

Sustainability Policy

We are driven by a common purpose of delivering a more sustainable world. We support progress toward achieving the UN Sustainable Development Goals and to uphold the principles of the UN Global Compact. To achieve this, we will embed the environmental, social and governance elements of sustainability into the way we operate our business and in the work we do with our customers.

Care for our planet

We commit to sustainable practices, support of the Paris Agreement, and being a leader in our industries. We will:

- Partner with customers committed to driving sustainability; together we decarbonize value chains, steward resources and protect biodiversity.
- Protect the environment and prevent any pollution and degradation resulting from our activities and services through the continual improvement of our environmental performance systems.
- Operate in alignment with our Climate Change Position Statement and the associated strategic actions.
- Assess the environmental impact (such as carbon intensity) of the projects we choose to deliver.

Care for our people and communities

We deeply value the social settings within which we work, and our expectations are clear. We will:

- Provide a respectful, safe and healthy work environment to care for the good health and well-being of our people and their loved ones.
- Commit to the ongoing development of our people through outstanding opportunities to learn.
- Embrace all elements of diversity through our diversity, equity and inclusion policies and networks.
- Support sustainable communities and ecosystems by managing our impacts and making positive contributions.
- Assist our customers to engage with communities to build trust and create mutual benefit from projects.

Operate responsibly

We provide robust business governance and:

- Stand against all forms of modern slavery and corruption.
- Set expectations of ethical behavior, including bribery and corruption prevention, in our Code of Conduct and our Supply Chain Code of Conduct.
- Conduct our business with our customers, partners, agents and suppliers in an open, honest and ethical manner and ensuring our criteria for responsible business practice are met.
- Report our performance transparently.
- Adhere to compliance obligations.

Everyone who works for Worley, including directors, officers, executives, managers, supervisors, employees, contractors and service providers, wherever they are located, must comply with this policy. We apply this policy in all joint operations where Worley is the operator. Where Worley is not the operator, we encourage the adoption of a similar policy requirement.

The responsibility for application of this policy rests with us all.

Signed by:

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Chris Ashton
Chief Executive Officer

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