



Our Core Values

What do we mean by “With Heart”?

At Parexel our ability to do what we do starts with all of us each and every day. Our compassion, drive and commitment to patient health combines to create a deep level of caring that is authentic to our customers and to each other. This level of caring reflects who we are, what we do and how we want to be. Because we're not just the people with brains, we're the people “With Heart”



Our guiding principle “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. And through our actions and our words with customers, employees and sites, we demonstrate our commitment to the patient in everything we do. We care also means being willing to make tough decisions when needed and prioritizing the needs of the organization to deliver on our vision.



Patients first

We're all patients at some point in our lives. That's why we never lose sight of the fact that patients are people and not numbers or results. By keeping this top of mind, we always remember how important patients are to the success of our projects.



Respect

Our teams are supportive, compassionate and kind and we foster a work environment that is collaborative and confident. We respect the unique expertise and abilities we all bring to the table, and welcome the opportunity to give credit, praise and reward our colleagues for a job well done. We are proactive and provide performance-based, real-time feedback against individual performance goals to help our colleagues grow and improve their skills.



Quality

Quality is important to us and integral to everything we do. Customers remember the outstanding job we do for them and if we can improve our delivery, we never miss the opportunity to make it better.



Empowerment and Accountability

Our passion for the work we do drives us to embrace new challenges. It's how we develop as colleagues and innovate as a company. And most importantly, this in turn enables us to improve the lives of patients. We trust each other to pursue great ideas, admit and learn from our mistakes and keep our commitments.

