

1. Objectives

The Supply Chain Code of Conduct (the Code) sets out the minimum ethical expectations of Suppliers and Contractors who work with Worley (herein, Company).

2. Scope and Applicability

Worley maintains the highest standards of corporate governance and ethics, and conducts business in an open, honest, and ethical manner as per our Code of Conduct and other policy commitments. This includes commitments on human rights, sustainability, and diversity and inclusion. Find out more here:

<https://www.worley.com/investors/corporate-governance>. Worley has embarked on a journey of continuous improvement with the aim to be recognized as an industry leader in corporate responsibility and therefore actively strives to implement ethical, socially responsible supply chain practices and anti-bribery, corruption, and modern slavery practices. We do this by working closely with our Suppliers and Contractors as partners.

Worley is a signatory to the United Nations Global Compact, which aligns our practices with the ten universally accepted principles in the areas of human rights, labor standards, environment, and anti-corruption. We also are committed with the Sustainability Development Goals, and we expect our suppliers, contractors and business partners do so by working on what is material to our business. It is expected that Suppliers and Contractors who agree to work with Worley will meet or exceed the requirements set out in this Code as applicable to the nature of services being provided. Worley reserves the right to audit compliance with this Code and cancel business with Suppliers and Contractors who do not meet the minimum expectations set out herein.

Worley conducts due diligence on Suppliers and Contractors per Worley's data privacy policy available here: <https://www.worley.com/~media/Files/W/Worley-V3/documents/site-services/suppliers-and-contractors/worley-privacy-notice-for-suppliers-and-business-partners.pdf>

This Code shall be applied to all Contractors and Suppliers, and their subcontractors and sub-suppliers.

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3. Requirements to be met

3.1 Legal Obligations

- Comply with all applicable local and national laws and regulations;
- Disclose to Worley anything that could impact the Supplier / Contractor's ability to provide goods or services as contracted by Worley.

3.2 Management Systems

- Implement adequate management systems (policies, plans, accounting and reporting mechanisms and performance measures);
- Demonstrate senior management commitment to effective and transparent culture of compliance;
- Report social, ethical, safety, governance and environmental performance, including Scope 1, Scope 2, and Scope 3 greenhouse gas emissions relevant to the goods and services provided to Worley¹, at the request of Worley;
- Provide regular training and communication to ensure Supplier / Contractor personnel are aware of the requirements set out in these management systems;
- Ensure that Supplier / Contractor's management system includes a program of auditing and continuous improvement;
- Publish a formal complaints management process for employees and members of the communities in which Supplier / Contractor operate or provide services, or agreement to use Worley Ethics Helpline when providing goods and/or services to Worley.

3.3 Anti-Bribery and Corruption

- Implement adequate policies and procedures for combatting bribery and corruption;
- Maintain a record of bribery and corruption risks relevant to Supplier / Contractor's business;
- Educate Supplier / Contractor's personnel and act in the best interests of Worley to avoid conflicts of interest. Any potential or existing conflict of interest should be immediately disclosed to Worley. A conflict of interest is any situation in which the Supplier / Contractor's employees, relatives or acquaintances may have a private or personal interest, directly or indirectly, which (potentially) influences or appears to influence impartiality as providing goods or services to Worley, or impacting Worley's business in any manner;

¹ Refer to the GHG Protocol for guidance (link: <https://ghgprotocol.org/>).

- Notify Worley of any breach in compliance, or risk thereof, of bribery and corruption, as it relates to the business relationship.

3.4 Modern Slavery Prevention

- Implement adequate policies and procedures relating to combatting modern slavery;
- Maintain a record of modern slavery risks relevant to Supplier / Contractor's business and supply chain;
- Take action to address the modern slavery risks identified;
- Produce a Modern Slavery Statement where required by regulation.

3.5 Labor / Workplace Management

- Comply with all relevant local and national laws and regulations regarding to employment practices and benefits;
- Implement policies and procedures that meet or exceed the Building Responsibly 10 worker welfare principles <https://www.building-responsibly.org/worker-welfare-principles>.
 - Note: Worley is a signatory to Building Responsibly, a global business-led coalition committed to promoting the rights and welfare of workers.

3.6 Health and Safety

- Comply with all relevant local and national health and safety laws and regulations;
- Publish a written health and safety policy and relevant standards;
- Maintain a documented system to identify risks and reduce work-related injury and illness;
- Produce and test written emergency response plans (ERP) designed to minimize harm to employees, local communities and local environments in the event of any site disasters.

3.7 Environmental Sustainability

- Comply with all relevant local and national environmental laws and regulations, including environmental permit and reporting requirements;
- Take responsibility for Supplier / Contractor's materials, products, processes and services throughout the lifecycle, including carbon reduction, product stewardship and extended producer responsibility;
- Publish and implement a written environmental policy;
- Work cooperatively with Worley to advance environmental sustainability, as it relates to the business relationship;

- Create a written environmental management plan to identify risks from Supplier / Contractor's activities and minimize impacts on the environment;
- Disclose product level cradle-to-gate greenhouse gas emissions data related to the goods and services provided to Worley, upon request².

3.8 Quality

- Apply industry processes and improvement in product quality and services around quality, control, supplier selection, continuous measurement, learning and customer feedback;
- Maintain quality control procedures and standards which are understood and adopted through Supplier / Contractor's organization and the supply chain;
- Maintain ISO9001:2015 certification (Quality management) or other specifications as required in the contract scope.

3.9 Sub-suppliers and Sub-contractors

- Implement a process to select, monitor and manage sub-suppliers and sub-contractors, including technical and commercial performance, effective and accountable quality practices, exclusion of counterfeit materials and minimal rework;
- Adopt similar minimum standards to these in dealing with sub-suppliers and sub-contractors;
- Conduct due diligence across your supply chain to ensure the intent of this Code is met, including (but not limited to) providing for timely payment, prevention of modern slavery, bribery and corruption, and promotion of human rights³.

3.10 Community Engagement

Worley believes every company has a responsibility to the local communities on which they have an impact and from which they profit. Our approach is to understand the issues facing the communities in which we operate and to conduct business in a way that builds social capital and achieves a positive impact. This includes:

- Identifying and assessing risks to the communities in which Supplier / Contractor operate their businesses within and adopting measures to minimize such risks;

² Refer to the GHG Protocol Product Life Cycle Accounting and Reporting Standard for guidance (link: https://ghgprotocol.org/sites/default/files/standards/Product-Life-Cycle-Accounting-Reporting-Standard_041613.pdf).

³ Refer to our Human Rights Policy, and the United Nations Global Compact Principles 1 and 2 for more information.

- Engagement with community stakeholders and long-term strategic involvement in community partnerships to address key social issues.

3.11 Personal Data Protection

- Comply with Worley’s General Data Protection Standard (“Privacy Standard”) and all relevant local and national laws relating to the privacy and security of personal data, including the European Union General Data Protection Regulation (EU GDPR). Establish a process to ensure that Supplier / Contractor’s own sub-suppliers, service providers, and subcontractors, comply with Worley’s Privacy Standard and all relevant privacy laws.

3.12 Trade and Export Control

- Comply with applicable laws and regulations relating to export, trade sanctions, non-proliferation and arms control;
- Implement adequate policies and reliable systems in place to prevent the use of illegally or unethically sourced materials, and specifically policies and systems to prevent improper procurement of conflict minerals, which may include tantalum, tin, tungsten, and gold;
- Take action to prevent counterfeit, fraudulent and suspect items from entering the supply chain.

3.13 Media

- Ensure any broad communication regarding Supplier / Contractor’s business relationship with Worley, including Worley’s customers, but not limited to marketing materials, press releases, social media posts or media interviews, are formally approved prior to publication or broadcast by media.relations@worley.com.

Revision History

Rev ID	Rev Date	Description of Change	IS ID
Rev 0	01-December-2019	Issued for Use	
Rev 1	01-May-2020	Removed reference to integrity framework and OneWay	136
Rev 2	01-July-2020	Added a statement on modern slavery	399
Rev 3	02-November-2020	Revised document based on stakeholders' review. Updates include: <ul style="list-style-type: none"> Added link to code of conduct Removed reference to Life approach Added statement on Conflict of Interest Added new section 3 	708
Rev 4	22-February-2023	Due to this document is mandatory by compliance and audit and has vast impact on many functions: Compliance, Sustainably, Supply Chain, Corporate Procurement and Data Protection Office. This document has been released on 22 February 2023, but the communication of this document will be done as part of the 01 March 2023 Monthly Release. Revised document based on stakeholders' review and suggestion. Updates include: <ul style="list-style-type: none"> Code of Conduct link updated with the corporate governance link to replace the old Code of Conduct link Updated Worley Privacy Policy Notice link in section 2 Scope and Applicability UN Global Compact text moved from section 3.13 Media to section 2 Scope and Applicability Added additional text in section 2 Scope and Applicability Updated 3rd bullet point in section 3.2 Management Systems Updated 1st bullet point in section 3.5 Labor / Workplace Management Updated 3rd bullet point in section 3.7 Environmental Sustainability Updated 3rd bullet point in section 3.9 Sub-suppliers and Sub-contractors Updated 1st bullet point in section 3.11 Personal Data Protection Added new bullet points in section 3.3 Anti-Bribery and Corruption, 3.4 Modern Slavery Prevention and 3.7 Environmental Sustainability 	2372
		Replaced WorleyParsons Privacy Policy Notice with Worley Privacy Policy Notice	2418