

Modern Slavery Policy

We respect the fundamental human rights of the people we deal with and will not be complicit in the use of modern slavery (human trafficking, forced labor, child labor, debt bondage, deceptive recruitment, and domestic servitude).

We are committed to maintaining the highest standards of business conduct and ensuring people are treated with dignity, respect and fairness.

We expect our people, suppliers, and partners to:

- Ensure any work is not exacted under any threat or penalty including compulsory overtime.
- Prohibit use of child labor including any hazardous work performed by a person under 18 years.
- Provide formal mechanisms for people to voice their concerns and represent their interests.
- Commit to responsible recruitment practices; ensure employer pays all recruitment fees; and clear contract terms in understandable language.
- Respect freedom to terminate employment or change employer as per national law or contract.
- Ensure people have freedom of movement and prohibit confiscating personal identification.
- Ensure payment of agreed wages and entitlements regularly, on time, and transparently documented as per applicable law. Prohibit illegal wage deductions.
- Provide a safe and healthy workplace (including clean accommodation, welfare amenities, and transportation, where applicable).
- Take action to address risks of modern slavery in operations and supply chains ensuring our suppliers meet our Supply Chain Code of Conduct.
- Encourage stakeholders to report any breaches of this policy to our confidential Ethics Helpline without fear of retaliation and provide access to remedy to address concerns promptly.

We will communicate our expectations to our people and will transparently outline our commitments and report our progress in our annual Modern Slavery Statement(s).

All leaders have the responsibility to promote this policy and to communicate the principles.



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 the application of this policy rests with us all.

DocuSigned by:

A handwritten signature in black ink, appearing to read "Chris Ashton", enclosed within a blue DocuSign signature box.

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Chris Ashton
Chief Executive Officer

June 2024