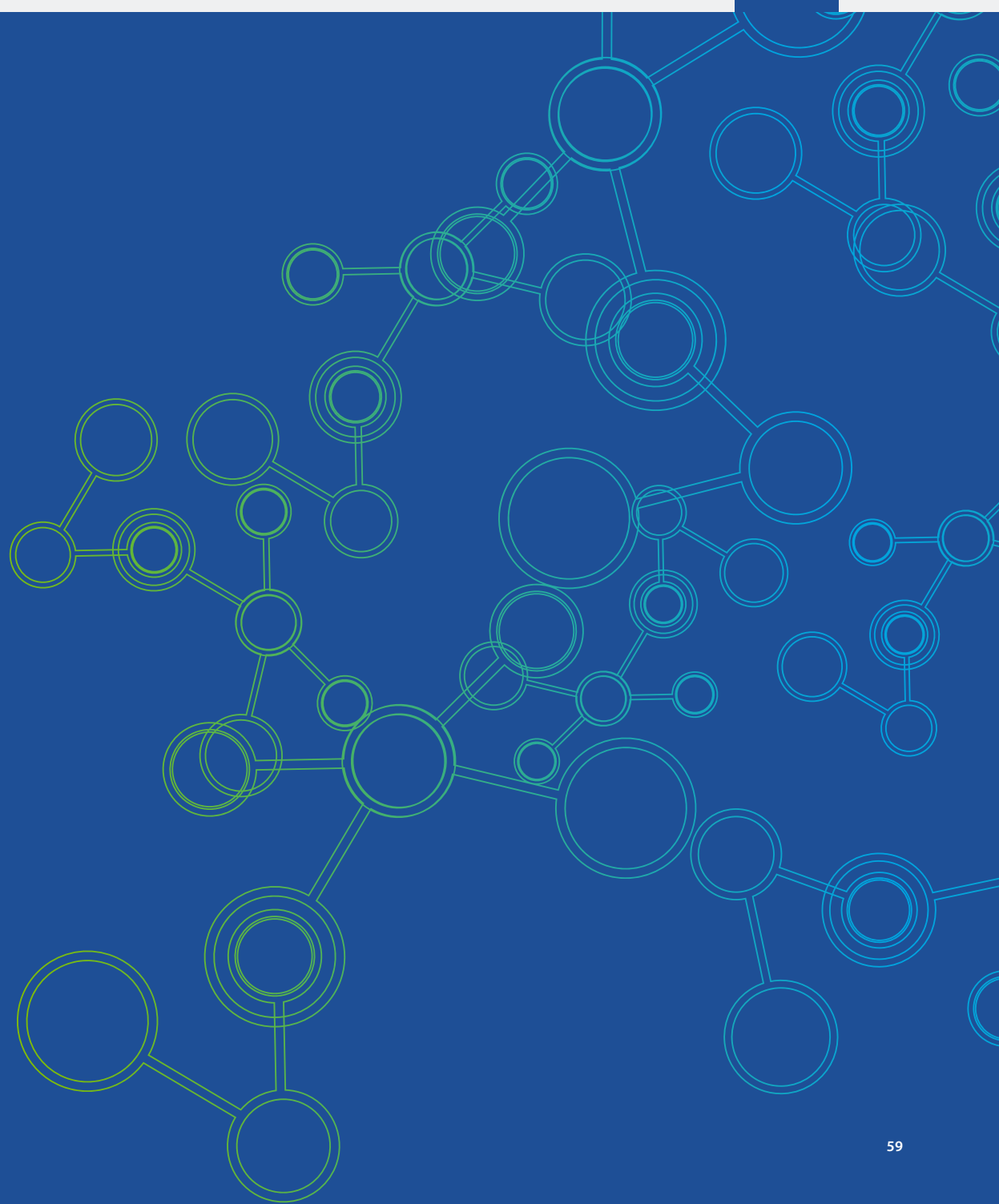
We have appointed 36 distinguished academic researchers to the RTI University Scholars Program since 2014.



Governance and Ethics

Operating Responsibly

There are many reasons RTI has enjoyed a 60+ year history of successful relationships with clients around the world. Foremost among these reasons is our firm commitment to strong governance and ethical behavior in all aspects of our work. We believe that all staff members have a personal responsibility to ensure that our behavior reflects our shared values of respect for the individual, respect for RTI, integrity, fiscal responsibility, excellence, innovation, and objectivity.





Corporate Governance

RTI's corporate governing structure comprises the Members of the Corporation, the Board of Governors, and the Corporate Officers. The four Members of the Corporation, representing Duke University and The University of North Carolina, meet annually as the nonprofit equivalent of stockholders. They elect the Governors, who represent the business and scientific communities.

The Board of Governors is RTI's primary governing body. It formulates policy consistent with our mission to improve the human condition by turning knowledge into practice. The Board meets at least bimonthly and consists of at least 15, but not more than 17, Governors elected by the Members of the Corporation and proposed for election by the Board's Governance and Nominating Committee. Currently, 17 Governors sit on the Board.



BOARD EDUCATION

RTI facilitates and pays for myriad training opportunities related to governance and board leadership. RTI's Board and executives are provided with memberships to the National Association of Corporate Directors (NACD) and several Board members and executives teach corporate governance courses at local NACD Chapter meetings.



BOARD COMPOSITION

94%

Independence
(16 of 17)

67

Average age

24%

Gender diversity
(4 of 17)

7.8
years

Average tenure

18%

Ethnic diversity
(3 of 17)



MANAGEMENT AND OVERSIGHT OF ESG

ESG at RTI is overseen and managed through an established ESG steering committee led by three ELT members, the Chief Operating Officer, the General Counsel, and the Chief Human Resources Officer. Our ESG efforts are also supported by participation of the Ethics and Compliance, Communications, and Enterprise Risk Management offices. The Audit Committee of the Board of Governors receives quarterly updates regarding ESG matters, with reporting to the full Board annually.



Standing Committees

The Board of Governors has established seven standing committees. Committee composition and leadership are elected annually by a majority of the Governors in office and based on the recommendation of the Chair of the Board. The President of the Corporation is an ex-officio member without vote on all standing committees.

Executive Committee: Subject to the control of the Board of Governors, the Executive Committee exercises all powers and authority of the Board of Governors, but its actions are reviewed and ratified at the next meeting of the Board of Governors. The Chair of the Board of Governors also serves as the Chair of the Executive Committee.

Audit Committee: The Audit Committee reviews and monitors the Corporation's financial reporting process and internal controls, the reports of internal and independent auditors, and other legal, regulatory, ethics, or financial reporting or compliance programs the corporation has established. The Audit Committee comprises at least four Governors and meets at least quarterly.

Compensation Committee: The Compensation Committee reviews and recommends, for approval by the Board of Governors, the compensation paid to the corporation's officers and executives. It also reviews and recommends for adoption by the Board all compensation and employee benefit plans. The Compensation Committee comprises at least four Governors.

Governance and Nominating Committee. The Governance and Nominating Committee reviews all aspects of the corporation's governance, including the corporation's Charter and Bylaws, and develops evaluation criteria for reviewing the performance of Governors. The Committee reviews the effectiveness of the Board of Governors through an annual Board Evaluation Questionnaire. Board Committees are evaluated biannually, and individual Governors are formally evaluated every three years. The Committee is also responsible for recruiting and developing a slate of candidates for election to the Board of Governors. The Governance and Nominating Committee comprises at least four Governors and it meets at least once annually.

Knox Award Committee: The Knox Award Committee is responsible for reviewing nominations and making selections for recipients of the Margaret Elliott Knox Excellence Awards. The Committee comprises at least three Governors. The Committee meets at least annually.

Finance Committee: The Finance Committee assists the Board in fulfilling its oversight responsibilities in matters pertaining to principal areas of corporate finance. As appropriate in its judgment, and subject to specific delegation by the Board, the Finance Committee assists the Board by reviewing various financial matters, including the corporation's operating budget, capital investments, cash management strategy, use of debt, merger and acquisition strategy, and banking relationships. The Finance Committee comprises at least four Governors and meets at least quarterly.

University Research Collaboration Committee: The University Research Collaboration Committee assists the Board in fulfilling its fiduciary oversight responsibilities with regard to promoting research collaboration among RTI and Duke University, the University of North Carolina at Chapel Hill, North Carolina State University, and other constituent institutions of The University of North Carolina. The Committee helps these institutions identify, pursue, and fund new collaborative research opportunities with RTI. The University Research Collaboration Committee comprises at least four Governors and it meets at least quarterly.



Ethics and Integrity

At RTI, our steadfast commitment to the highest ethical and business standards, as set forth in our [Code of Conduct](#), underpins everything we do. Whether we're collaborating with our clients or interacting with our RTI colleagues, we understand that behaving ethically enhances our reputation, making it possible for us to conduct rigorous, objective research to address the world's most critical problems.

Our Principles—integrity, purpose, accountability, responsibility, and quality—are encoded in the strands of our DNA and are evident in everything we do. RTI's good reputation is founded in our culture of honesty and integrity.

RTI has a culture of compliance and zero tolerance for corruption or unethical behavior. We maintain robust compliance and ethics programs that are aligned with our corporate values. Key elements of our programs include written compliance standards and procedures, ongoing employee training, regular audit evaluation and monitoring of compliance program effectiveness, a reporting process for complaints and concerns, corrective disciplinary actions for noncompliance, and investigation and remediation of problems.

We also launched an employee relations center as a separate but complementary function to Human Resources. The center is designed to promote an environment of positive relations by supporting functional and healthy work relationships, mediating difficult employee relations matters as a neutral party, and resolving escalated conflicts among stakeholders.

Our Compliance and Ethics Office is led by the Vice President, Compliance and Ethics Officer who reports directly to the Executive Vice President, General Counsel and Corporate Secretary, who reports to the CEO and President as well as the Board of Governors. The Vice President, Compliance and Ethics Officer is wholly dedicated and responsible for the oversight and implementation of RTI's Compliance and Ethics program. Both the Compliance and Ethics Officer and General Counsel provide an update on ethics and compliance to the Audit Committee quarterly, and the General Counsel provides an update to the Board monthly during its executive session. The Compliance and Ethics Officer meets directly with the Board annually. A majority of RTI's 13 non-employee Governors have direct and indirect experience overseeing an ethics and compliance program.

Anti-Corruption Policy

It is the policy of RTI to comply with the U.S. Foreign Corrupt Practices Act of 1977 (FCPA) and applicable anti-corruption laws of other countries. The FCPA prohibits U.S. companies, such as RTI, and its subsidiaries, business divisions, employees, agents, and representatives, from bribing foreign officials to obtain or retain business.

Further, our Code of Conduct requires compliance with all applicable laws and specifically prohibits certain payments to government officials, foreign and domestic.

To promote FCPA compliance, RTI's Office of Corporate Counsel has developed guidelines that RTI employees and agents are expected to follow. Failure to do so will result in disciplinary action.



Whistleblowing Policy and Complaint Investigation

RTI aims to maintain a workplace where employees are free to raise concerns regarding our business practices without fear of retaliation. This policy is designed to protect those who raise good faith concerns regarding suspected violations of law or RTI policy; to facilitate cooperation in any inquiry or investigation by internal or external resources, or by any court or government agency; and to protect individuals who take such action from retaliation or any threat of retaliation by any other employee or agent of RTI.

RTI employees are encouraged to report suspected violations of the law by RTI or its employees; to identify potential violations of RTI policy, including those contained in our Code of Conduct; and to provide truthful information in connection with any official inquiry or investigation. We prohibit any form of retaliation, including harassment, intimidation, and adverse employment action against employees who raise suspected violations of law or RTI policy, or otherwise cooperate with inquiries or investigations. Any employee who engages in retaliation will be subject to discipline up to and including termination.

Every employee is required to report any incidents of suspected fraud, theft, or corruption to their manager or to the Vice President, Compliance and Ethics Officer. Employees can report by telephone to the RTI Ethics helpline: 919-541-7070 or by email at ethics@rti.org.

Consultants, vendors, contractors, outside agency personnel or persons doing business with RTI or in any relationship with RTI are also expected to report any suspected incidents of fraud, theft, or corruption.



RTI recognizes that the decision to report a concern can be difficult and awkward; therefore, we have put the following safeguards in place:

HARASSMENT OR VICTIMIZATION: We will not tolerate harassment or victimization of an individual who reports a concern and will take action to protect those who raise concerns in good faith.

CONFIDENTIALITY: We will do our best to protect an individual's identity when he or she raises a concern and does not want their name to be disclosed. During the investigation, however, the identity of the individual making the assertion may be disclosed and a statement from the individual may be required as part of the investigative process.

UNTRUE ALLEGATIONS: If an allegation is made in good faith but not confirmed by an investigation, no action will be taken against the individual raising the concern.



Ethics Inquiries

Ethics Inquiry	2019	2020	2021
Research Practices and Policies	173	109	121
Charging Practices	19	13	10
Contract Compliance	10	10	18
Management Practices and Conduct	3	3	3
Employee Relations and Conduct	99	116	115
Inappropriate Material	5	4	4
Confidentiality	4	1	1
Conflicts of Interest	543	601	591
Work Outside the Company*	—	—	108
Total Inquiries	856	857	971

*New category created in the second quarter of 2021.

Protecting Human Rights

RTI is committed to conducting business in a manner that respects and supports the rights inherent to all human beings, as further detailed in the Universal Declaration of Human Rights. We also adhere to the principles detailed in the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Global Compact. This includes protecting all who are in any way part of, engaged with, or affected by any RTI work. To ensure we achieve this commitment, we have adopted a [Declaration on Human Rights Policy](#) and [Prohibition of Human Trafficking Policy](#).

These policies, along with our Code of Conduct, outline our standards of behavior and clearly communicate the expectation that staff members always adhere to high ethical standards and business practices. RTI also has a zero-tolerance policy for child exploitation, neglect, and abuse, as well as zero tolerance for any form of slavery or human trafficking or any trafficking-related activities.

All employees, vendors, suppliers, and business partners who work with RTI are expected to carry out operations in a manner that shows the highest respect for individual human rights.

The Human Rights Policy is overseen by Enterprise Risk Management. In circumstances where human rights violations within a country are reported or suspected, staff are encouraged to contact Enterprise Risk Management for assistance in assessing business activities, partners, and clients and developing an appropriate risk mitigation approach. Further, we have risk assessment guidelines for teams pursuing work in areas of conflict or regions classified as high-risk for human rights violations.

Training on these policies is integrated into our annual ethics training. Additional training is also provided as required by our clients.

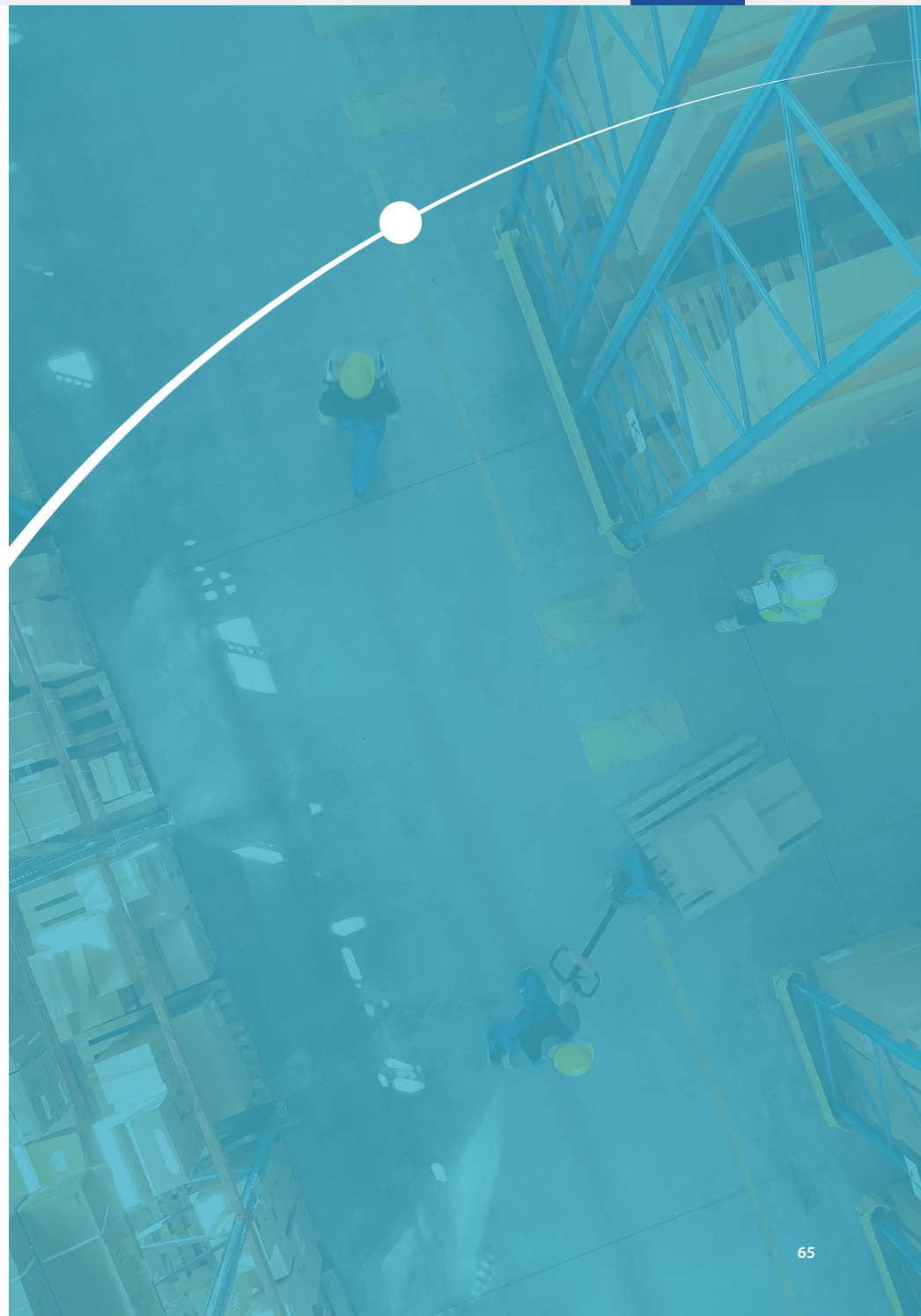


Supply Chain Management

As an international research institute, RTI procures many different goods and services to support our business. RTI suppliers are expected to deliver high-quality service, demonstrate technical knowledge, and make continuous improvements. The relationship between RTI and our suppliers is built on mutual trust, integrity, and a commitment to providing our customers with outstanding service and performance. We actively seek suppliers who are flexible, committed to growing their relationships, and focused on their customers. In return, we provide the support, information, and resources to help our suppliers satisfy these expectations and jointly achieve our goal of mutual customer satisfaction. Our expectations for suppliers are outlined in the [RTI Supplier Handbook](#).

We consider supplier screening to be a key component of our risk management strategy and have developed a program to screen our new suppliers for environmental performance, labor practices, or human rights performance. We use two third-party screening tools and an in-house questionnaire to review and assess targeted supplier information. Further, all Federal and customer-specific environmental, social, and ethical requirements are integrated into supplier agreements.

We continually monitor suppliers for any adverse changes in their financial, operational, and regulatory status, including Occupational Safety and Health Administration (OSHA) and Environmental Protection Agency (EPA) violations and Office of Foreign Assets Control (OFAC), Foreign Corrupt Practices Act (FCPA), and Excluded Parties List System (EPLS) listings.





Data Security and Privacy

We take threats to the confidentiality, integrity, and availability of RTI and client information extremely seriously. That's why our Global Technology Solutions (GTS) division is ISO/IEC 27001:2013 certified and our Information Security Management System (ISMS) has received third-party accreditation from the International Standards Organization. GTS has also received an Authority to Operate under the National Institute of Standards and Technology (NIST) SP 800-53r4 for Federal Information Processing Standards (FIPS) Low and FIPS Moderate classifications assessed by an accredited FedRAMP Third Party Assessment Organizations. To support our government clients such as the Department of Defense, GTS has also implemented security controls as defined in NIST SP 800-171.

RTI's FIPS Low and Moderate risk compliant infrastructures represent a notable strength for RTI. Our information systems professionals pride themselves on their knowledge of established federal information security requirements and on staying constantly abreast of any changes to requirements. In addition, recognizing the importance of security in keeping client data private, we have designated IT Security and Privacy Officers to review and ensure compliance with current federal regulations, guidelines, and client requirements.

GTS' Business Continuity Plan includes processes that protect RTI's information assets and ensure the continuous operation of IT services in the event of hardware failures or disruptions, such as those caused by ice storms and hurricanes. These processes also enable RTI to recover from a disaster, such as the complete loss of a computing facility.

RTI's Cyber Risk Operations (CRO) and Governance Risk and Compliance (GRC) teams implement security measures to help protect RTI and client data from security breaches and attacks on our computer networks and systems. We have put into place a plan and associated runbooks that document the formal process

to detect, analyze, contain, eradicate, and recover from security events, incidents, and breaches. If we determine an event is a breach, RTI's Global Privacy enacts the breach notification runbook. In addition, RTI has a separate breach notification policy as required by Health Insurance Portability and Accountability Act (HIPAA). These teams have also implemented continuous monitoring capabilities to ensure that all security controls are regularly monitored and reported on. These monitoring capabilities include, but are not limited to, regular vulnerability scanning, automated audit log monitoring, intrusion detection and prevention measures, data loss prevention measures, and periodic control auditing.

Our staff, vendors, and partners play key roles in safeguarding our network and data. To ensure all partners and vendors are aware of and have access to our data protection requirements, we have made our Information Security Policy available on our [website](#). We require our staff and contractors to take annual training on information security and privacy practices to reinforce their understanding of their role in protecting data and the appropriate actions to take to report security incidents.

Our goal for managing vendors is to establish, maintain, monitor, and evaluate vendor relationships to reduce risks while working to achieve greater levels of collaboration in delivering competitive advantages to RTI. We use a cyber risk assessment process to identify, prioritize, and assess vendors and third-party partners of information systems, components, and services. After an initial review, vendors and third-party partners are routinely assessed based on the criticality of their service or product using audits, test results, or other forms of evaluations to confirm they minimize introducing risk to us.



Protecting Privacy

We believe that protecting privacy is fundamental to our core value of respect for the individual and have implemented a robust privacy program that aligns with the NIST Privacy Framework. A Global Privacy Officer who reports into the Office of Corporate Counsel and who is a Certified Information Privacy Professional with the International Association of Privacy Professionals oversees our privacy program. As part of our data protection and privacy program, we have also created a Data Governance Council—known as the DGC—to oversee the use of data by enacting appropriate controls, policies, procedures, and processes. In addition to RTI's robust security, privacy, and data protection programs, RTI holds a Federalwide Assurance (FWA). An Institutional Review Board (IRB) reviews and approves human subjects' research funded by the U.S. Federal Government. The IRB reviews study protocols to ensure that individuals participating in research studies are protected from undue harm and that informed consent documents are provided to and collected from individuals to ensure they understand risks and agree to participate in the study as approved. In addition, when research takes place outside of the U.S., RTI engages "ethics committees," that are similar to U.S.-based IRBs.

We have policies and procedures that address the use of employee information, research respondent information, and confidential business information, as well as the policies and procedures required to comply with HIPAA and the General Data Protection Regulation (GDPR). These procedures include how to address security incidents and breaches. In addition to Data Protection Policies covering personally identifiable information and protected health information, RTI has policies on external privacy, cookie consents, and information security.

Finally, RTI has a policy and process regarding the sharing of data and materials. RTI's policy on data use agreements outlines the review process, signatory for the institute and use, transmission, storage, and destruction of data and materials. We developed a tool to manage the intake of data use agreements and other data-sharing documents and are in the process of developing a similar tool to manage and track privacy certificates required by Federal agencies. We are also developing a policy and process to comply with the 21st Century Cures Act requirement for Certificates of Confidentiality.

RTI has engaged several third-party assessors to review our compliance with HIPAA, GDPR, and NIST Privacy Framework. We conduct a risk assessment annually and a third-party HIPAA audit every three years.

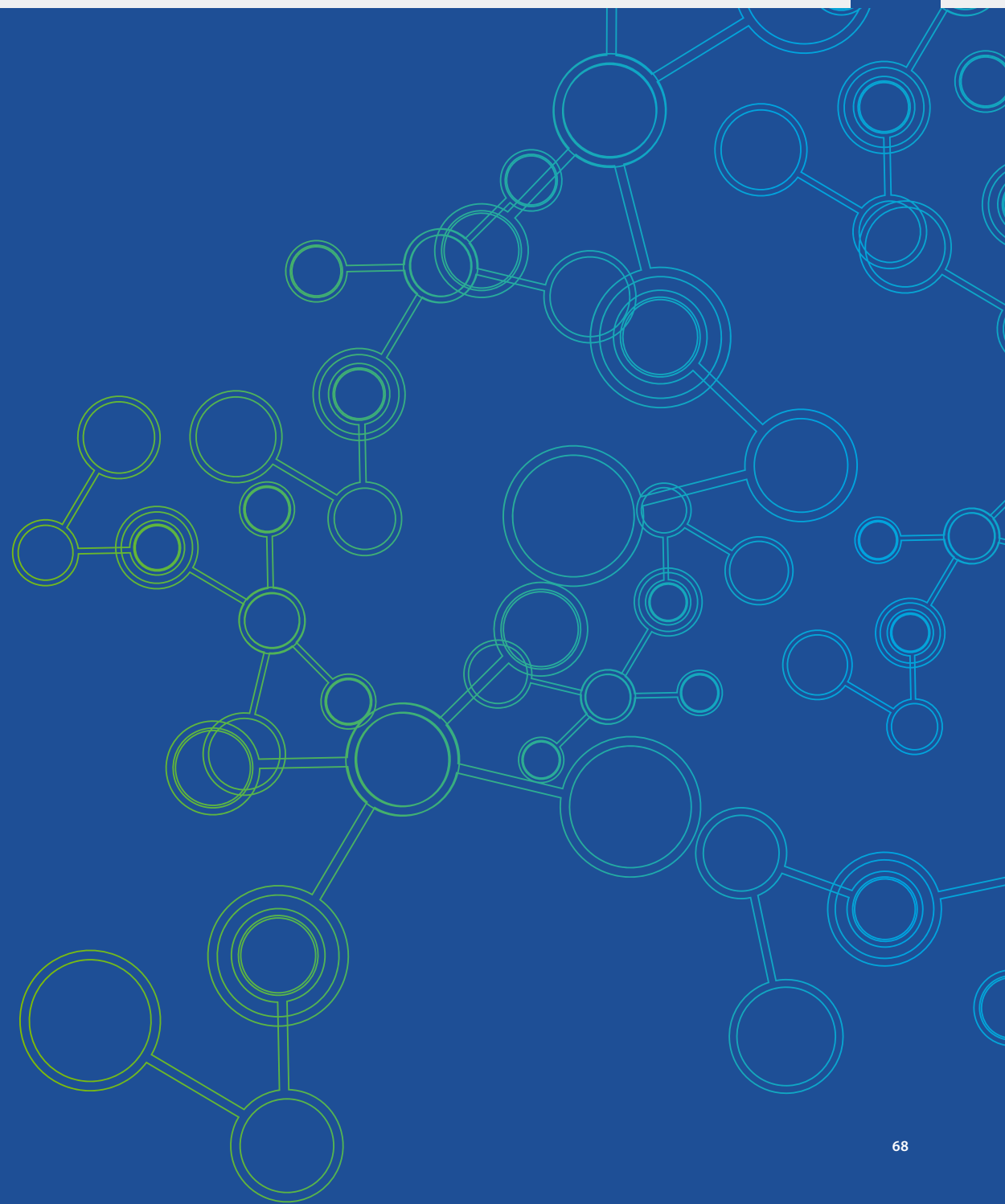
Training

In support of RTI's policies and procedures, RTI's workforce is required to take annual Information Security Awareness training, code of conduct and ethics training, and privacy awareness training. In addition, as required by contract, RTI has one-hour breach notification training, HIPAA training, controlled unclassified training and training on the GDPR. We review and update training annually.

This year, we also celebrated Data Privacy Day as part of the National Cybersecurity Alliance "Stay Safe Online" campaign. Our Global Privacy Officer conducted a lunch-and-learn to discuss how data protection is the responsibility of all RTI's workforce.



Appendix





SASB Index

Topic	Metric	SASB Code	RTI Disclosure
Data Security	Description of approach to identifying and addressing data security risks	SV-PS-230a.1	Data Security and Privacy
	Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	Data Security and Privacy
	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), and (3) number of customers affected	SV-PS-230a.3	Not reported
Workforce Diversity & Engagement	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	SV-PS-330a.1	Equity, Diversity, Inclusion, and Belonging
	(1) Voluntary and (2) involuntary turnover rate for employees	SV-PS-330a.2	Talent Recruitment, Retention, and Engagement
	Employee engagement as a percentage	SV-PS-330a.3	Talent Recruitment, Retention, and Engagement
Professional Integrity	Description of approach to ensuring professional integrity	SV-PS-510a.1	Ethics and Integrity and Commitment to Quality
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	0



UN Global Compact Index

Principle

Our Alignment

Human Rights

Principle 1: Business should support and respect the protection of internationally proclaimed human rights; and
Principle 2: make sure that they are not complicit in human rights abuses.

[Ethics and Integrity](#)
[Declaration of Human Rights Policy](#)
[Prohibition of Human Trafficking Policy](#)
[Code of Conduct](#)

Labor Rights

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
Principle 4: the elimination of all forms of forced and compulsory labour;
Principle 5: the effective abolition of child labour; and
Principle 6: the elimination of discrimination in respect of employment and occupation.

[Ethics and Integrity](#)
[Declaration of Human Rights Policy](#)
[Code of Conduct](#)

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;
Principle 8: undertake initiatives to promote greater environmental responsibility; and
Principle 9: encourage the development and diffusion of environmentally friendly technologies.

[Environment](#)
[Environmental, Health, and Safety Policy](#)

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

[Ethics and Integrity](#)
[Code of Conduct](#)



Environmental, Health, and Safety Policy

It is the policy of RTI to proactively protect the environment and the occupational health and safety of all our employees, contingent workforce, visitors, and neighbors by conducting business in a safe and environmentally responsible manner. RTI intends to fully comply with all applicable laws and regulations in countries where we do business. As part of our shared accountability, employees incur an obligation to follow RTI policies and procedures, to actively participate in compliance with regulations applicable to their work, and to report violations.

RTI's Office of Environment, Health and Safety (EHS) is the office responsible to establish and administer the related programs and advises and counsels staff and management in all matters pertaining to safety, occupational health, and the environment.

Through management leadership and employee participation, RTI pledges to perform the following:

- Operate in a manner that demonstrates respect for the quality of the workplace and global environment.
- Conduct research to advance scientific knowledge and technology concerning the environment and workplace health and safety.
- Integrate occupational health, safety, and environmental considerations into business and research projects, decision making, and daily activities.
- Ensure continual improvement by analyzing emerging environmental issues, finding solutions to environmental problems, and developing cost-effective, scientifically based environmental procedures.
- Maintain effective environmental, health, and safety procedures and equipment, consistent with available technology, to reduce RTI's impact on the surrounding environment.
- Strive to achieve best practices by implementing an environmental, health, and safety management system.
- Comply with legal requirements and voluntary commitments to which the Institute subscribes.
- Establish and review occupational health, safety, and environmental objectives and targets.
- Respond quickly and effectively to incidents involving RTI facilities, equipment, or products under our control.
- Provide training programs for RTI employees emphasizing individual responsibility for sound environmental management.
- Provide staff with the resources to effectively implement this policy.
- Effectively communicate this policy to all employees, contractors, regulators, and other affected parties.

The RTI Executive Leadership Team sets this environmental, health, and safety policy consistent with company principles, values, and mission.



Declaration of Human Rights Policy

Policy Statement

RTI is committed to conducting business in a manner that respects and supports the rights inherent to all human beings, whatever their nationality, place of residence, gender identity, sexual orientation, national or ethnic origin, color, religion, language or any other status, and as further detailed in the Universal Declaration of Human Rights. Furthermore, RTI adheres to the principles detailed in the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Global Compact.

The RTI Code of Conduct outlines our standards of behavior and clearly communicates the expectation that staff members always adhere to high ethical standards and business practices. In addition, numerous RTI Policies and Procedures related to employment practices are in place to ensure all employees are treated fairly.

RTI staff are expected to adhere to this policy in all RTI-related activities, and to assess all activities in light of RTI's policy. In circumstances where Human Rights violations within a country are reported and/or suspected, staff are encouraged to contact Enterprise Risk Management for assistance in assessing business activities, partners, and clients and developing an appropriate risk mitigation approach.

RTI's clients, vendors, suppliers and other business partners are expected to comply with the internationally recognized standards of conduct that respect human rights, as outlined in the references below, and to the extent practicable, RTI seeks to provide a good example for these parties to follow in their adaptation of good human rights practices.

Prohibition of Human Trafficking Policy

Policy Statement

It is the policy of RTI International that neither RTI nor any of its employees, contractors, subcontractors, vendors, and suppliers, or employees or agents thereof, shall engage in, support, or promote any form of slavery or human trafficking, including trafficking-related activities, in any country in which RTI does business.

The United States government has a zero tolerance policy prohibiting Government employees and contractor personnel from engaging in trafficking in persons or from any trafficking-related activities. RTI is committed to compliance with the U.S. government's zero tolerance policy.

Persons Affected

All RTI International staff, contractors, subcontractors, and agents.