



Canada Modern Slavery Report 2023

—
Our commitment to fighting against modern slavery including all forms of forced labour and child labour.

WORLEY.COM





Introduction

Modern slavery is a general term for situations where a person is severely exploited by another for personal or commercial gain. Forced labour and child labour are forms of modern slavery. This first report outlines our commitment to contribute to the fight against forced labour and child labour and to comply with the reporting requirements of the *Fighting Against Forced and Child Labour in Supply Chains Act*. The report provides an overview of our reporting entities and outlines our actions for the period 1 July 2022 – 30 June 2023. You can find references to our Group's Modern Slavery Prevention program in our [Modern Slavery Statement](#) which satisfies our obligations under the Australian *Modern Slavery Act 2018* and the United Kingdom (UK) *Modern Slavery Act 2015*.

About this report

This is a joint statement of wholly owned and controlled entities that meet the reporting threshold for the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. Further detail about the reporting entities covered in this report is provided in Appendix 1. In this report, all entities wholly owned by Worley Canada will be referred to as 'Worley Canada' and any references to the group entity and its activities will be referenced as 'Worley Group'. Information in this statement applies to Worley Canada unless otherwise stated.

We deliver this statement via a controlled program of reviews that includes approval by our governing body directors for Worley Canada.

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This is an interactive PDF designed to enhance your experience. The best way to view this report is with Adobe Reader. Click on the links on the contents pages or use the home button.



Land Acknowledgement

We acknowledge that the lands on which we operate in Canada are the ancestral homelands of diverse First Nations, Métis, and Inuit people. In the spirit of respect, reciprocity, and truth, we honour and acknowledge the land on which we are guests. We will continue to respect the histories, languages, and cultures of First Nations, Métis, Inuit, and all First Peoples of Canada, whose presence continues to enrich our vibrant country.

Artwork by Elaine Landry. Deh Cho Dene First Nation from Treaty 11, born and raised in the Northwest Territories.



Our Directors' message

At Worley, respecting, protecting, and promoting human rights is fundamental to fulfilling our purpose of delivering a more sustainable world. Guided by our values, we support our people to live healthy lives, respect one another, and feel included. We prioritize the health, safety and wellbeing of our people, those we partner with, and the communities in which we operate. Because, without this, nothing else matters.

We recognize the injustice of modern slavery including forced labour and child labour that still exists globally and the imperative for businesses to take concrete actions to eradicate it.

At Worley Canada, we embrace our obligation to combat modern slavery in all its forms. We understand that our operations, whether domestically or internationally, have the potential to intersect with supply chains where exploitation and coercion may occur. Therefore, we are steadfast in our resolve to ensure that every aspect of our business reflects our values of life, rising to the challenge, being stronger together, and unlocking the brilliance of our people.

We also recognize the importance of empowering our people, partners, and communities to assert their rights and advocate for fair and safe working conditions. By fostering a culture of transparency, accountability, and values-based leadership, we strive to create an environment where human rights are respected.

We are committed to openly communicating our efforts, and progress in combating modern slavery. Through this statement, our first for Worley Canada, we aim to provide our stakeholders with an overview of our policies, practices, and initiatives aimed at mitigating the risk of modern slavery within our operations and supply chains.

There were no confirmed findings of modern slavery within the Worley Canada business in the reporting period. In preparing this report we have identified aspects of our program for improvement and will continue to enhance and mature our local approach.

We will continue to prioritize this critical issue, integrate human rights considerations into our decision-making processes, and work tirelessly to ensure that our operations and supply chains are free from exploitation and abuse in Canada and globally.

Approval and attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed within. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



Brad Van de Veen
President and Director
Worley Canada and Alaska

31st May 2024

I have the authority to bind
Worley Canada Services Limited



Andrew Barr
President and Director
Chemetics Inc.

31st May 2024

I have the authority to bind
Chemetics Inc.

Our Purpose, ambition and values

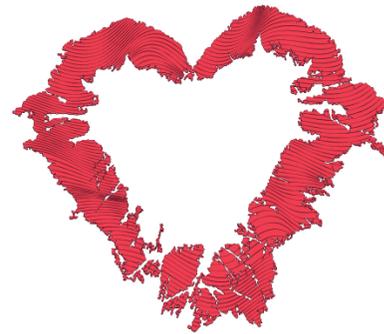
Purpose

We're driven by a common purpose: delivering a more sustainable world.

Our Ambition

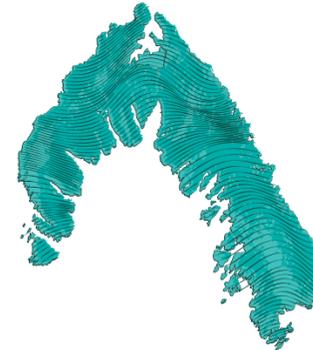
Our ambition translates our purpose into what we do operationally. Our five-year ambition is to be recognized as a global leader in sustainability solutions.

Values



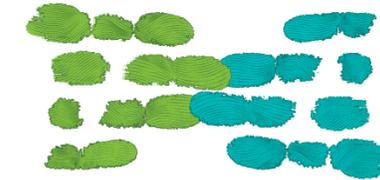
We value Life

We prioritize the safety, health, and wellbeing of ourselves and others
We choose what is right over what is quick or easy, in everything we do
We face into important issues and understand and learn from them



We Rise to the challenge

We love a challenge
We go the extra mile delivering new and better solutions to complex problems
We believe our can-do attitude makes us reliable, accountable and trustworthy
We're agile and innovative and attentive; focused on being efficient and productive
We get things done



We are Stronger together

We seek new and diverse relationships that bring smarter solutions
We demonstrate that our differences make us better by including others and valuing their uniqueness
We advance the best solution for Worley, even if it is not our idea or in our part of the business



We Unlock brilliance

We are passionate about innovating and learning
We value, share and grow our expertise
We push our thinking
When we can't change a situation, we change ourselves

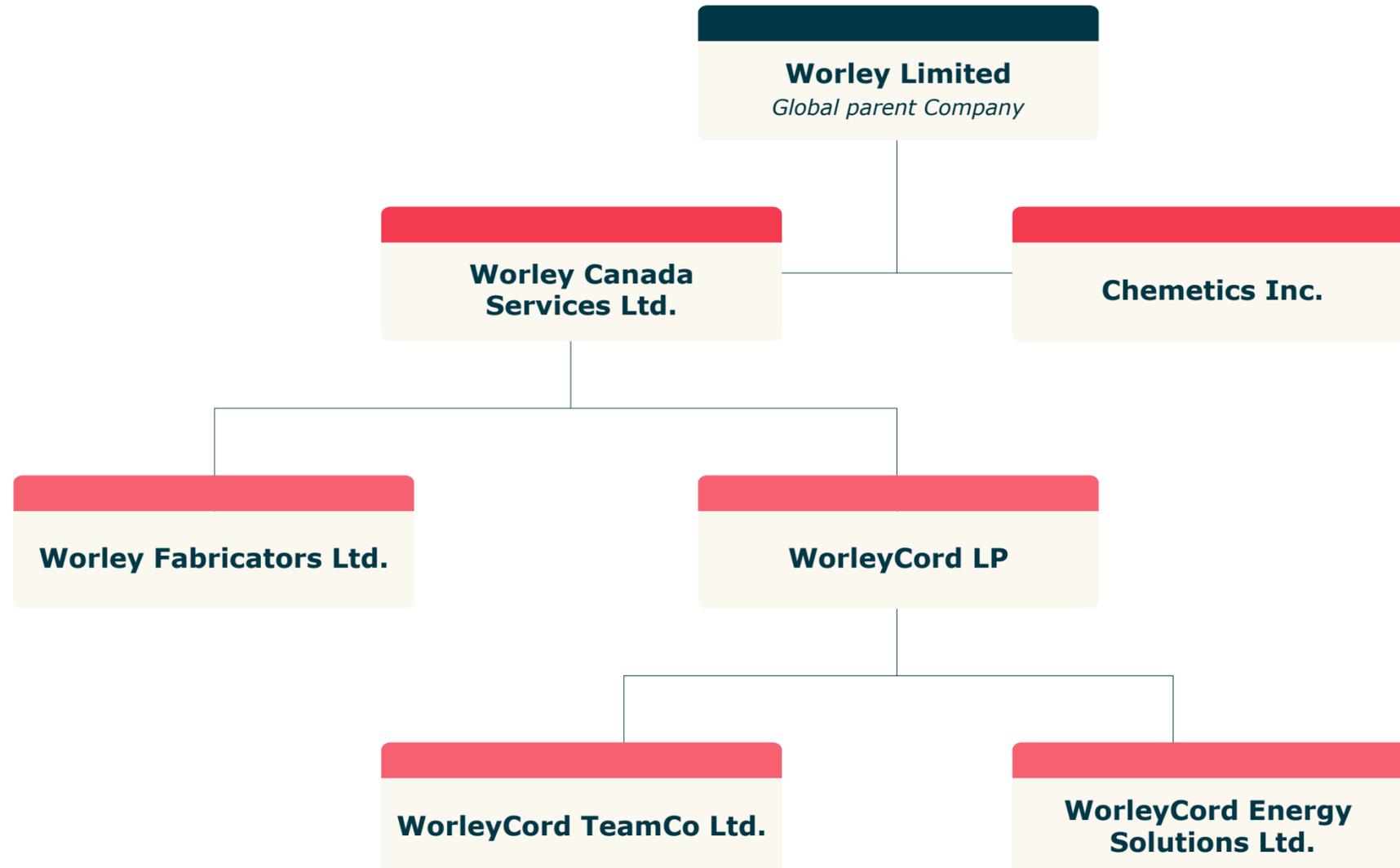


Our structure, activities and supply chain

Structure

We are a leading provider of project delivery services, including engineering, procurement, and construction within the resources, conventional energy, chemicals and fuels, carbon capture, utilization and storage, nuclear power, and low carbon energy sectors. We provide professional scientific and technical services, construction and manufacturing, and remediation services. We manufacture and fabricate goods, selling them within and outside of Canada and import into Canada goods produced outside of Canada.

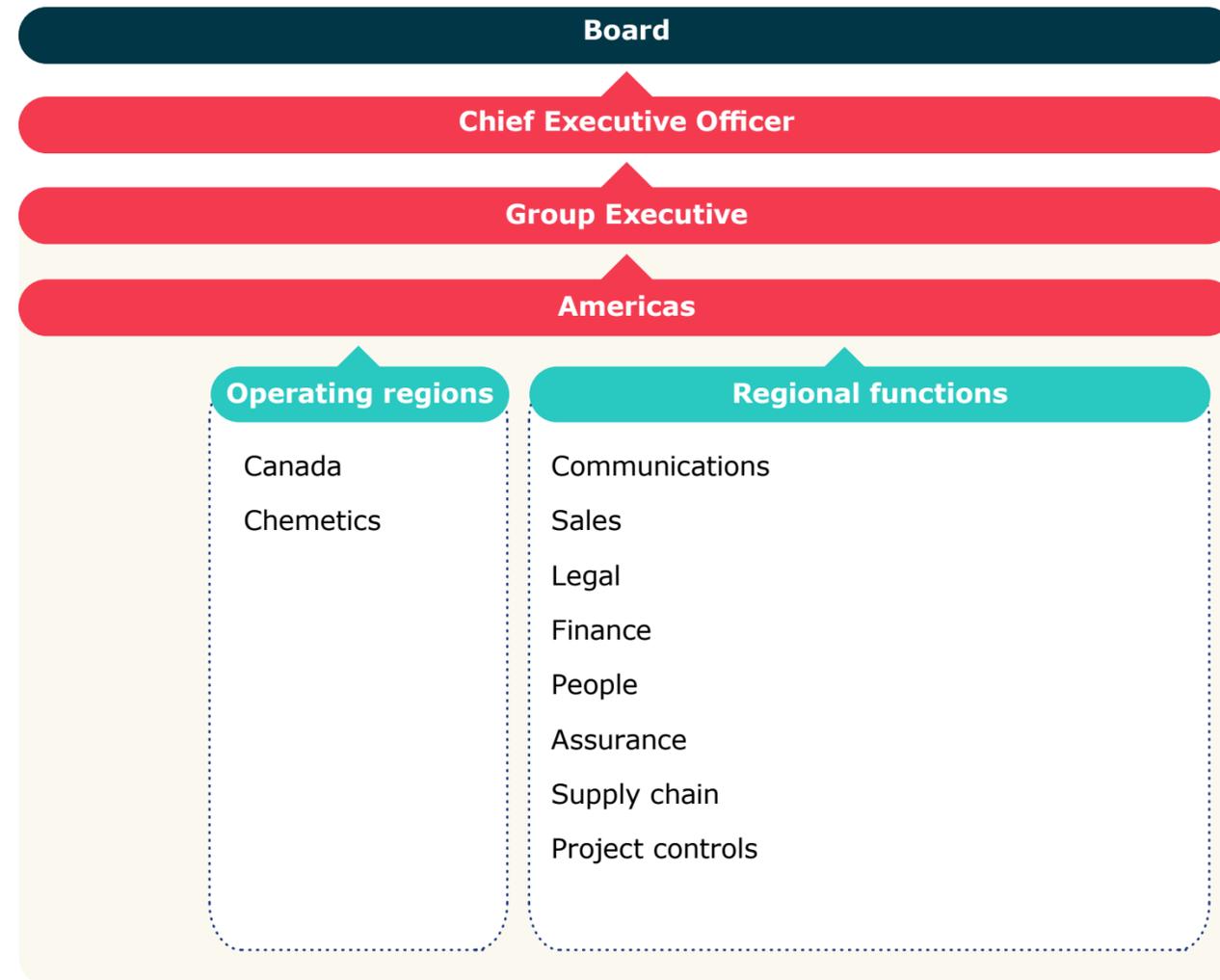
Canada entity's legal ownership structure





Organizational structure

The structure of our organization reflects our operational regions and our global corporate functions. Worley Canada has two operating regions, which include regional functional roles.



Our people



85%
are direct employees

15%
are contract staff

Worley Canada has 7,336* employees (6,225 or 85% are direct employees and 1,111 or 15% are contractors). Worley Group employs 48,200+ people. Most of our people at a Group level are employed in office based roles (employee and contract staff). Our craft workers (employee and contract) are primarily field based and make up 13.5% of our total workforce globally.

*As of 30 June 2023



Activities

Our activities

We work across all major industrial sectors in Canada, helping our customers meet global demand for energy, chemicals and resources while also supporting decarbonization solutions.

The below entities are wholly owned Canadian affiliates or subsidiaries of Worley Limited.

	Engineering services	Professional consulting services	Equipment fabrication	Construction management	Skilled labour	Import into Canada ¹	Production and distribution ²
Worley Canada Services Ltd.	✓	✓				I	
Worley Fabricators Ltd.			✓		✓	I	P S D
WorleyCord LP				✓		I	S
Chemetics Inc.	✓	✓	✓		✓	I	P S D M
WorleyCord Energy Solutions Ltd.					✓		
WorleyCord TeamCo Ltd.					✓		

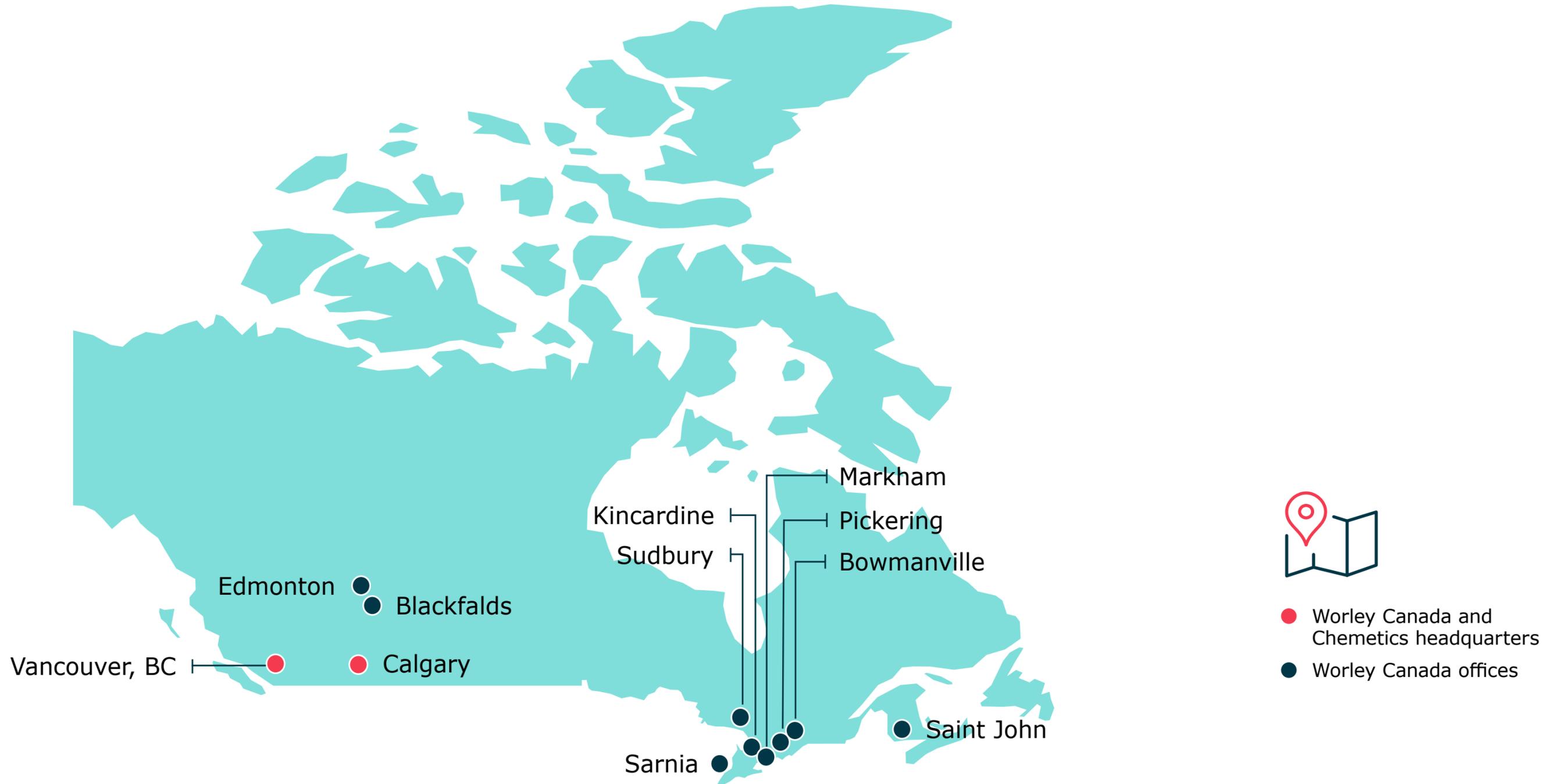
1. Includes importing materials and equipment produced outside Canada.

2. Includes producing, manufacturing, selling or distributing fabricated equipment in Canada or outside Canada.

I Import P Produce S Sell D Distribute M Manufacture

Our office locations

Worley Canada is part of the Worley Group, headquartered in Australia, and has multiple operation locations within Canada. Worley Canada headquarters are in Calgary, Alberta and Chemetics headquarters are in Vancouver, British Columbia.





Supply chain

Our supply chain team

Worley Canada has 150+ supply chain professionals.

Our supply chain activities

Worley Canada works with global customers with project locations within Canada and across the world. We procure materials and equipment from suppliers in many different countries and import those goods into Canada where applicable. Worley Canada entities fabricate and manufacture equipment and modules, which are sold inside and outside Canada.

Our supply chain capabilities

Worley Canada offers full-service Supply Chain Management capabilities including:

- Procurement Management
- Contract Management
- Supplier Quality Surveillance
- Logistics
- Materials Management
- Global Integrated Delivery with teams in Mumbai and Bogota.

Our Supply Chain team support our customers by sourcing materials and equipment globally required to complete their projects. We also source materials and equipment to support our own fabrication of modules and equipment, and manufacturing activities.

Our supply chain governance

Worley has a Supply Chain Code of Conduct and strives to implement socially responsible supply chain practices and anti-corruption practices by working closely with our customers and suppliers as partners. Our supply chain team considers current issues such as modern slavery provisions, new privacy laws, supplier diversity and Indigenous supplier engagement as part of standard processes.

Our supply chain spend

For the purposes of this report, 'supply chain' refers to all our direct procurement activities of goods and services.

Our supply chain includes both corporate procurement and project procurement.

For the fiscal reporting period (1 July 2022 – 30 June 2023) commitments totaling 292.9m Canadian Dollars were made by Worley Canada directly to suppliers.

Worley imported 28.5m Canadian Dollars of materials and equipment from over 25 countries. Examples of types of materials and equipment that have been imported include:

- Piping materials (valves, fittings, gaskets)
- Process equipment (vessels, regulators, meters)
- Chemicals
- Steel
- IT equipment.

Our supply chain methods

Worley Canada uses a borderless office model to execute our projects. Using the global resources of Worley, the core execution team coordinates the required resources to support the project, regardless of where in the world the resource is sourced or supplied.





Our approach and action FY2023

Our approach

Our commitment to human rights includes managing risks related to modern slavery. Our FY2023 steps and deliverables demonstrate our framework in practice.

Human Rights in Practice Framework

Our Business and Human Rights in Practice framework puts the UNGPs into action and guides our program of work.

Commit

Our commitment to respecting, protecting, and promoting human rights

Improve

Continuous evolution of best practice

Report

Transparent reporting and communication on progress



Assess

Our approach to assessing risks to people and looking for opportunities to improve conditions

Act

Our integrated approach to prevention and remediation

Monitor

Measuring and tracking effectiveness

Our actions

Our actions and deliverables demonstrate our framework in practice and the steps taken to prevent and reduce the risks of forced labour and child labour.



Commit

Our commitment to respecting, protecting, and promoting human rights.

Our Actions

- Updated our Supply Chain Code of Conduct and included the policy in each supplier agreement.



Assess

Our approach to assessing risks to people and looking for opportunities to improve conditions.

Our Actions

- Used our due diligence policies and processes to support identifying and addressing any risks of forced labour and/or child labour within our activities and supply chains.



Act

Our integrated approach to prevention and remediation.

Our Actions

- Rolled out our mandatory Code of Conduct training to 5,051 of our Canadian team members and provided 82 people with specialist training on modern slavery.



Monitor

Measuring and tracking effectiveness.

Our Actions

- Implemented our Compliance Champion Network to monitor our progress.
- Monitored grievance mechanisms and employee surveys to identify concerns, with no findings of child labour or forced labour.



Report

Transparent reporting and communication on progress.

Our Actions

- Reported our progress in our Worley Group Modern Slavery statement and
- UN Global Compact Communication on Progress report.



Improve

Continuous evolution of best practice.

Our Actions

- Conducted ongoing reviews to refine our program, improve reporting standards and evolve our commitment.

Our due diligence

Embed responsible conduct

Step 1: Embed responsible business conduct into policies and management systems

We embed responsible business conduct into our policies including our Code of Conduct. We also embed them within our Management System and make them available externally via our website.

Our Code of Conduct sets out what we must do, our responsibilities and the ethical standards we uphold. It includes our commitment to respecting human rights and preventing human rights abuses such as modern slavery.

We communicate our Code of Conduct to all our people during their induction and through mandatory refresher training each year. The Code of Conduct training is available in eight languages and includes a dedicated section on modern slavery awareness. This provides a clear definition of modern slavery and the types of industries and jobs most at risk. It also reminds our people of ways to raise concerns should they identify risks in our operations or supply chains.

Other applicable policies set out our standards for professional behavior, minimum requirements for ethical standards and compliance with all laws and regulations. They include:



Human Rights Policy

Outlines our commitment to respecting and protecting the fundamental human rights of the people we engage and interact with.

Modern Slavery Policy

Outlines our commitment to the prevention of any human rights abuses such as modern slavery.

Safety, Health and Well-Being Policy

Outlines our commitment and application of laws related to providing a physically and psychologically safe, healthy, and respectful environment.

Diversity and Inclusion Policy

Outlines our commitment to a diverse and inclusive workplace where everyone can fully participate and maximize their potential.

Sustainability Policy

Outlines our commitment to achieving the United Nations Sustainable Development Goals.

Whistleblower Policy

Outlines our commitment to investigating and reporting any unethical conduct and the protection of any person(s) identity making a report.

Anti-Bribery and Corruption Policy

Outlines our commitment to honest and ethical conduct in compliance with all applicable anti-bribery and corruption laws.

Supply Chain Code of Conduct

Outlines our ethical expectations of suppliers and contractors aligned with our Code of Conduct and policy commitments.



Assess adverse impacts

Step 2: Identify and assess adverse impacts in operations, supply chains and business relationships

We perform Group due diligence on our business relationships (Customers, partners and supply chain). We look for evidence of any historical or current issues related to investigations into corruption, bribery, sanctions, human rights and modern slavery including child and forced labour. The level of due diligence depends on the type of relationship and risk level. Our internal team of due diligence analysts supports aspects of our due diligence program. We use third party research tools and external due diligence providers for additional expertise.

Manage impacts

Step 3: Cease, prevent and mitigate adverse impacts

Our group level due diligence mitigates and assesses impacts across our customers, suppliers and partners.

Customer due diligence

We integrate our customer due diligence into our internal sales system. We expect everyone who we do business with to have ethical standards at least as high as ours. We have centralized alerts when issues are detected, and there is clear communication between our sales and due diligence teams. High risk 'red flags' need approval in line with our procedure. Our due diligence analysts work in partnership with the Sales team to understand the red flags and determine the appropriate mitigation strategy.

Our sales system includes an alert for high risk geographies. This pop-up takes the user to online resources to help understand the modern slavery risks at the proposal stage, and how to contact our Compliance team for more details and advice on working with the customer.

Supplier due diligence

We have two methods for initiating supply chain due diligence. The first method is through our supplier registration tool where suppliers enter their data. In the second method, a member of the supply chain team manually gathers the supplier's information.

The supplier due diligence for both routes includes access to a restricted party screening tool which enables a desktop search of publicly available sources and ongoing automated screening against sanctions, debarments, and negative media. Once the assessment is complete, our due diligence analysts aid our supply chain management teams to understand red flags and develop mitigation strategies.

In FY23, we increased our due diligence on all our landlords to assess modern slavery risk in building services, such as cleaning. Our new landlords must complete a detailed questionnaire. This includes a range of questions, ranging from modern slavery policy details to hiring cleaning and maintenance staff.

We also continue to monitor our recruitment providers in our due diligence tool and review our list of providers periodically to ensure our list is up to date.

Partner due diligence

We have detailed procedures for other relationships including agents, joint ventures, and local sponsors. Our approach includes the completion of a questionnaire by our potential partner to understand their program. We then take a risk based approach to assess the level of due diligence needed for each partner.

Our Compliance team undertakes enhanced due diligence checks on all potential joint venture partners. The due diligence covers understanding their compliance program and performing checks on their shareholders, senior management, and ultimate beneficial owners. If the information provided by the business partner is not sufficient, we outsource the checks to an external service provider.

We outsource due diligence checks on potential sales agents to an external service provider after our Compliance team finishes the initial internal due diligence checks. Our Compliance, Legal, and Business teams review the results.

All new partnerships must have the due diligence approved by our Compliance and Legal teams, with associated mitigation strategies in place before they can enter into an agreement with us. We usually provide mitigation strategies when we identify red flags with a business owner or find gaps in their compliance program.

This due diligence also extends to partners of the Worley Foundation. These charities and organizations undergo enhanced due diligence checks by our Compliance team. We screen the board of trustees of charities and senior management, shareholders of sponsorship, and membership requests.



Track results

Step 4: Track implementation and results

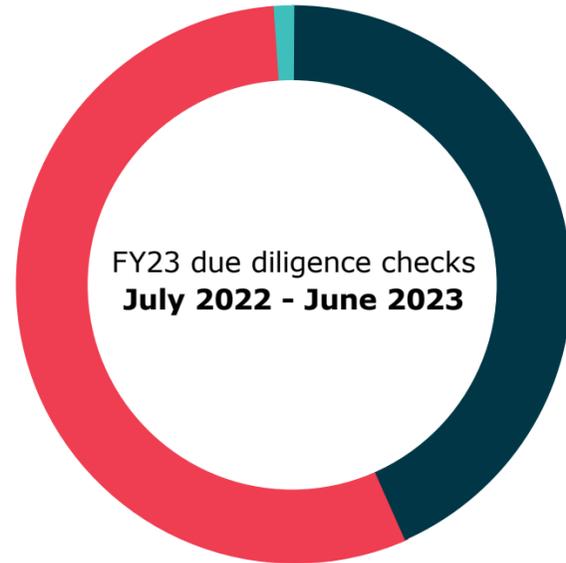
We track the number of due diligence checks completed at a Group level. The total number of due diligence checks completed during FY23:

9,923

Total number of due diligence checks FY23

5,498

Total number of supplier due diligence checks FY23



■ Customers	43.5%
■ Suppliers	55.4%
■ Other Partners	1.1%

We monitor helpline data trends and use them to plan our future actions. To make sure we capture all incidents, cases reported to the People Group instead of the Ethics Helpline can still be recorded and tracked in the helpline by People Group members submitting cases on the reporter's behalf. We use real Ethics Helpline cases in our lessons learned programs (without identifying details) to show our effectiveness in closing cases.



CASE STUDY

Compliance Champion Network

We use our Compliance Champion Network to monitor our progress. Worley Canada participates in the Worley Global Compliance Champions Network. This network meets monthly to review emerging compliance issues worldwide to share awareness and learnings across the business. Issues that will be addressed in the annual compliance report are typically raised in this forum so that regions can provide feedback.



Communicate externally

Step 5: Communicate how impacts are addressed

We report our Group level progress within our Worley Annual Report, Group Modern Slavery Statement and the UN Global Compact Communication on Progress reporting.

Access to remedy

Step 6: Provide for and or cooperate in remediation when appropriate

We provide access to grievance mechanisms for reporting any complaints or breaches of our policies. Our own Ethics Helpline (worleyethics.com) is operational 24 hours, seven days a week. Seven languages are available when making a report on the website, users can also request translation services via telephone.

During FY23 there were no complaints received in in relation to forced labour or child labour. No remediation was required for the FY2024 year.





Our risks

Forced labour and child labour risks

Modern slavery practices that we are most exposed to across the Worley Group within our operations, stakeholders and partnerships include:

- Human trafficking
- Forced labour
- Child labour
- Deceptive recruitment
- Bonded labour

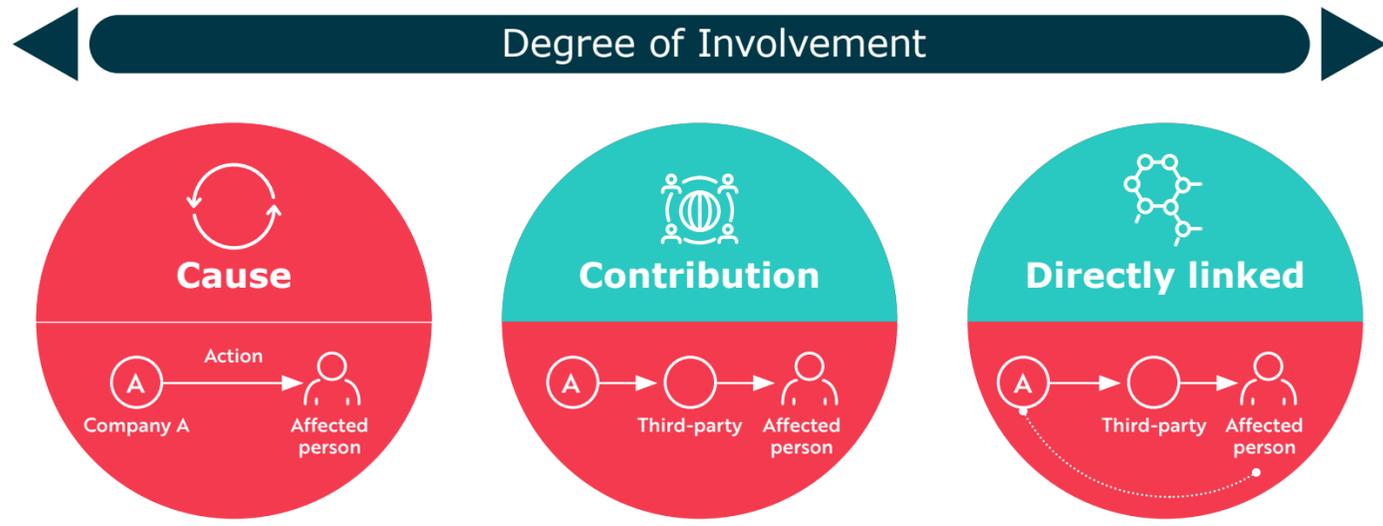
A key feature of our group level enterprise risk management system is the assessment and management of modern slavery risks. During FY23 a cross organizational internal stakeholder group has identified the modern slavery risks detailed in this section.

This internal stakeholder group includes representatives from various functions within our business, including Enterprise Risk, Operations, Construction Management, Engineering, People, Legal, Compliance, Supply Chain Management and Project Delivery.

This group uses our company risk classification matrix, aligned with the UNGPs on Business and Human Rights, to understand risks where we may cause, contribute to, or be directly linked to modern slavery in our operations, supply chain, or stakeholder relationships.

For example, companies can:

- **Cause** an adverse human rights impact – if operational activities directly use any forms of exploited labour
- **Contribute** to an adverse human rights impact – if companies demand goods and services within unrealistic timeframes resulting in supplier breaching labour standards to deliver on time
- **Directly link** to an adverse human rights impact – through a third party relationship where they are manufacturing products using child labour in their supply chain. When assessing the level of modern slavery risk to people, especially vulnerable groups, we consider a range of interconnected factors.



When assessing the level of modern slavery risk to people, especially vulnerable groups, we consider a range of interconnected factors. These factors include sector, geography, scope of project, products and services, and the stakeholders and suppliers we partner with.

We discuss the risk of involvement in modern slavery through the following lenses:





Risk in our operations

Risk area	Description	Risk of involvement	Controls
Sector	The renewable energy industry carries risk of forced labour within the supply chain. This risk is related to sourcing of raw materials required for renewable energy technologies and projects, including solar and wind energy projects and electric vehicles.	Directly linked	Our policies Our due diligence Our training Our grievance and remediation
	The resources sector – including the markets of mining, minerals and infrastructure – carries a high risk of modern slavery through both our operations and supply chain. This is because of high reliance on outsourced labour and risks of forced labour including child labour in the supply chain.	Directly linked	
Project scope	The construction phase of a project lifecycle carries increased risk of modern slavery due to the demand for low skilled labour. Labour can also be engaged through third party recruitment agencies (refer below workforce engagement). The construction phase further interacts with high risk products and services such as raw materials, which can be a high risk of forced and child labour (refer product and services).	Cause Contribute	
Operational accommodation and camp services	Engagement of migrant workforce in camp style accommodation carries an increased risk of modern slavery. These scenarios can involve deceptive recruitment, bonded labour, forced labour including restriction of movement as well as poor accommodation and or working conditions.	Cause	



Risk in our supply chain

Risk area	Description	Risk of involvement	Control
Logistics and transport	Reliance on shipping, logistics and transportation of supplies and equipment carries risk of modern slavery including forced labour and human trafficking through deceptive recruitment.	Contribute	Our policies Our due diligence Our training Our grievance and remediation
Garments and PPE equipment	Garments for safety and personal protective equipment manufactured in high risk geographical locations and or that require raw materials such as rubber and cotton carry higher risk of forced labour including child labour.	Contribute	

Risk with our stakeholders

Risk area	Description	Risk of involvement	Control
Charitable volunteering and donations	Modern slavery risks including child labour can exist in charitable donations, such as monetary funds and skilled volunteering. This poses a potential risk for the Worley Foundation, which provides support to local community not-for-profit organizations.	Contribute	Our policies Our due diligence Our training Our grievance and remediation

Our grievance mechanisms

Grievance and remediation

A core aspect of any modern slavery prevention program is creating robust systems through which people inside and outside the company can raise complaints. Our own Ethics Helpline (worleyethics.com) is operational 24 hours, seven days a week. Seven languages are available when making a report on the website, users can also request translation services via telephone. We created it in line with the UN Guiding Principles and our Whistleblower Policy.

To make sure our helpline maintains independence, it's operated by a third party provider. There are several methods for reporting, including online and via telephone (where available), to make it as easy to access as possible while maintaining security of the data. Reports from both within and outside the company can remain anonymous. We do not reveal whistleblowers' identities without their permission, and we protect reporters from retaliation. We include this information when promoting our helpline to reduce fear that may prevent people from speaking out.

We investigate reports using a consistent approach, and we track all actions through to completion. All reports are reviewed by our trained investigators, monitored by our Compliance team, and supported by relevant subject matter experts. We monitor helpline data trends and use them to plan our future actions. To make sure we capture all incidents, cases reported to the People Group instead of the Ethics Helpline can still be recorded and tracked in the helpline by People Group members submitting cases on the reporter's behalf. We use real Ethics Helpline cases in our lessons learned programs (without identifying details) to show our effectiveness in closing cases.

In FY2023, 35 reports were made to the Ethics Helpline for Canada and none were in relation to forced labour or child labour.

Ethics Helpline

operational 24 hours

worleyethics.com



Our training

Groupwide mandatory training programs

All new starters receive mandatory induction training and then all our people must complete refresher training on our Code of Conduct every year. We address modern slavery including child labour and forced labour in a dedicated section in our Code of Conduct and our associated training course. We also provide toolbox training sessions for those without access to our online training system.

The Code of Conduct online induction course (25 mins) is developed externally and focuses on general red flags for forced labour and child labour and the global trends of modern slavery. The toolbox talk, which targets our craft workforces, focused on red flags of forced labour with a particular focus on forced overtime.

This year's Code of Conduct refresher training (20 mins) focused on raising awareness of modern slavery, factors that increase risk and how to report cases through our Ethics Helpline.

In Canada in FY2023, 5051 people completed the Code of Conduct training.

- Online module employees: 3,468
- Toolbox craft workers: 1,583

Role specific training programs

In addition to company-wide training, we have run facilitated online sessions for key groups including Supplier Quality Surveillance (SQS), Sales, Assurance, People Group Leadership and Procurement. For Worley Canada, during the reporting period, this training was completed via a 25 minute online module and in person by 82 supply chain professionals. This training is available to all and is ongoing. The training looks at modern slavery globally and discusses how modern slavery risks can change with location, sectors, and products. It has a particular focus on our areas of risk. We tailor the training sessions to each audience, with specific learning points or actions for each group.

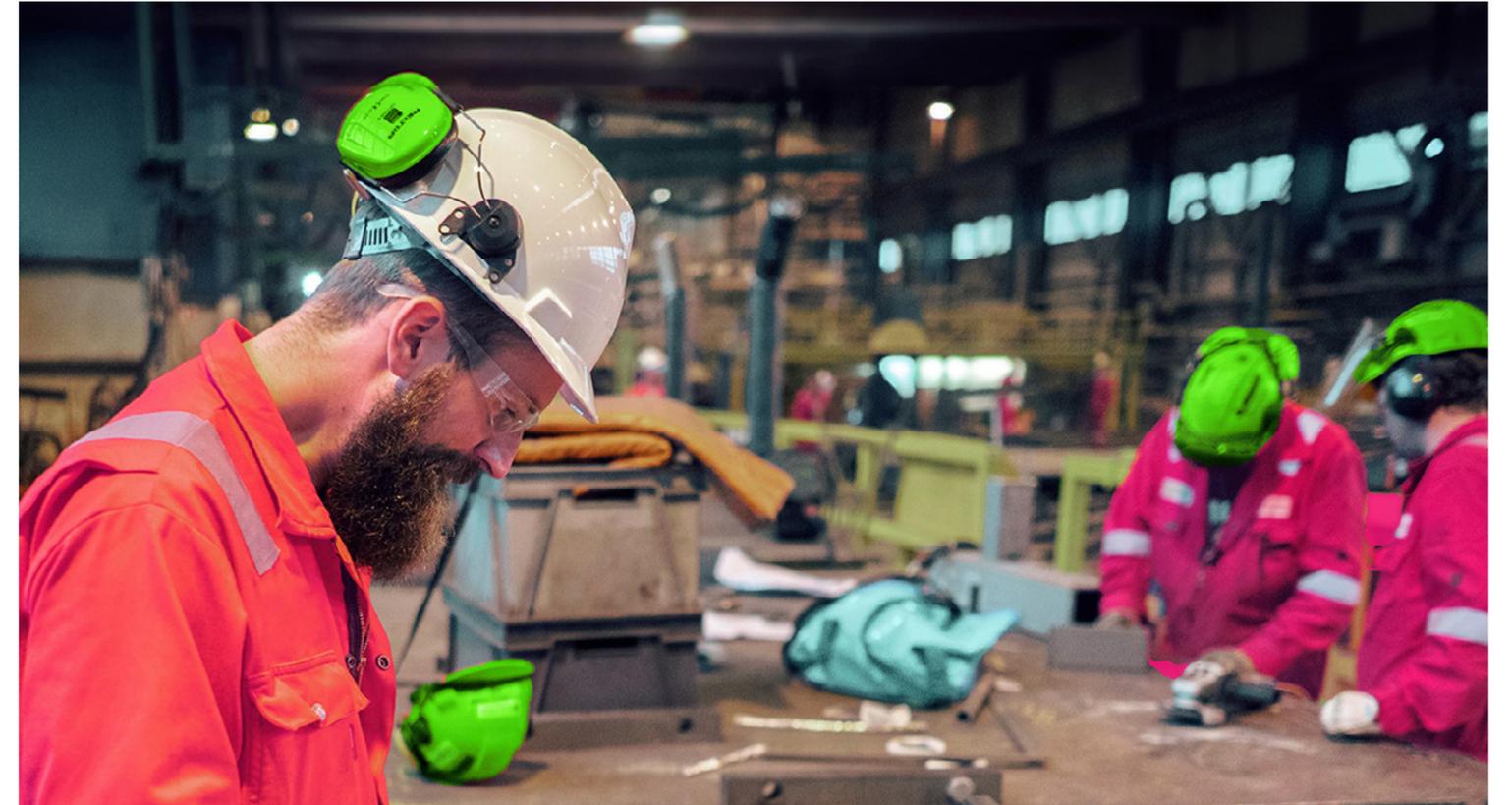


Our effectiveness

Assessing our effectiveness

We have Worley Group level key performance indicators that we use to track our performance and effectiveness including:

Key performance indicator	FY2023	Refer to section
% of our people (globally) who completed Code of Conduct	98%	Our training
No. of due diligence checks	9,923	Our due diligence
No. of helpline languages available	7	Our due diligence
No. of reports confirmed as modern slavery	0	Our due diligence
No. of helpline reports in total for Canada	35	Our grievance mechanisms



Appendix 1

Reporting entities

The Fighting Against Forced Labour and Child Labour in Supply Chains Act defines an entity as a corporation or a trust, partnership or other unincorporated organization that either:

- a. is listed on a stock exchange in Canada; or
- b. has a place of business in Canada, does business in Canada or has assets in Canada and that, based on its consolidated financial statements, meets at least two of the following conditions for at least one of its two most recent financial years:
 - i. it has at least \$20 million in assets,
 - ii. it has generated at least \$40 million in revenue, and
 - iii. it employs an average of at least 250 employees.

We have included the following entities (wholly owned and controlled) in this report:

Legal name	Structure	Business number	Location
Worley Canada Services Ltd.	Corporation	121393789	Alberta, Canada
Worley Fabricators Ltd.	Corporation	732250741	Alberta, Canada
WorleyCord Energy Solutions Ltd.	Corporation	858071442	Alberta, Canada
WorleyCord LP	Other – Limited Partnership	763631884	Alberta, Canada
WorleyCord TeamCo Ltd.	Corporation	121396741	Alberta, Canada
Chemetics Inc.	Corporation	896981-7	British Columbia, Canada



Appendix 2

Summary of reporting requirements

Canada report requirements	Where in the report
The steps the entity has taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity	Our actions
Structure, activities and supply chains	Our structure, activities and supply chain
Policies and due diligence processes in relation to forced labour and child labour	Our due diligence
Parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk	Our risks
Measures taken to remediate any forced labour or child labour	Our grievance mechanisms
Measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains	Our due diligence
Training provided to employees on forced labour and child labour	Our training
Assess effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains	Our effectiveness





worley
DELIVERING SUSTAINABLE CHANGE