

Indigenous Peoples Engagement Policy

Aligned to our broader Human Rights, Sustainability, and Diversity, Equity and Inclusion Policies, we are committed to meaningful engagement with Indigenous communities.

We are committed to implementing engagement and consultation processes where we operate to build relationships with local communities, engage local resources, and support customer-community values and commitments.

We recognize that our success in doing this depends on our demonstrated understanding of and respect for cultural values, and the social, environmental, and economic issues that affect Indigenous peoples.

We will:

- Ensure our communications with Indigenous communities are timely, appropriate, and respectful.
- Encourage social and economic benefits for Indigenous peoples in the communities in which we operate.
- Work closely with our customers to apply their Indigenous policies, commitments, and agreements through our involvement in the project's lifecycle.
- Promote a safe and inclusive environment free of discrimination.

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. If anything in this policy is in conflict with local statutes or regulations, the latter will prevail. If there is such a conflict, please notify the Chief People Officer in writing of what deviations from the policy have been needed to comply with the local laws or regulations.

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

Signed by:

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Chris Ashton
Chief Executive Officer

July 2024