# Anti-Competition Policy

We are committed to conducting our business in a manner that encourages fair and open competition

**Definition of Anti-Competition**

Anti-Competition means behavior that aims to reduce competition in the market. Examples of anti-competitive behavior include:

- Fixing prices of services among the competitors within the domestic or international market;
- Rigging bids among competitors in order to enable a competitor to win the bid;
- Allocation of the geographic market among competitors for the purpose of doing business;
- Unlawful exclusivity arrangements among entities that encourage monopolization; and
- Unlawful mergers and acquisitions among companies.

**Our Expectation from our People and Partners**

Worley employees and partners are prohibited from engaging in any activity that promotes unlawful anti-competitive behavior.

For example, when our employees or partners attend trade or industry forums, we require them to be diligent in all dealings with any competitors and to be aware that talking about prices may be anti-competitive.

In addition, in instances, where our customers engage us to conduct procurement for them, we also comply with all rules relating to prevention of anti-competition.

**Prevention of Anti-Competitive Practices:**

Our Anti-Competition programme consists of the following elements:

- Consideration of anti-competition risks when exploring new business opportunities;
- Ensuring adequate policies and procedures are formulated;
- Investigating allegations relating to anti-competitive behavior and taking appropriate action accordingly;
- Communicating the message of fair and open competition to the business.

The responsibility for the implementation of this policy rests with all Worley employees, our partners and those who represent us.

Chris Ashton
Chief Executive Officer

May 2021