

Canada Indigenous Peoples Engagement Policy

Following our Global Indigenous Peoples Engagement Policy and Human Rights, Corporate Responsibility and Diversity and Inclusion Policies, Worley's businesses across Canada are committed to meaningful engagement and support of Indigenous communities and their people. We are committed to understanding Indigenous peoples' priorities, building relationships with local communities, engaging local resources, and supporting 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.

Worley will:

- Promote a safe environment free of discrimination.
- Engage Indigenous Peoples and communities throughout Worley's participation in a project's lifecycle.
- Ensure our communications with Indigenous communities are timely, appropriate, and respectful.
- Provide Indigenous Peoples with reasonable support throughout the recruitment, orientation, and training phases of employment to strengthen the likelihood for successful employment outcomes.
- Collaborate with our customers to apply their Indigenous policies, commitments, and agreements through our involvement in the project's lifecycle.
- Make information about employment and business opportunities accessible to Indigenous Peoples.
- Provide opportunities and support for Indigenous businesses through accessible bidding processes for appropriate opportunities.
- Encourage organizations, governments, our sub-contractors and other stakeholders to facilitate employment and commercial opportunities for Indigenous Peoples.
- Encourage social and economic benefits for Indigenous Peoples in the communities where we work.

Worley's policy is supported by recruitment initiatives, career development plans, mentoring, and cross- cultural educational opportunities, aligning with our value-based goals and objectives.



Senior leadership teams are responsible for communicating the principles of this Indigenous Peoples Engagement Policy.

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