

Anti-Bribery and Corruption (ABC) Policy

Our reputation for safe, honest, and ethical conduct is one of our most important assets. Worley is committed to conducting business in an ethical manner in compliance with all applicable anti-bribery and corruption (ABC) laws and our [Code of Conduct](#).

Definition of Bribe

A bribe is the act of giving, offering, requesting, or receiving something of value with the intention of gaining an unfair advantage.

Included in this definition is a facilitation payment, which is a small payment made to secure or expedite the performance of a routine or necessary government action to which the payer of the facilitation payment has legal or other entitlement.

Business gifts and donations may be considered a bribe. It is important that these are evaluated to ensure they meet the expectations outlined in our Code of Conduct.

Expectations of our people and partners

Worley people and partners are not permitted to pay or authorize payment of a bribe. Failure to meet these obligations may result in serious criminal and civil penalties to our people, as well as financial exposure for the Company. The actions and conduct of our people, as well as those acting on our behalf, are key to maintaining our standards and reputation.

Prevention of bribery and corruption

Our Anti-Bribery and Corruption program consists of the following key elements:

- Assessment of risk
- Development and implementation of policies and procedures
- Training, promotion, and communication programs
- Undertake due diligence on the people and companies we do business with
- Communicate minimum expectations across our supply chain via our [Supply Chain Code of Conduct](#)
- Report and investigate all allegations of bribery and corruption
- Take appropriate action and meet legal disclosure obligations
- Ongoing monitoring and review of business adherence to our ABC policies



The responsibility for the implementation of this policy rests with all Worley People, our partners and those who represent us.

Chris Ashton
Chief Executive Officer

September 2023