



## Our Core Values

When our values align, there's no limit to what we can achieve.

At Parexel, we all share the same goal - to improve the world's health. From clinical trials to regulatory, consulting, and market access, every clinical development solution we provide is underpinned by something special - a deep conviction in what we do.

We're not just the people with expertise, we're the people with heart. Our core values represent what we stand for and what we believe in, and demonstrate our commitment both to each other and to all of our stakeholders.



### We Care

Everything we do has the potential to impact patient lives. We show we care by taking our work seriously, demonstrating empathy and acting with heart. Our overarching Guiding Principle that sits across our four core values and translates to all stakeholders - Employees, Customers, Sites and Patients.



### Patients first

Each of us, no matter what we do at Parexel, contributes to the development of a therapy that ultimately will benefit a patient. We take our work personally, we do it with empathy and we're committed to making a difference.



### Quality

From the smallest detail to the largest, we take quality seriously. We focus in on the detail while never losing sight of the big picture to drive the best possible outcomes.



### Respect

We recognize and uphold the importance of all people, the way we do things, our quest for innovation and most importantly, our patients.



### Empowerment and Accountability

We follow our hearts, we do the right thing and have the courage to own the outcome.