



WorleyParsons

resources & energy

Level 12, 141 Walker Street,
North Sydney NSW 2060
Australia
Telephone: +61 2 8923 6866
Facsimile: +61 2 8923 6877
www.worleyparsons.com
WorleyParsons Services Pty Ltd
ABN 61 001 279 812

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H.E. Ban Ki-moon
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr Secretary-General,

I am pleased to submit WorleyParsons' 2014 Corporate Responsibility Performance Report. The report reiterates our commitment to supporting the ten principles of the Global Compact and describes the activities we have undertaken over the last 12 months.

WorleyParsons has embarked on a journey of continuous improvement with the aim to be recognized as an industry leader in corporate responsibility. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company. It is our intent to continue to engage in collaborative projects that advance the broader development goals of the United Nations and aid the communities in which we work.

We commit to report on our progress annually according to the Global Compact Communications on Progress Policy.

Yours sincerely,

Mr Andrew Wood
Chief Executive Officer



COMMUNICATION ON PROGRESS SUMMARY

Principles	Corporate Responsibility Policy	Governance and policies	Outcomes
Human Rights			
<ol style="list-style-type: none"> 1. Business should support and respect the protection of internationally proclaimed human rights 2. Make sure that they are not complicit in human rights abuses 	<p>We will respect the basic rights of the people we deal with and will not be complicit or engage in activities that solicit or encourage human rights abuse</p>	<ul style="list-style-type: none"> • Human Rights Policy • Code of Conduct 	<ul style="list-style-type: none"> • Participation and contribution from key employees on the 'Human Rights Leadership Group for Business' workshops held by the United Nations Global Compact Network Australia in Melbourne and Sydney • Review of business exposure and impact of human rights as part of our annual global risk assessment • Updated the Australian Indigenous Participation Policy to better integrate Indigenous participation to our businesses • Providing ongoing support to the Australian Indigenous community by hosting Indigenous business forums and internships job opportunities
Labour Standards			
<ol style="list-style-type: none"> 3. Business should uphold the freedom of association and the effective recognition of the right to collective bargaining 4. The elimination of all forms of forced and compulsory labour 5. The effective abolition of child labour 6. The elimination of discrimination in respect to employment and occupation 	<p>We apply fair labour practices and comply with the applicable national and local labour laws of the countries and communities that we work in</p> <p>Our people are our greatest asset and we support them by providing a work environment that is positive and safe and by committing to their ongoing development</p>	<ul style="list-style-type: none"> • Equal Opportunities Policy • Personnel Policy • Global Diversity and Inclusion Policy 	<ul style="list-style-type: none"> • Trained over 35,000 of our people in various online, leadership and other courses • Reported our global Gender Diversity statistics to the Workplace Gender Equality Agency (Australia) • Successfully established diversity and inclusion pilot communities at key business locations • Maintained the <i>Women of WorleyParsons</i> virtual and physical network • Continued our support and funding of a wide range of external organizations who share our values and objectives around diversity and inclusion



We promote a diverse and inclusive workplace as outlined in our global Diversity and Inclusion Policy

We do not employ or condone the employment of forced or child labour

- Participated in the thematic discussion on the United Nations Women’s Empowerment Principles
- Continued the ongoing annual performance review of employees to identify personal development needs and training requirements to be actioned where feasible
- Conducted bias awareness and stereotype reduction training for 255 of our leaders

Environment

- 7. Business should support a precautionary approach to environmental challenges
- 8. Undertake initiatives to promote greater environmental responsibility
- 9. Encourage the development and diffusion of environmentally friendly technologies

We recognize the importance of operating sustainably and commit to continually identifying opportunities for improving our environmental performance

We believe that all our people are responsible for performing their work in an environmentally sustainable manner

We will continue to deliver profitable sustainability to our clients through our EcoNomics™ service offering

- Health, Safety and Environment Policy

- Participated voluntarily and on an ongoing basis in the Carbon Disclosure Project (CDP)
- Ensure our suppliers and contractors adhere to our minimum and preferred expectations to conduct the business operations in a way that protects and sustains the environment
- Achieved ISO 14001 Environmental Management Systems certification in nine locations
- Reduced the carbon footprint across a number of offices by encouraging use of public transport, recycling and smart printing
- Engaged in bush regeneration, waste and recycling programs and trail clean-up activities
- Initiated a global energy reduction program working with the locations with the largest energy footprint, setting targets and selecting high impact changes to implement in the next reporting period



Anti-Corruption

10. Business should work against corruption in all its forms, including extortion and bribery

We conduct our business in an open, honest and ethical manner as described in our Code of Conduct and our integrity framework, OneWay™

We will actively strive to implement socially responsible supply chain practices and anti-corruption practices working closely with our clients and suppliers as partners

- Code of Conduct
- Supply Chain Code of Conduct
- Updated export controls and global sanctions lists for compliance across our workplace
- Developed local content plans in many countries
- Annual Code of Conduct training provided for all our people and initial training provided for new starters
- Implemented the practice of conducting corruption risk assessments at several high risk locations each year
- Reviewed procurement processes in several key locations
- Conducted ethical business practice assessments across our locations each year
- Conducted a comprehensive internal audit program in locations to ensure compliance
- Recognized for the second year by Chartered Institute of Purchasing and Supply for our approach to supply chain sustainability
- Participated in the United Nations Global Compact Network Australia Anti-Corruption Leadership Group for Business in Sydney and Melbourne