



WorleyParsons

resources & energy

Corporate Responsibility

Performance Report 2015





Chief Executive Officer Statement

Welcome to WorleyParsons' 2015 Corporate Responsibility Performance Report.

The report provides an overview of corporate responsibility-related performance for the period 1 July 2014 to 30 June 2015 and serves to demonstrate our commitment to supporting the 10 principles of the United Nations Global Compact (UNGC).

In my closing statement in 2014 report, I outlined the areas of focus for the coming year. These were diversity reporting and participation; WorleyParsons' Foundation projects; and management of our environmental impact at our largest locations.

I am pleased to say we delivered progress in each of these areas throughout the year.

Diversity Reporting and Participation

During the past year, we launched a new diversity and inclusion program, supported by a set of key expectations, and introduced gender diversity targets for the Board, executive leadership teams and our organization in general. Measureable objectives have been established against which progress will be reviewed annually. Further information on our performance can be found on [page 35](#).

WorleyParsons Foundation

The WorleyParsons Foundation supported an increased number of projects and community partners during the year. Additional information on our Foundation projects can be found on [page 13](#).

Management of our Environmental Impact

Our operations have worked to reduce carbon emissions and introduced an emission reduction target. Activities include behavioral change programs, encouraging the use of public transport, flexible 'work from home' arrangements, engaging in bush regeneration, waste and recycling programs, trail clean-up activities and FollowMe smart printing to name a few. We have introduced environmental targets to measure our progress on these commitments. Further details can be found on [page 56](#).

WorleyParsons is committed to making the Global Compact and its principles part of our strategy, culture and day-to-day operations. It is our intent to continue our engagement in collaborative projects that advance the broader development goals of the United Nations and aid the communities in which we work.

We have identified the following key themes to align our corporate responsibility activities across our operations: education; enterprise development; diversity and inclusion; and skilled volunteering. Further detail on these activities can be found as case studies throughout the report.

Our efforts to continuously improve our corporate responsibility performance have been recognized through major industry awards for our commitment to gender diversity, achievements in philanthropy, community initiatives, reporting and safety. For the first time, we engaged Ernst & Young to provide limited assurance on FY2015 non-financial performance commitments covered in [2015 Annual Report](#) which are reiterated in this report.

We recognize WorleyParsons' reputation for honesty, integrity and ethical dealings is one of its key business assets and a critical factor in ensuring continued success. All of WorleyParsons' people continue to strive to maintain the standard of ethical behavior expected by our customers, suppliers and shareholders. We will continue to refine our corporate responsibility efforts across all the parts of the world in which we do business, in an effort to ensure that our programs are as effective and efficient as possible in delivering value to the communities we support.

Andrew Wood
Chief Executive Officer
WorleyParsons Limited

Contents

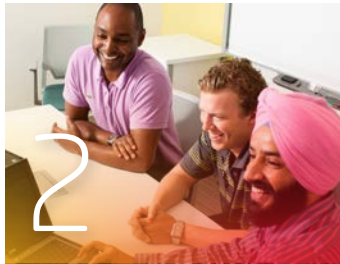
Page 3



1

Introduction

Page 7



2

Organization

Page 15



3

Materiality

Page 21



4

Governance, Ethics and Transparency

Page 27



5

Our People

Page 38



6

Economic (Community)

Page 45



7

Human Rights

Page 50



8

Society (Fair Operating Practices and Supply Chain)

Page 55



9

Environment

Page 64



10

GRI 4.0 Content Index

1 Introduction





\$1.56m

Contributions by our people



\$2.32m

Contributions by WorleyParsons



16,302

Volunteer hours by our people



88

Diverse nationalities of our people



~24%

Percentage of women employees



We have identified four key corporate responsibility topics arising from our stakeholder engagement and analysis:



Education

The United Nations International Covenant on Economic, Social and Cultural Rights recognizes the right of everyone to an education. Prioritizing education initiatives gives us the opportunity to reinvest in the local community. We recognize that education is a basic human right and an essential tool in improving a location or an individual's standard of living.

We invest in our people's education and facilitate programs outside our organization to encourage the uptake of science, technology, engineering and mathematics subjects in the communities in which we operate.

In addition, we provide support to those with financial and social barriers to education, as well as addressing the gender imbalance in the engineering and technology fields with not-for-profit organizations such as Robogals. We are proud of continuing our support for CareerTrackers in Australia and the Aboriginal Student Services Centre in Canada who provide their students with professional development and employment opportunities within WorleyParsons.

WorleyParsons has extensive experience in stakeholder engagement with the Indigenous peoples in Canada, the United States, South America and Australia. They provide us with an understanding on how to interact and communicate effectively with Indigenous customers, community leaders, elders and contractors, to build mutually trusting and respectful relationships and partnerships.



Enterprise Development

Enterprise development offers the opportunity for WorleyParsons to support the communities in which we operate by helping the community evolve and grow their economies. Continuous enterprise development creates jobs, funds the tax base for local and federal governments and increases the aggregate standard of living.

WorleyParsons is committed to helping communities through our localization programs in many locations, which take the form of recruitment, training and development of local professionals to provide our customers with sustainable, profitable solutions grown on a foundation of strong local infrastructure.

We have implemented a number of programs to meet our commitment to enterprise development such as providing office space, training facilities and internet access to Engineers Without Borders in Timor-Lesté and ongoing support and mentorship to 10 promising small businesses in South Africa in areas such as marketing, financial advice, tender preparation, human resources, and business processes, as well as office space and equipment for those businesses.



Diversity and Inclusion

WorleyParsons welcomes a diverse range of employees, reflecting the range of countries, cultures and contexts spanned by our operations. We consider this diversity to be one of our strengths. The diversity of our employees includes factors such as race, ethnicity, gender, sexual orientation, socio-economic status, culture, age, physical ability, education, language, skill levels, family status, religious, political and other beliefs and work styles.

We know from experience that differences in ideas, backgrounds, patterns of thinking and approaches to work can generate value for our stakeholders. We undertook various diversity and inclusion activities over the reporting period, including launching six key areas of the Diversity and Inclusion Expectations - diverse and inclusive workplace, recruitment and promotion, closing pay gaps, flexibility, accountability and engagement, and community.



Skilled Volunteering

The skills of our people can make a significant positive impact on our community stakeholders in many ways, plus our people can benefit from developing skills and relationships beyond their everyday roles. This year, 16,300+ hours were tracked for our people contributing unpaid hours towards assisting in community based organizations or internal WorleyParsons activities linked to corporate responsibility events and activities. Many of these hours are dedicated to sharing knowledge for local community empowerment. The success of these activities is attributed to a network of passionate corporate responsibility champions across over 30 countries.

To encourage more skilled volunteering this year, the WorleyParsons Foundation was awarded the status of a 'National Community Partner' with Australian Red Cross, where we integrated our skilled volunteers into their international disaster recovery projects. This collaboration is the first of its kind for the Australian Red Cross and will provide innovative support to their community partner organizations. The pilot project provides an opportunity for WorleyParsons employees to volunteer in the Philippines over a period of three months each, assisting a Red Cross Community Partner in disaster preparedness and recovery. The in-country volunteers are coupled with remote WorleyParsons volunteers, who will provide 'pro bono' skilled volunteering support from their home offices.

2

Organization





WorleyParsons

resources & energy

We are a professional services business, a partner in delivering sustained economic and social progress, creating opportunities for individuals, companies and communities to find and realize their own futures.

We can only do this with the support of our shareholders, earned by delivering earnings growth and a satisfactory return on their investment.

WorleyParsons delivers projects, provides expertise in engineering, procurement and construction and offers a wide range of consulting and advisory services. We cover the full life cycle, from creating new assets to sustaining and enhancing operating assets, in the hydrocarbons, minerals, metals, chemicals and infrastructure sectors. Our resources and energy are focused on responding to and meeting the needs of our customers over the long term and thereby creating value for our shareholders.

OUR VALUES

Leadership

- Energy and excitement
- Integrity in all aspects of business
- Minimum bureaucracy
- Committed, empowered and technically capable people
- Delivering profitable sustainability

Relationships

- Open and respectful
- A trusted supplier, partner and customer
- Collaborative approach to business
- Willing to challenge and innovate
- Enduring customer relationships

Agility

- Smallest assignment to world-scale developments
- Comprehensive geographic presence
- Global expertise delivered locally
- Responsive to customer preferences
- Optimum customized solutions

Performance

- Industry leadership in health, safety and environmental performance
- Consistent results for our customers, delivering on our promises
- People accountable and rewarded for performance
- Innovation delivering value for our customers
- Creating wealth for our shareholders



Advisian

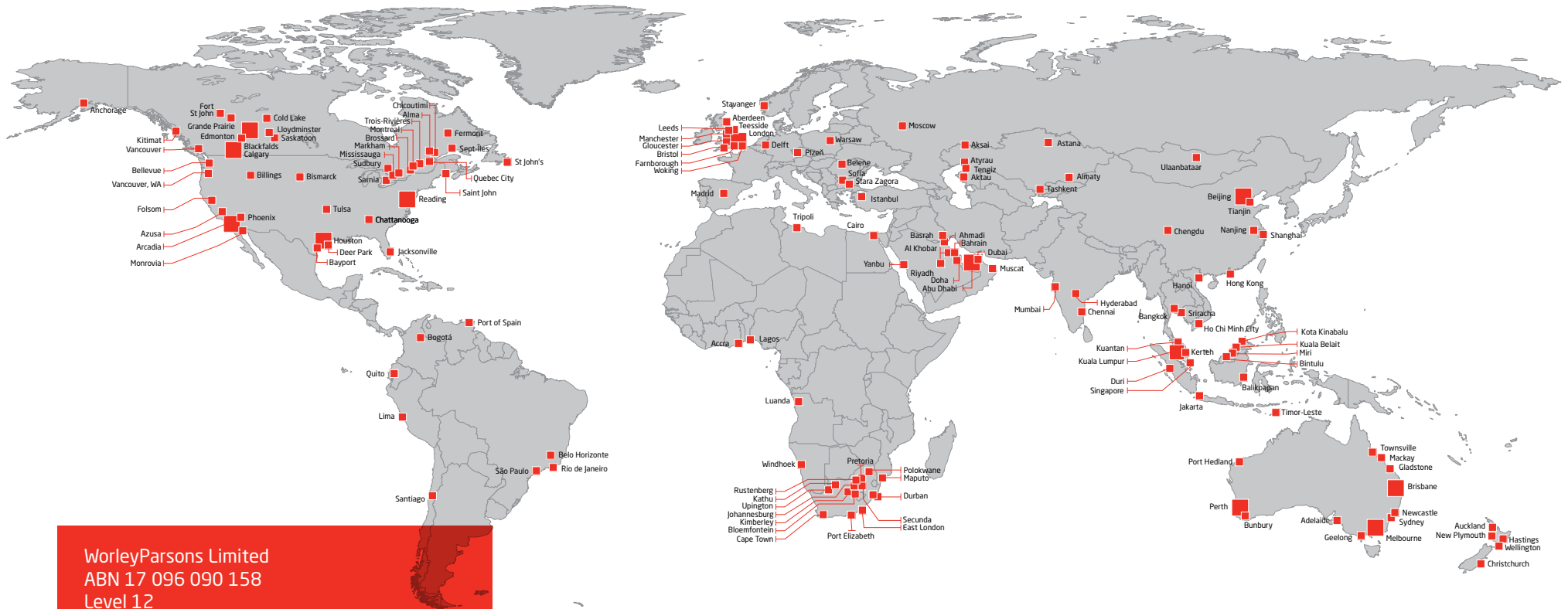
WorleyParsons Group

Advisian is a Unique Global Consulting Firm

Advisian is our independent advisory and consulting business, launched in FY2015. Advisian provides management and strategy advisory services, with technical consulting and deep domain expertise, leveraging the real world practical experience and technical depth of our consultants. Advisian consulting services are focused on asset intensive businesses operating within the hydrocarbons, minerals, metals, chemicals and infrastructure sectors.

WorleyParsons Limited is listed on the Australian Securities Exchange (ASX). It is subject to Australian disclosure requirements and standards, including the requirements of the Corporations Act 2001 and the ASX Listing Rules. WorleyParsons' corporate headquarters is located in Sydney, Australia.

We are a leading global provider of professional services to the resources and energy sectors and complex process industries. WorleyParsons employs 31,400 people globally. WorleyParsons has 148 offices in 46 countries. Social, economic and environmental sustainability activities involve over 15,000 participants across the business.



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Scale of Organization

The financial overview of WorleyParsons' performance for the past four reporting periods is shown in the following table:

\$'M	2012	2013	2014	2015
Aggregated revenue ¹	7,362.6	7,627.0	7,363.7	7,227.5
EBIT ²	537.9	527.0	428.2	87.1
EBIT margin	7.3%	6.9%	5.8%	1.2%
Net profit after tax	353.2	322.1	249.1	(54.9)
Net profit margin	4.8%	4.2%	3.4%	(0.8%)
Cash flow from operations	437.5	443.5	550.1	251.3
Return on equity ³	18.0%	16.2%	12.5%	9.2%
Basic EPS ⁴ normalized ⁵ (cents)	152.7	137.8	108.5	(14.7)
Basic EPS (cents)	143.7	130.8	101.0	(22.2)
Dividends per share (cents)	91.0	92.5	85.0	56.0

1 Aggregated revenue is defined as statutory revenue and other income plus share of revenue from associates less procurement revenue at nil margin, interest income and net gain on revaluation of investments previously accounted for as equity accounted associates. The directors believe the disclosure of revenue attributable to associates provides additional information in relation to WorleyParsons' financial performance.

2 Earnings before income tax.

3 Based on underlying net profit after tax and underlying equity.

4 Earnings per share.

5 Before amortization of intangibles including tax effect of amortization expense.

Significant Changes

In April 2014, before the fall in oil prices, we restructured the business, refreshed the leadership team, reduced our overhead costs and initiated programs to enable our staff to deliver better customer satisfaction. We created the business lines of Services, Major Projects and Improve transferring direct accountability for performance to the leaders of those business lines. More recently we introduced the fourth business line, Advisian, to complete this restructure.

Strategy

Our strategy is built around our five strategic themes leading to one differentiated strategy to 'Realize our future'. WorleyParsons' financial performance and our 'Realize our future' strategy (new in FY2015) is covered comprehensively in our [2015 Annual Report](#).



Risk Management

WorleyParsons follows a precautionary approach through the support of the following policies and frameworks:



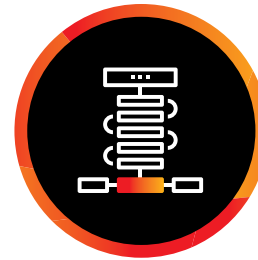
Corporate Risk and Assurance Framework

Aims to increase shareholder value by creating a culture of risk management to enable our entrepreneurial spirit.



Health, Safety and Environmental (HSE) Policy and Integrity Framework OneWay™

Reinforces WorleyParsons' commitment to achieving our vision of Zero Harm to people and assets and zero environmental incidents.



Ready, Response and Recovery (R3) Framework

Provides a framework for the R3 System to manage WorleyParsons' exposure to critical incidents, major business interruptions and commercial crises that might threaten the safety and security of our people and imperil the viability of our business.



Quality Policy

Reinforces our commitment to understanding and meeting our customer needs and complying with statutory and regulatory obligations.

Global Endorsement of External Charters and Memberships

United Nations Global Compact

We support the 10 principles of the Global Compact with respect to human rights, labor, environment and anti-corruption. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company and to engage in collaborative projects which advance the broader development goals of the United Nations.

Global Reporting Initiative (GRI)

We align our corporate responsibility reporting process with the internationally recognized GRI sustainability reporting framework.

Corporate Governance

As an Australian incorporated company, WorleyParsons Limited must comply with the Corporations Act 2001. In addition, as an entity listed on the ASX, WorleyParsons Limited must comply with the ASX Listing Rules. Those rules required listed entities to publish a Corporate Governance Statement on an annual basis.

Carbon Disclosure Project

Our commitment towards the environment has always been part of our OneWay™ vision towards Zero Harm to people and assets and zero environmental incidents. We have participated in the Carbon Disclosure Project (CDP) since 2009. CDP is an international not-for-profit organization providing a global system for companies and cities to measure, disclose, manage and share vital environmental information.

Australian National Greenhouse and Energy Reporting

WorleyParsons is registered under the Australian National Greenhouse and Energy Reporting (NGER) Act 2007 as the controlling corporation as prescribed by section 12. We lodged our NGER Report for FY2014 in October 2014 and intend to lodge in October 2015 for FY2015. This report contains information in relation to the greenhouse gas emissions, energy production and energy consumption from the operation of facilities under the operational control of our company.

Workplace Gender Equality Report

WorleyParsons complies with all mandatory diversity reporting requirements. In accordance with the Australian Workplace Gender Equality Act 2012, relevant entities within WorleyParsons have submitted Workplace Gender Equality Reports for the reporting period. These reports are available on our company's website.

United Nations Road Safety Program

We support the Decade of Action for Road Safety 2011-2020 through our organization's management of work-related road safety. We recognize that everyone has the right to use the roads without the threat to life or health.

Australian Red Cross

WorleyParsons was awarded the status of a 'National Community Partner' with Australian Red Cross. This collaboration is the first of its kind and demonstrates commitment to our communities and support for skilled volunteering. It also showcases our global reach of knowledge, and should position WorleyParsons as an industry leader amongst our peers in large scale 'pro bono' services, focusing on disaster recovery.



WorleyParsons Foundation

WorleyParsons established the WorleyParsons Foundation Council which provides governance to the WorleyParsons Foundation. The WorleyParsons Foundation Council is comprised of a member from the Group Leadership Team, the business line leaders and a corporate responsibility community champion.

The WorleyParsons Foundation objectives are to:

- support the execution of high impact strategic community projects;
- become a vehicle for direct corporate investment, fundraising and volunteering;
- expand opportunities for our personnel to be directly or indirectly involved in foundation activities; and
- raise awareness of WorleyParsons’ corporate responsibility credentials with its stakeholders.

The WorleyParsons Foundation recognizes and acknowledges the volunteering and participation in activities that help promote the four key themes of education, enterprise development, diversity and inclusion, and skilled volunteering, .

Foundation Awards were given to the individuals responsible for 38 outstanding corporate responsibility activities across 18 countries aligned to the four key themes.

Four WorleyParsons Foundation projects commenced in this reporting period which will continue into the next reporting period:

1. collaboration with the Red Cross for disaster recovery in the Philippines, with a pilot project commencing for large scale skilled remote volunteering;
2. capability development of Robogals preparedness for global expansion, so they can scale their model to introduce careers in science and technology to schoolgirls across the world;
3. project delivery of community bore well water, solar power and school buildings for families in Kelicha Pada village, India; and
4. project delivery of a shelter house for preschool children for the community of Island of Queullín, Chile.



Students of Kelicha Pada village (India), where WorleyParsons provided school infrastructure, solar power systems and the digging of bore wells.

Awards



In October 2014, WorleyParsons was recognized with a high commendation for 'The Most Ambitious Company in Gender Diversity' category at the Engineers Australia Women in Engineering Gender Diversity Awards.



In December 2014, WorleyParsons Chile was recognized by the Australia-Chile Chamber of Commerce as 'Company of the Year'. WorleyParsons was recognized for its ongoing participation and support of the chamber.



In March 2015, WorleyParsons was awarded the status of a 'National Community Partner' with Australian Red Cross. This collaboration is the first of its kind and demonstrates commitment to our communities and support for skilled volunteering. It also showcases our global reach of knowledge, and should position WorleyParsons as an industry leader amongst our peers in large scale 'pro bono' services, focusing on disaster recovery.



In October 2014, WorleyParsons Canada was recognized for the second consecutive year by Mediacorp Canada as one of the 'Top 100 Employers in Canada' for 2015. The advisory board compared WorleyParsons to other organizations which offer progressive and forward-thinking programs. The award is based on best practices in recruitment, engagement and retention.



In February 2015, WorleyParsons in Western Australia proudly received the Australian Red Cross Blood Service Award for West Australia's 'Highest Total Corporate Blood Donations' in 2014. The donations have saved 426 lives.



In April 2015, WorleyParsons Europe received the GOLD MEDAL Award for its 'approach to occupational safety and health' from the Royal Society for the Prevention of Accidents (RoSPA). Receiving this award for a sixth consecutive year is testament to WorleyParsons' commitment towards Health, Safety & Environment and underpins our journey towards Zero Harm.



In November 2014, WorleyParsons United Kingdom was presented with the prestigious 'Payroll Giving Silver Award 2014' for fostering a culture of philanthropy and committed giving in the workplace by making Payroll Giving available to employees. The National Payroll Giving Excellence Awards showcase the best Payroll Giving schemes in the UK.



In February 2015, WorleyParsons Calgary in Canada was honored with a prestigious 'Spirits of Gold Award' from the United Way of Calgary and Area. The award was based on fundraising, participation, engagement and education initiatives. WorleyParsons has supported United Way for more than 20 years and in 2014, the office giving campaign raised more than \$430,000, with an overall participation rate of 51%.



In May 2015, WorleyParsons was rated at the level of 'Leading' for the 2014 financial reporting cycle by the Australian Council of Superannuation Investors. The 'Leading' rating is the highest of the five categories and demonstrates to investors that the Company takes investor issues seriously and gives investors valuable information to better inform their investment decision.

3

Materiality



Materiality outlines the process involved in determining relevant (or 'material') topics for an organization that have a direct or indirect impact on the ability to create, preserve or erode economic, environmental and social value for the organization, its stakeholders, the environment, and society at large.



The Board requires management to design and implement risk management and internal control systems to identify, assess and manage WorleyParsons' material business risks and report on whether those risks are being managed effectively. Details of the management of material business risks can be found in the [2015 Corporate Governance Statement](#). Material exposures to economic and sustainability risks have been identified. Mitigation of these exposures is set out on pages 43 and 44 of the [2015 Annual Report](#).

As an extension to the risk management process, WorleyParsons has developed the following corporate responsibility materiality process to determine corporate responsibility-related material aspects that might not be captured in business material risks. This process aligns with the GRI Reporting Framework which highlights focus areas in economic, environmental and social topics.

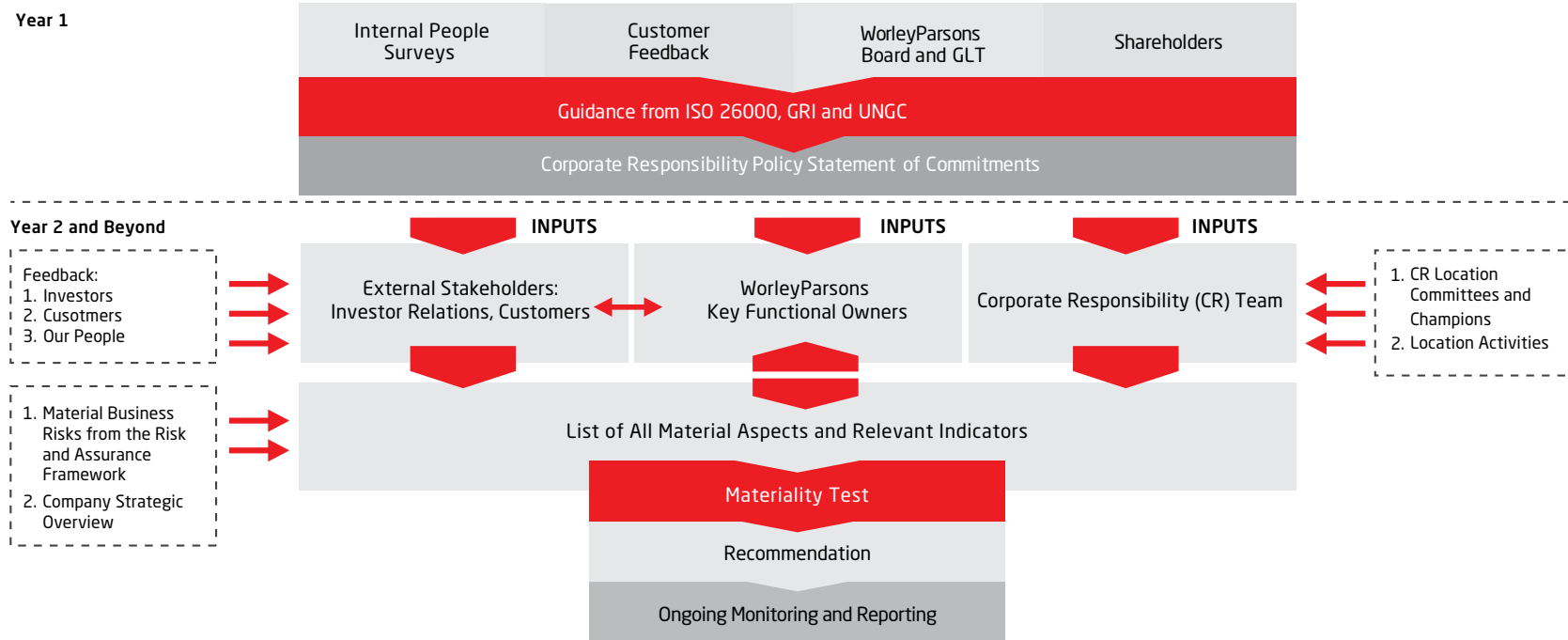
WorleyParsons comprises more than 200 entities. All references in this report to 'WorleyParsons' or 'company' are references to WorleyParsons Limited and each of its controlled entities.

In our first year of reporting, corporate responsibility material aspects were identified through discussions, surveys and workshops with our people, our customers, the Board, the Group Leadership Team (GLT) and our shareholders. Feedback from stakeholders was consolidated and aligned with guidance from ISO 26000 Social Responsibility, the GRI and the United Nations Global Compact. WorleyParsons Corporate Responsibility Policy highlights our commitments in six aspects:

- Our People;
- Community;
- Governance, Ethics and Transparency;
- Human Rights;
- Fair Operating Practices and Supply Chain; and
- Environment.

We review key topics and focus areas under our corporate responsibility aspects annually through the corporate responsibility materiality test. Key topics identified as focus areas are constantly monitored and reported back to our stakeholders.

Corporate Responsibility Planning and Performance Process (Materiality)



The material aspects that are defined in our corporate responsibility materiality process are:

Corporate Responsibility Material Aspects	Key Topics and Focus	Corporate Responsibility Material Aspects	Key Topics and Focus
Our People	<ul style="list-style-type: none"> • Health and Safety • Road Safety • Diversity and Inclusion • Employee Training 	Human Rights	<ul style="list-style-type: none"> • Indigenous Rights • Labor Rights
Community	<ul style="list-style-type: none"> • Education • Enterprise Development of Local Communities • Skilled Volunteering 	Fair Operating Practices and Supply Chain	<ul style="list-style-type: none"> • Anti-Corruption
Governance, Ethics and Transparency	<ul style="list-style-type: none"> • Business Practices and Unethical Behavior • Reputation 	Environment	<ul style="list-style-type: none"> • Energy • Greenhouse Gas Emissions

Boundaries

WorleyParsons’ boundaries are defined both inside and outside the organization. Internal boundaries for each material aspect are determined by the entities which were under our financial and operational control during the reporting period and the employees and contractors engaged by those entities. External boundaries for our organization are determined by various factors depending on the extent of our community and environmental initiatives. Indirect exposure from our customers’ project work is outside our reporting boundary.

The following table provides a summary of internal and external boundaries for each material aspect arranged based on the significance to our company:

Material Aspects	Internal Aspect Boundary	External Aspect Boundary	External Boundary Examples	Significance Rating
Our People Safety, road safety, diversity and inclusion, employee training	Entities over which we have financial and operational control (e.g. offices, project offices, etc.) and the employees and contractors engaged by those entities	Road users including motorists, cyclists and pedestrians utilizing road infrastructure where we have local presence	Safe Schools project in collaboration with International Road Assessment Program	Highest
		Community partners supporting diversity	Community education programs	Moderate - High
Community Education, enterprise development		Local businesses and education system related to science, technology, engineering, and mathematics	Community activities, enterprise development projects	Highest
Governance, Ethics and Transparency Business practices, unethical behavior, reputation		Providers of debt and equity capital	Continuous disclosure, stakeholder engagement processes, investor days	High
Human Rights Indigenous rights, labor rights		Contractors and sub-contractors who deal directly with WorleyParsons	Contractors and sub-contractors supply chain which aligns with WorleyParsons best practice	Moderate - High
Fair Operating Practices and Supply Chain Anti-corruption				Moderate - High
Environment Energy, greenhouse gas emissions		Scope 3 emissions, excluding customer impacts	Our people’s air travel	Moderate

Key Stakeholders

WorleyParsons recognizes that we have a wide range of stakeholders who have an interest in our activities. Key internal and external stakeholders that we have identified are:

i. Customers

- Hydrocarbons
- Minerals, Metals & Chemicals
- Infrastructure

ii. Our People

- Board
- Group Leadership Team
- Employees

iii. Shareholders

- Shareholders
- Investor groups
- Fund managers

iv. Local Communities

- Community representatives
- Community partner organizations

v. Suppliers and Contractors

- Local suppliers
- Non-local suppliers

vi. Government and Regulators

- Local, state and federal governments for each of our locations

Identification and Engagement of Stakeholders

Key stakeholders are identified based on their influence and the experience of the people involved. The priority and frequency of engagement with stakeholders are determined by our material aspects. We recognize the importance of transparency and communicating openly with all stakeholders:

Stakeholders	Engagement	Frequency
Customers	Meetings Alignment sessions Reports	As required At project commencement At project completion
Our People	Employee briefings Intranet, email, newsletters, social events, notice boards and toolbox meetings Town hall meetings	As required As required (daily, weekly and monthly) Quarterly
Shareholders	Annual reports, and half yearly financial reporting Website and email, and investor briefings Investor days Market announcements Annual General Meeting Investor surveys	Half yearly/annually As required As required As required Annually As required
Local Communities	Direct engagement on matters of local importance Website Social media Projects and activities with partner organizations	As required Annually As required As required
Suppliers and Contractors	Open and collaborative face-to-face engagement and discussions Regular performance meetings Contractual agreements, including WorleyParsons Supply Chain Code of Conduct	As required As required As required
Government and Regulators	Face-to-face contact Annual reports, website and email Direct engagement on matters of local importance	As required Half yearly/annually As required

Materiality Key Topics

Our corporate responsibility materiality test aligns to the GRI Framework and is revisited on an annual basis. This covers economic, environment and social categories of our business. The identification of gaps and risks is reviewed for each material aspect with appropriate levels of reporting on those aspects.

Gaps against expectations from our stakeholders have been identified in our gender diversity reporting, environmental (energy management) global processes and our socially responsible supply chain management. The reviews also confirmed some recurring themes across the business, with the topics that were identified as significant to our community programs being education, enterprise development, diversity and inclusion, and skilled volunteering. These topics fall under Our People and Local Community aspects.

We have also included information on our Governance, Ethics and Transparency, Human Rights, Fair Operating Practices and Supply Chain and Environment aspects. Each material aspect is constantly monitored to measure our overall performance and to identify potential improvement.

Report Profile

Information in this report highlights our efforts from 1 July 2014 to 30 June 2015, unless otherwise stated. Our previous Corporate Responsibility Performance Report for the period from 1 July 2013 to 30 June 2014 was released in September 2014. The reporting cycle of our report aligns with our financial year (1 July to 30 June).

A summary of our corporate responsibility performance was published in our [2015 Annual Report](#) and a comprehensive version of our Corporate Responsibility Performance Report will be hosted on our website.

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Feedback and Suggestions

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Standard Disclosure Level

Our 2015 Corporate Responsibility Performance Report is prepared in accordance with the GRI 4.0 Framework and the content as 'Comprehensive'. This report contains all the generic disclosures on management approach and indicators of each identified material aspect. It should be noted that there are no restatements in our previous reports. The full GRI 4.0 Indicator Table is provided at the end of this report.

Independent Limited Assurance Report

Selected corporate responsibility performance data in our [2015 Annual Report](#) were provided limited assurance by Ernst & Young. During the assurance process, a number of recommendations were incorporated to improve the reporting process with embedded controls and other enhancements. The extent of this assurance activity is described in the Independent Limited Assurance Report provided as a link on page 33 of the [2015 Annual Report](#).

4

Governance, Ethics and Transparency



Governance Structure

The Board has ultimate authority over and oversight of the company and regards corporate governance as a critical element in achieving the company's objectives.

The Board has four standing committees to assist in carrying out its responsibilities: Audit and Risk Committee; Nominations Committee; Remuneration Committee; and Health, Safety and Environment Committee. Each of the committees has a formal charter in place.

The Chief Executive Officer (CEO) is responsible for the day-to-day management of the company within the corporate governance structure set by the Board.

The GLT is our company's highest management body. The GLT's role is to work together to advise the CEO with respect to the effective and efficient functioning of the company's global business.

This section summarizes our approach to governance, ethics and transparency. Greater detail regarding our corporate governance practices is set out in our [Corporate Governance Statement 2015](#).

Delegation of Authority and Consultation

Our process for delegating authority for economic, environmental and social topics involves a series of written delegations. The Board has provided the CEO with a written delegation of authority. The authority includes authority to manage the company's operations and to establish and maintain an appropriate framework for good governance. This is in respect to economic, environmental and social topics.

In turn, the CEO has provided his direct reports with written delegations of authority corresponding to their areas of responsibility. Those delegations encompass authority with respect to economic, environmental and social topics as relevant to the role of the direct report.

While the particular scope of authority varies between members of the GLT, all team members have been delegated authority for managing some aspects of economic, environmental and social topics. For example, the Group Managing Directors of our business lines have authority to manage social topics such as health and safety, employee training and anti-corruption. In turn, those team members will have delegated some or all of that authority to their direct reports.

The CEO reports directly to the Board and all members of the GLT report directly to the CEO.

Given WorleyParsons' size and geographical spread, it is not practical for other members of our Board to consult directly with our stakeholders on economic, environmental and social topics. However, the Board receives regular reporting in relation to matters including: health and safety, diversity and inclusion, unethical practices and other matters that may affect our reputation. This enables the Board to monitor both management and company performance in relation to those topics.

Composition of Highest Governance Body

Our Board of Directors is identified below, along with each committee of which they are a member. In addition, the secretary to the Board is Peter Janu, the Company Secretary and General Counsel Corporate.



Andrew Wood
Chief Executive Officer

John Grill AO
Chairman and Non-Executive Director

Catherine Livingstone AO
Non-Executive Director

John M Green
Non-Executive Director

Wang Xiao Bin
Non-Executive Director

Ron McNeilly
Deputy Chairman and Lead Independent Director

Erich Fraunschiel
Non-Executive Director

Christopher Haynes OBE
Non-Executive Director

Larry Benke
Non-Executive Director

Peter Janu
Company Secretary and General Counsel Corporate

John is Chairman of the Board and Chairman of the Nominations Committee and a member of the Remuneration Committee and Health, Safety and Environment Committee.

Catherine is a member of the Audit and Risk Committee and the Nominations Committee.

John is Chairman of the Remuneration Committee and a member of the Nominations Committee.

Xiao Bin is a member of the Audit and Risk Committee and the Nominations Committee.

Ron is a member of the Audit and Risk Committee, Nominations Committee, Remuneration Committee and Health, Safety and Environment Committee.

Erich is Chairman of the Audit and Risk Committee and a member of the Nominations Committee.

Chris is Chairman of the Health, Safety and Environment Committee and a member of the Nominations Committee.

Larry is a member of the Audit and Risk Committee, the Nominations Committee, and the Health, Safety and Environment Committee.

Highest Governance Body Overview

The Board's key responsibilities are set out in the Board Charter. Those responsibilities include:

- approving the company's strategic direction;
- setting goals for and monitoring the company's performance;
- overseeing the implementation of the company's risk management systems; and
- authorizing key company policies.

In addition, in carrying out those responsibilities the Board approves goals with respect to diversity and inclusion.

Given the company's size and geographic spread, it is not practical for the Board to be involved in the identification and management of economic, environmental and social impacts, risks and opportunities. However, the Board delegates authority to identify and manage such impacts, risks and opportunities to the CEO, who in turn delegates aspects of that authority to his direct reports.

WorleyParsons has processes to systematically identify, assess and report on both financial and non-financial material business risks. Part of this process requires the company's Internal Audit function to report to the Board as to the effectiveness of the company's management of its material business risks and internal controls.

To the extent that economic, environmental and social topics comprise material business risks (e.g. health and safety risk and reputation risk), the company's Internal Audit report will deal with the company's management of those topics. That report is then reviewed by the Board.

A strategic and operational Corporate Risk Management report is prepared and analyzed by both management and the Board twice a year in relation to the company's material business risks. That report relevantly addresses impacts, risks and opportunities with respect to: health and safety, business practices and ethics and the consequences for WorleyParsons' reputation if a material business risk were to occur.

In addition, the Board's Health, Safety and Environment Committee meets six times a year to review health and safety impacts, risks and opportunities.

WorleyParsons' Corporate Responsibility Performance Report is approved by the Group Managing Director - Assurance & Development and the Company Secretary and General Counsel Corporate.

The Board receives regular reporting in relation to matters including: risk, corporate responsibility, health and safety, diversity and inclusion, unethical practices and other matters that may affect our reputation. In addition, Board members participate in a program of site visits aimed at increasing Board members' understanding of the HSE risks faced by the company and to further raise the profile of HSE risk management with our people on site and, in particular, with site management.

The reporting and site visit program develop and enhance the Board's collective knowledge of health and safety, diversity and inclusion, unethical practices and other matters that may affect our reputation.

A review of Board performance is conducted every 12 months. The review includes:

- comparing performance against agreed relevant criteria; and
- examining the Board's effectiveness of composition.

The key criteria for evaluation include monitoring of business performance, regulatory compliance, strategy formulation and succession planning.

The review of Board performance is sufficiently wide in scope that directors can make suggestions in relation to governance of economic, environmental and social topics. For example, directors might request greater or different reporting be provided in relation to those topics.

The GLT is involved in updating our values, strategies, policies and goals related to many aspects of our economic, environmental and social topics. For example, the GLT is involved in setting our values, strategies, policies and goals with respect to: health and safety, diversity and inclusion, education and training, Indigenization of our workforce, anti-corruption and business practices and unethical behavior.

Communications

Critical concerns are communicated to the Board through:

- the Internal Audit report as to the effectiveness of the company's management of its material business risks and internal controls;
- the Corporate Risk Management report;
- the CEO's monthly reports; and
- other specialist reporting (e.g. in relation to health and safety, corporate responsibility and diversity and inclusion).

Highest Governance Body Remuneration

The remuneration structure for the non-executive directors is not related to performance. Non-executive directors receive fees which reflect their skills and responsibilities and the time commitments required to discharge their duties. WorleyParsons does not pay retirement benefits to non-executive directors (other than superannuation contributions in accordance with its statutory superannuation obligations).

The remuneration structure for senior executives reflects the company's performance culture: there is a direct correlation between the executive's reward and individual and company performance. This ensures that the company's remuneration policy is aligned with its long term business objectives and the interests of shareholders and other stakeholders.

Further details of the remuneration policies and practices of the company and the remuneration paid to directors and senior executives are set out in the Remuneration Report on pages 51 to 66 of the [2015 Annual Report](#).

While some of our GLT members have more performance criteria related to WorleyParsons' economic, environmental and social objectives than others depending on the nature of their responsibilities, all GLT members have at least some performance criteria related to those objectives. Examples of those criteria or key performance indicators (KPIs) include those relating to: health and safety; reputation; education; and diversity and inclusion.

The Remuneration Committee assists and advises the Board on matters relating to Board remuneration, and the performance and remuneration of the members of the GLT. The Remuneration Committee is responsible for ensuring that the company has and observes coherent remuneration policies and practices which enable it to:

- attract and retain executives, directors and other people who will create value for shareholders;
- generate sustained business performance; and
- support the company's objectives, goals and values.

As it is required to do so under the Corporations Act 2001, each year, at its Annual General Meeting, the company puts a non-binding resolution to its shareholders to adopt its Remuneration Report. The vote is advisory only and does not bind the Board or the company. However, the Board takes the outcome of the vote and the discussion

on the Remuneration Report at the Annual General Meeting into consideration when determining the company's remuneration policies.

During each of the last seven years, the Remuneration Report has been approved by in excess of 97% of shareholders voting on the Remuneration Report resolution.

Highest Governance Body Nomination

The Nominations Committee assists and advises the Board on matters relating to Board composition and performance, including director independence. The Nominations Committee reviews, assesses and advises the Board in relation to the necessary and desirable competencies of directors. It also oversees director selection and appointment. All non-executive directors are members of the Nominations Committee.

In considering the nominations and appointments of directors, the Board seeks to ensure that its membership is such that each director:

- is a person of integrity who will observe the company's Code of Conduct;
- has sufficient abilities and time available to perform their role effectively;
- brings an independent and questioning mind to their role;
- enhances the breadth and depth of skills and knowledge of the Board as a whole; and
- enhances the experience and diversity of the Board as a whole.

While recognizing that each director will not necessarily have experience in each of the following areas, the Board seeks to ensure that its membership includes an appropriate mix of directors with experience in engineering, relevant industry sectors, general management and finance.

Directors are required to notify the Chairman of any contracts, offices (including other directorships) held, and interests in other companies or transactions which might involve a real or potential conflict and at each Board meeting directors declare any conflicts or changes to their independence. In the event of such a conflict, the Board acts appropriately and takes minutes of its actions. The Board Charter sets out the process that the company applies if a conflict arises for one or more of its directors. In particular, a director who has a conflict with respect to a matter will not, without the Chairman's approval, receive relevant Board papers, or be present during any discussion or vote on that matter.

The Chairman is not an executive officer and is not involved in the day-to-day operations of our organization.

Ethics and Transparency

WorleyParsons' Code of Conduct guides our people, including directors, as to the standards of behavior expected of them.

The Code of Conduct specifies that the company expects its people will uphold the Code of Conduct by:

- striving to achieve the highest ethical conduct, questioning unethical behavior and reporting breaches and potential breaches of the Code of Conduct;
- complying with the law and avoiding conflicts of interest;
- acting honestly and fairly in all their business dealings;
- being open, accurate and professional in all their communications;
- being economical and responsible in using company and customer resources;
- respecting the confidentiality of any information from or about our customers and others;
- being reliable and diligent in meeting their responsibilities; and
- respecting the rights of others and supporting community values.

The Code of Conduct requires our people to report breaches and potential breaches of the Code of Conduct and sets out a process for that reporting.

All our people:

- receive a copy of the Code of Conduct and training in relation to it when they start with the company and thereafter on an annual basis; and
- can access the Code of Conduct from the company's intranet or request a copy from their local human resources leader.

The Code of Conduct is available in 16 local languages in addition to English.

Generally, our people are encouraged to seek advice on ethical and lawful behavior and matters related to organization integrity from their manager. However, if the manager is unavailable or involved in a breach or potential breach of the Code of Conduct, our people should approach their location human resources leader for advice.

Our people are obliged to report any breach or potential breaches of the Code of Conduct. Those breaches encompass unethical or unlawful behavior and matters related to organizational integrity. Our people may make those reports to their manager, or if the manager is involved in the breach or potential breach, to their location human resources leader.



An Ethics Helpline and an online breach reporting site are available to our people to enable them to report breaches or potential breaches of the Code of Conduct. The helpline is available 24 hours a day, seven days a week. 48 enquiries were made to the WorleyParsons Ethics Helpline in FY2015 across 14 of the 30 countries where it is available.

In addition, our people may also contact a member of our Ethics Committee, GLT, management and people teams directly if they:

- believe the breach or potential breach is serious;
- have concerns about making a report; or
- are not satisfied with the response to the report.

Finally, the Code of Conduct and our ethics investigation executive directive set out our policies for the protection of whistle-blowers.

Case Study

Prevention of Bribery Training, Global

WorleyParsons rolls out the Code of Conduct refresher training annually in order to provide our people with a simple, effective and regular means of refreshing their understanding of the Code of Conduct. In this reporting period, the focus was on the business critical area of 'Prevention of Bribery'. Bribery and corruption undermine society and can have a devastating impact on the economic prosperity of local communities. In FY2015, over 22,000 personnel completed the 'Prevention of Bribery' course.

5

Our People



Commitment

'We apply fair labor practices and comply with the applicable national and local labor laws of the countries and communities that we work in.'

'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.'

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

People Policies

WorleyParsons' policies and business practices are compliant with the applicable national and local labor standards of the countries in which we operate. Our People Policy underlines our commitment to be an equal opportunity employer and not to discriminate on grounds of race, gender, marital status, creed or disability. Our commitment includes:

- selecting the best person for a position based on individual merit, knowledge, skills and abilities for the role;
- actively supporting our people to assist their personal and professional development; and
- complying with legislative requirements and as such permitting freedom of association and recognizing the right to collective bargaining.

Our People Policy was revised in 2015, and specifically outlines commitments to the development, safety and support of our people. It combined previous policies such as our Equal Opportunity, Work and Life Balance Policy and Prevention of Harassment Policy and sets out the minimum expectations for our operations. Some of our commitments include:

- promoting a safe and healthy working environment for our people. We provide our people with access to protective equipment and training to perform their tasks safely;
- supporting our people to achieve their choices in work and life balance;
- providing a work environment that is free of any form of harassment or discrimination, including physical, verbal, sexual or psychological harassment, abuse or threats; and
- maintaining an open channel for communication where we provide a mechanism for hearing, processing and settling grievances for our people. In many locations, our people are provided access to an Employee Assistance Program (EAP).

Key People Outcomes

The key people outcomes over the reporting period were:

- announced our new measurable objectives for increasing gender diversity in the [2015 Annual Report](#);
- reported our global Gender Diversity statistics to the Workplace Gender Equality Agency (Australia);
- launched and developed training packages to support the new Diversity and Inclusion Expectations and new standards; and
- conducted a global gender remuneration gap analysis.

Diversity and Inclusion

WorleyParsons believes in the inherent benefits of a diverse and inclusive workplace, to maximize our business results and attract, recruit, engage and retain a talented workforce. We are committed to providing an environment free of discrimination and unfair bias, where everyone has an opportunity to fully participate in creating business success and where each person is valued, respected and supported for his or her different attributes, skills and experience.

WorleyParsons' commitment to diversity and inclusion is supported by the Diversity and Inclusion Expectations that apply to all our people, in all our locations, contracts and projects. The Diversity and Inclusion Expectations are:

- our diverse and inclusive workplace is representative of the countries and communities in which we operate;
- our recruitment and promotion practices are transparent, consistent and fair;
- we are committed to equal access to and equivalent remuneration parameters for roles of comparable value at all levels of our organization;
- our workplaces promote flexible work practices to support the needs and responsibilities of our people;
- we are all accountable and engaged to create an inclusive work environment where individual difference is understood, respected and fully valued; and
- we are a diversity and inclusion leader in our industry and community.



Diverse & Inclusive Workplace



Recruitment & Promotion



Closing Pay Gaps



Flexibility



Accountability & Engagement



Community

Case Studies

Robogals - boosting the number of girls studying science and engineering



Inspiring future female engineers.

As part of its commitment to increasing the number of women entering the engineering profession, the WorleyParsons Foundation has pledged further financial and mentoring support to Robogals - the student led organization encouraging the study of science and engineering by high school girls.

Robogals, with its origins from The University of Melbourne, has expanded to a global network of 31 chapters across six countries over the past seven years. To date, 34,200 students have been introduced to the potential of careers in engineering and technology through the Robogals programs.

WorleyParsons Russia ignites spirits through Paramusic Festival



WorleyParsons Russia organized and funded the Paramusic Festival for Physically Challenged Children.

The Paramusic Festival for Physically Challenged Children is an event described by its organizers as 'the triumph of talent and spirit of young artists, who have been able to cope well with themselves and their situation'.

The festival took place over two full days in December 2014, with support from five WorleyParsons staff from the Moscow office. In the months leading up to the event, staff volunteered their time to assist with the preparation of the remarkable festival. The WorleyParsons Moscow office also contributed financially towards the preparation of the event.

"WorleyParsons employees found it a privilege to create a once in a lifetime experience for these special artists." Ekaterina Nadezhdinskaya, WorleyParsons Russia employee.

Employment

During the reporting period, our workforce decreased due to business reorganization and challenging trading conditions. At 30 June 2015, WorleyParsons had 31,400 people.

WorleyParsons' voluntary employee turnover rate was 9.0% for this reporting period, an improvement from 10.2% for the last reporting period ended June 2014.

Each location within WorleyParsons has its own locally defined employee benefit schemes. Full benefits are provided to full-time and part-time employees. For casual employees, support from the EAP and ongoing contributions to retirement funds are provided to our people depending on national regulations.

The organization benefits for full-time and part-time employees include:

- insurance (e.g. life, long term disability, accidental death and dismemberment);
- salary continuance insurance;
- contributions to retirement fund;
- health and dental coverage;
- parental leave; and
- paid time off and illness.

Return to work and retention rates after parental leave will be measured for our Australian operations, available in our 2016 Workplace Gender Equality Agency report.



Labor and Management Relations

WorleyParsons locations comply with the local employment law with typically two weeks to three months depending on national regulations.

Occupational Health and Safety

WorleyParsons' Health, Safety and Environment (HSE) Policy articulates our commitment to achieve Zero Harm to people and assets and zero environmental incidents. It expands on WorleyParsons' HSE values and the control framework that applies to our operations.

At WorleyParsons, there is a key mandatory requirement that each location will have a formal joint management and employee health and safety committee. Locations are responsible for seeking to ensure that:

- critical location HSE risks are identified and managed;
- adequate HSE resources are in place;
- there is a location HSE strategy and plan link to identified HSE risks and the company-wide HSE strategy;
- the HSE incident and near miss reporting and investigation procedure is understood and applied;
- all incidents and near misses are recorded in the company HSE database and classified in accordance with United States Occupational Safety and Health Administration (OSHA) reporting criteria;
- an incident review board is operational and effective;
- regulatory training is identified and implemented; and
- location assurance schedules include HSE plans.

It should be noted that we have not measured the percentage of total workforce represented for each joint management and employee health and safety committee as each location differs in terms of size and participation levels.

WorleyParsons uses the OSHA reporting requirements for Lost Workday Case Frequency Rate (LWCFR) and Total Recordable Case Frequency Rate (TRCFR). The results reflect the safety records for WorleyParsons employees.

	2011	2012	2013	2014	2015
LWCFR ¹	0.02	0.03	0.03	0.03	0.01
TRCFR	0.11	0.12	0.13	0.10	0.12

¹ Employees only.

Training and Education

The WorleyParsons Academy, a Houston based campus, was launched with the Project Excellence and Project Management training program for over 400 participants, and will be expanded in FY2016.

All WorleyParsons locations also undertake local training programs such as on-boarding and technical training programs and compulsory training programs such as those on the Code of Conduct.

In FY2015, over 30,000 active users accessed over 37,000 hours of our online training system, Skillport. Also, over 1,000 people attended in-classroom leadership, bias awareness and project management programs globally. Approximately 23% of attendees were female.

In total, there are over 600 graduate professionals across WorleyParsons offices, many involved in The Graduate Development Program (GDP).



Talent Management and Development

WorleyParsons has a comprehensive talent management and development program that provides internal technical and non-technical training resources for our people.

Each year, WorleyParsons locations review their training and development needs to seek to ensure each office achieves their desired results effectively and efficiently. WorleyParsons offers a number of programs and activities for training and development including leadership programs, technical training (e.g. project management, and pump fundamentals) both electronically and classroom based, Code of Conduct and OneWay™ online training, commercial acumen training, GDP and widespread coaching and mentoring schemes.

Examples of our key talent management and development programs are:

The Graduate Development Program

The GDP is a three year holistic approach to building excellence in technical and managerial skills while focusing on professional development. The GDP components focus on our people's personal strengths and professional requirements - tailoring our young professionals to cross-regional drivers, cultural factors and other considerations to match their individual expertise and ambitions.

Lead First

Lead First is designed to grow and enhance the leadership skills of our first level leaders across the organization and achieve greater competency and performance.

Mentoring Program

Our mentoring program is an integral part of the development of our people. The mentoring program involves mutually beneficial partnerships that promote professional and personal growth.

Online Learning Management System/Skillport

EduCentral is WorleyParsons' Online Learning Management System. The internal site contains structured learning programs for informal, instant learning that are tailored to our people. With these programs/activities, WorleyParsons aims to encourage and maintain a work environment that fosters learning and a desire to constantly improve. For this reporting period, over 90% of our locations applied the talent management and review process.

Gender Focused Training and Workshops

WorleyParsons also focuses on developing and supporting women through gender focused training and workshops that provide project management, career charting and leadership skills. Some examples of our programs include:

- Women in the Workplace program, Oman (24 participants);
- Chief Executive Women's Talent Development Program, Australia (nine participants); and
- Career boot camps, Australia (20 participants).

Performance Reviews

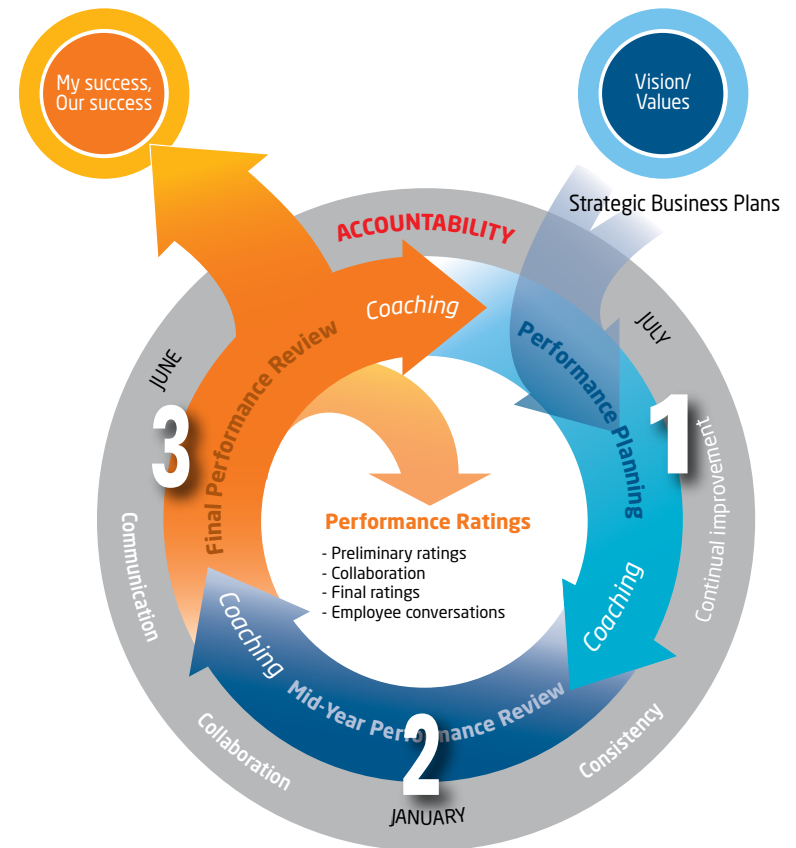
WorleyParsons is committed to identifying, developing and retaining our core talent, critical professionals and 'high potentials'.

A global performance review tool 'PeopleSuccess' was extended to 12,000 users in four countries for performance management, which will assist greater transparency of performance reviews. The intent is to expand both the user base and functionality over the coming period. This tool also provides managers with detailed information on relativities within their teams, for use in performance and pay review processes.

During the talent review process for all our people, managers assess our people against a number of criteria, including performance results and leadership competencies, to determine leadership potential and technical competencies.

From the talent review process, training issues for our people are discussed and needs are identified.

An overview of the performance review process is shown by the following diagram:



Diversity and Equal Opportunity

The Diversity and Inclusion Expectations provide the framework for our goal to develop and maintain a diverse and inclusive workplace, and the implementation of all diversity-related initiatives and guidelines within our businesses. All of our leaders are accountable to monitor the effectiveness of the Diversity and Inclusion Expectations and provide visible leadership for this policy.

The Board has established measurable objectives for achieving diversity at WorleyParsons. The Board will annually review the objectives and WorleyParsons' progress in achieving them. The Diversity and Inclusion Expectations seek to support the achievement of the Board's measurable objectives.

The FY2015 measurable objective for increasing gender diversity was to increase the representation of women at all levels of our organization over time. Progress towards achieving that objective, along with the proportion of women employees, women in senior executive positions and women non-executive directors as at the end of the reporting period, is set out in the table below:

Measures	2015 % Females	2015 Total	2014 % Females	2014 Total	2013 % Females	2013 Total
Women employees ¹	~24%	31,400	~25%	35,600	~25%	39,800
Women senior executives ²	~18%	71	~18%	64	~15%	40
Women non-executive directors ³	~25%	8	~25%	8	~22%	9

¹ This includes both employees and contractors.

² For the 2015 and 2014 reporting period, "senior executives" means all members of the GLT including the CEO and all executives reporting directly to a member of that team. For the 2013 reporting period, "senior executives" means all members of the Executive Committee (including the CEO) and all executives reporting directly to a member of that committee.

³ WorleyParsons has chosen to report the percentage of women non-executive directors rather than the percentage of women board members, because it has only one executive director, the CEO, who is counted as a senior executive.

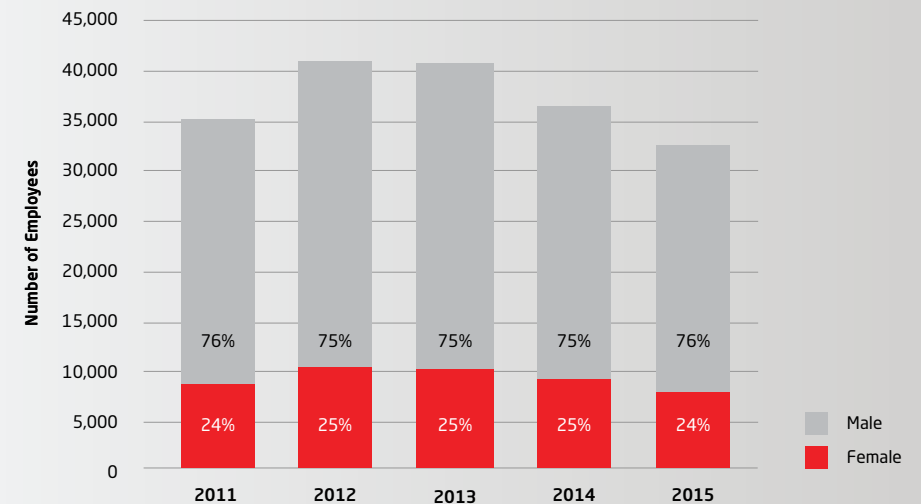
For future reporting periods, the Board has set the following measurable objectives for achieving gender diversity:

Gender Diversity Measures	Objectives
Women employees ¹	Increase the proportion of women employees to 30% by 2020
Women senior executives ²	Increase the proportion of women senior executives to 25% by 2020
Women non-executive directors	Increase the number of women non-executive directors to three by 2020

¹ This includes both employees and contractors.

² 'Senior executives' comprise all employees at the CEO-1, CEO-2, CEO-3 and CEO-4 levels.

Workforce Profile by Gender



Diversity Tracking

We track and review diversity within the leaderships teams (a group of approximately 400 executives) across business lines with measures of gender, age, nationalities and languages spoken. The analysis by business line has been successfully trialed as a proxy measure of diversity, and will be expanded to a larger pool of leaders in FY2016.

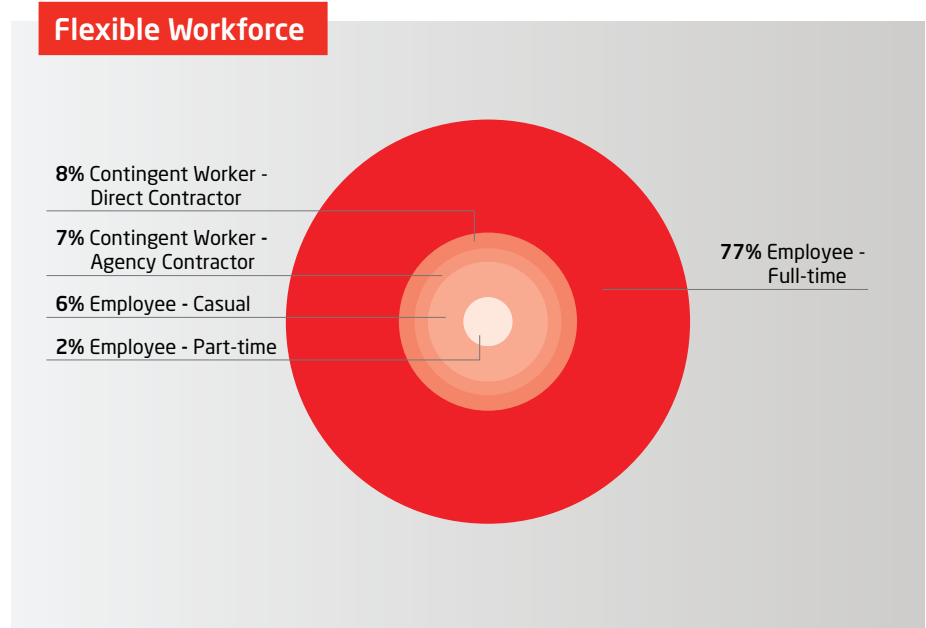
Our people represent 88 different nationalities, spread over 46 countries. The table below represents the top 10 nationalities:

Nationality		Nationality	
1	Canadian	6	Australian
2	American	7	British
3	Malaysian	8	Brazilian
4	Indian	9	Kazakhstani
5	Indonesian	10	Filipino

Additional diversity and inclusion activities over the reporting period were:

- developed local diversity and inclusion priorities for implementation aligned to the new expectations;
- ran three photo competitions around themes of diversity which attracted over 2,000 participants;
- strengthened the diversity and inclusion champions network and the Women of WorleyParsons virtual and local networks which include regular networking opportunities and profiles of successful role models within the company. The network now has over 770 members in 37 local committees;
- launched a global campaign for International Women’s Day inviting locations to schedule events, resulting in 22 events across 18 locations;
- implemented internal career boot camps and leadership training aimed at providing women with skills, tools and networks to achieve their potential as leaders;
- collaborated with customers on events focused on gender equality and diversity;
- 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;

- provided ongoing support to the Australian Indigenous community internship opportunities and mentoring; and
- continued our support and funding of a wide range of external organizations who share our values and objectives around diversity and inclusion; these include:
 - Robogals (promoting engineering as a career for young women);
 - CareerTrackers (providing paid internships and career pathways to Australian students of Indigenous heritage); and
 - Chief Executive Women’s Program (networking and leadership skills for high potential women).



Closing Pay Gaps between Women and Men

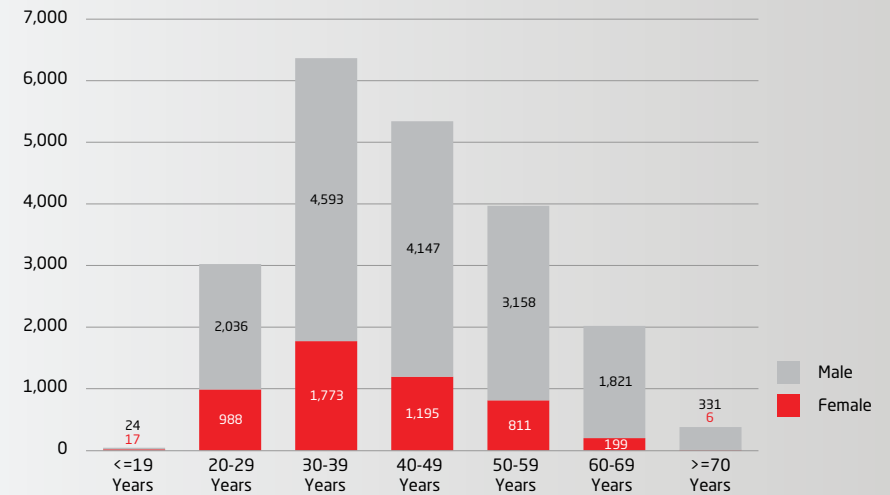
A gender remuneration gap analysis was conducted for the first time globally during the reporting period and, as a result, appropriate remuneration adjustments were implemented across some locations. The implementation of a remuneration framework provides analysis of gender relativities for remuneration bands associated with job grading (tiers).

People Grievance Mechanisms

Refer to [Section 4 - Ethics and Transparency](#).



Workforce Profile by Age Group



Note: This data was derived from available data in our Global Business System (GBS) and represents 68% of our people.

6

Economic
(Community)



Commitment

'We integrate corporate responsibility in our business planning and decision making and measure, monitor and report our corporate responsibility performance on a regular basis.'

'We are committed to making a positive impact in the communities and environments in which we operate. Our people will be involved in community based initiatives, creating benefits for both the community and our people.'

'Our locations will support programs and initiatives specific to their locations and wherever possible, in conjunction with our customers.'

'We will support local businesses, train and employ local people, and utilize other local resources wherever we can.'

Community Policies

WorleyParsons is committed to working with our customers and suppliers to achieve results that grow our company, reward our shareholders and our people and contribute to our communities. We acknowledge our responsibilities to the communities in which we operate. Our Corporate Responsibility Policy outlines our commitments to: Governance, Ethics and Transparency, Our People, Human Rights, Community, Fair Operating Practices and Supply Chain and Environment.

Our corporate responsibility location and business line standard provides guidance to the various corporate responsibility location committees and champions. It explains how our selected corporate responsibility activities should align to our company values and beliefs, strategic goals and commitments. It includes guidance in the selection of the type of community projects that the company will pursue.

In general, the recommended inclusions for the selection of community projects are:

- a direct impact or benefit to the communities where WorleyParsons has a permanent office or project site;
- measurable benefits and results and explicit timeline of commitment;
- an opportunity for our people to get involved through volunteered hours or donations; and
- an ability for charitable organizations to demonstrate a specific need for support and have sound financial management beyond WorleyParsons' involvement.

Key Community Outcomes

The key community outcomes for the reporting period were:

- participating directly in over 533 community based and environmental projects across 30 countries;
- assisting community organizations through employee fundraising contributions of \$1.56 million;
- WorleyParsons' operations has contributed more than \$2.32 million towards health, education, environment and community development projects;
- supporting local communities across 78 offices as well as ongoing engagement in local programs: DeltaAfrik Charitable Foundation in Nigeria, We Care Program in Canada and various corporate responsibility and local social committees;
- contributing over \$442,000 towards educational programs and \$52,829 in scholarships to over 40 offices;
- participating in and contributing to various workshops and forums on diversity, anti-corruption, Indigenous issues, ethical supply chain, mega-trends including the United Nations Global Compact, and globally launching an internal skilled volunteering program through partnership with Australian Red Cross; and
- donating 328 liters of blood across 16 offices and 700 participants to local health organizations and hospitals.

Case Studies

Hack-a-Toy initiative, Singapore



Making a difference by re-engineering toys.

Volunteers from WorleyParsons Singapore participated in the Hack-a-Toy initiative to transform ordinary toys into practically-designed toys for children with special needs. This initiative has been organized by Engineers Without Borders Asia, which was seed-funded by WorleyParsons Singapore.

The Hack-a-Toy program brings joy to children with special needs, so they can play with toys that they would normally find hard to operate. During the half day event with volunteer led workshops, our volunteers performed the modifications and also provided step-by-step instructions to parents on how to modify toys themselves for their children. The toys were modified by attaching larger push buttons that are easy to activate and control. In addition to that, the toys encourage movement and may improve the child’s motor skills – assisting in physiotherapy sessions.

“The event made me realize the simple things we can do with everyday toys to enable children with special needs to play better. I had fun retrofitting the toys and presenting them to the children and their caregivers. Seeing how the children were able to interact with the retrofitted toys was amazing.” Sindhu Tjahyono, a Hack-a-Toy volunteer.

Walking for cancer with WorleyParsons Oman



Walkathon for the Oman Cancer Association.

Every year, the Oman Cancer Association organizes the Cancer Walkathon to boost awareness of their initiatives and to change lives. This year was the 10th annual Walkathon, and the third year that WorleyParsons Oman has actively participated. With the overwhelming support of management, staff walked to the motto of “Together let’s exemplify the WorleyParsons values and walk for the cure”.

In October 2014, over a hundred WorleyParsons Oman employees and their families, including the Managing Director Michael Dunn, participated in the Walkathon and donated over \$5,000 to the Oman Cancer Association. In recognition and appreciation of their support, WorleyParsons Oman was presented with an award by the WorleyParsons Foundation.

“Each step all of us take is a step closer to a cure for all those with cancer.” Dr. C Radhakrishnan, Corporate Responsibility Lead, WorleyParsons Oman.

Direct Economic Value Generated and Distributed

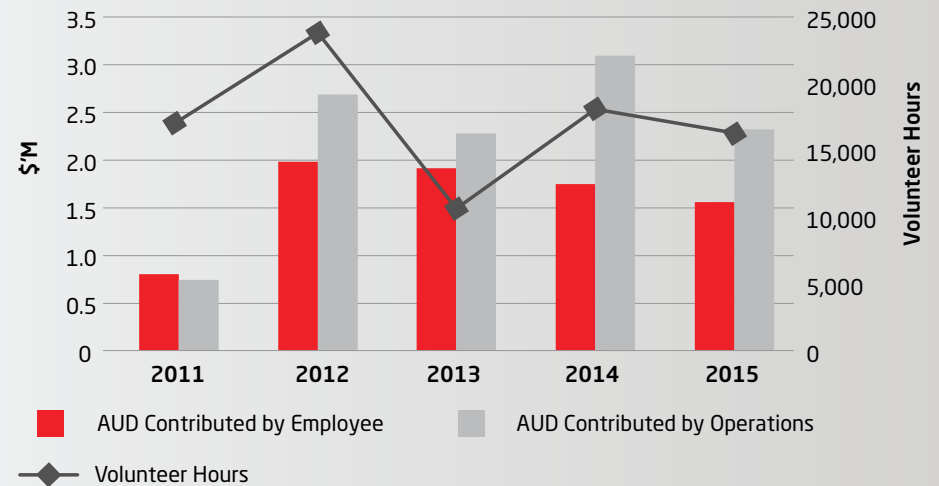
WorleyParsons measures and focuses on those areas that are important to the long term success of its business and are desirable to all of its stakeholders. Contributions by WorleyParsons' people and operations are measured in terms of Australian dollar contributions and volunteer time contributions. The direct economic value generated and distributed is as follows:

Source	2012	2013	2014	2015
Aggregated revenue ¹ (\$'M)	7,362.6	7,627.0	7,363.7	7,227.5
EBIT ¹ (\$'M)	537.9	527.0	428.2	87.1
Contributions by operations (\$'M)	2.67	2.25	3.09	2.32
Contributions by personnel (\$'M)	1.95	1.90	1.75	1.56
Volunteer Hours by personnel (hours)	23,748	10,473	18,091	16,302

¹ Full details of our financial performance are covered comprehensively in our 2015 Annual Report.

Community partners who received these contributions in FY2015 are listed on page 35 of [2015 Annual Report](#).

WorleyParsons Community Performance



Financial Implications and Other Risks and Opportunities for the Organization due to Climate Change

As an organization that provides professional services to the resources and energy sectors and complex process industries, our business is predominantly office based and is not directly exposed to any financial risks from activities due to climate change.

In our Carbon Disclosure Project (CDP) response for 2014 (released June 2015), we identified inherent climate change risks that have the potential to generate a substantive change in our business operations and revenue. These risks are driven by changes in regulation, changes in physical climate parameters and changes in other climate-related developments. For more information, refer to WorleyParsons' CDP profile.

Coverage of Benefit Plans

Each location within WorleyParsons has its own defined employee benefit schemes. For example, in countries with a shortfall of public health care and pension system support, our operations have local policies that benefit our people.

Examples of organization benefits include but are not limited to:

- insurance (e.g. life, long term disability, accidental death and dismemberment);
- salary continuance insurance;
- contributions to retirement fund;
- health and dental coverage;
- parental leave; and
- paid time off and illness.



Market Presence

WorleyParsons is committed to the recruitment, training and development of local professional employees who provide our customers with sustainable, profitable solutions grown on a foundation of strong local knowledge and infrastructure.

WorleyParsons' in-country employment and development programs are based on two fundamentals:

- focused selective recruitment of local people who demonstrate a keen interest in developing their career; and
- establishment and management of formal training programs for local people at all levels throughout the company.

To seek to ensure a continuous quality local talent pipeline, our locations implement localization programs based on the following key elements:

Leadership Training Program

Professional development is provided through a combination of on-the-job training, in-house and external training courses, workshops and seminars using expert professionals from across the global WorleyParsons organization and local institutions.

Technology Transfer and Cross-Learning Programs

Selected employees are sent on cross-learning assignments to other WorleyParsons offices where they are exposed to different work, cultural and social environments. Such assignments seek to enable best practice sharing, effective skills transfer and development of informal networks across the broader WorleyParsons organization.

Mentoring Programs

Each participant is assigned a mentor to maximize the benefit of on-the-job training and provide feedback and support to help in their development.

WorleyParsons invests considerably in localization programs to seek to ensure all local employees are provided with the tools necessary to develop their technical, managerial and leadership skills.

Case Study

Motivating Omani Women in the Workplace



Sabria Al-Balushi and Julia Calleja motivating women in the WorleyParsons Omani office.

WorleyParsons Oman organized the first Women in the Workplace program, inspired by the response from the International Women's Day 2015. The goal of the workshop was to empower and instill confidence in participants to design and charter their own career.

24 women employees took part in the two-day program covering topics such as: examples of successful Omani women, balancing home and work life, understanding communication differences between men and women and short and long term goal setting.

"This course has built more trust and confidence in myself and showed me a way and, how talented I can be. I became more self-motivated and empowered in order to keep on with building my career and achieve my extreme goals." Participant in the program.

Indirect Economic Impacts

For this reporting period, we were involved in two major community projects. These projects were developed with company support and provided significant positive indirect economic impact to the local community.

Case Studies

The WorleyParsons Foundation and the Mumbai office provide basic needs in India



WorleyParsons India and the WorleyParsons Foundation are supporting the development of Kelicha Pada village in Maharashtra, India.

WorleyParsons India began Project Maya in December 2014 in the rural village of Kelicha Pada as a way to empower this disadvantaged community and help them transform the small village to a model village for sustainable growth. Following a feasibility study in the village, employees in Mumbai identified severe water shortages, inadequate access to power, and education to be top priorities where WorleyParsons could help.

Collaboration between the WorleyParsons Foundation and WorleyParsons India offices ensured the success of this project. In addition to the \$12,000 of local fundraising by WorleyParsons personnel, \$22,000 of WorleyParsons Foundation support allowed for construction of school infrastructure, solar power systems and the digging of bore wells for water infrastructure.

"The community is poor and State funds difficult to come by. We are so excited that through the support of WorleyParsons India, the dream of a developed village will now be realized." Sanjay Bhoje, village head man, Kelicha Pada village.

The WorleyParsons Foundation and the Chilean office build a preschool



Construction of a preschool will allow children to learn and to gather in a common space.

WorleyParsons Chile personnel have spent over 30 years volunteering in an isolated island community of Queullín, in the south of Chile. Annual visits from the Chile leadership team and WorleyParsons volunteers organize workshops and activities with the local community.

Gifts collected from the Chilean office are distributed to the community. This is an event the children look forward to every year.

Recent financial support from the Australian Embassy and the WorleyParsons Foundation has enabled construction of a preschool that allows the youngest children to learn and to gather in a common space.

"We as an embassy are very proud to be associated with the tremendous work you and your colleagues have undertaken on the island over so many years." Timothy Kane, the Australian Ambassador to Chile, Colombia, Ecuador and Venezuela.

7

Human Rights

A photograph of three school children standing in front of a chalkboard. The child on the left is a boy in a white shirt and red tie. The child in the middle is a girl in a blue dress. The child on the right is a girl in a blue dress. They are all giving thumbs up. The chalkboard behind them has the text 'Thanks for WORLEYPARSONS INDIA PVT LTD' written on it in pink chalk. The background is a plain wall with a small white notice on the right.

Thanks for
WORLEYPARSONS
INDIA PVT LTD

Commitment

'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.'

'We do not employ or condone the employment of forced or child labor.'

Human Rights Policies

WorleyParsons' Human Rights Policy states WorleyParsons' business principles and confirms our commitment to respect the basic rights of the people we deal with and not be complicit or engage in activities that solicit or encourage human rights abuse. The policy applies to all WorleyParsons' employees and extends to all our business dealings and transactions in all countries in which we operate.

The objectives from the Human Rights Policy are to:

- support and respect the protection of internationally proclaimed human rights and make sure that we are not complicit with human rights abuses;
- align with the United Nations Human Rights Council's Guiding Principles on human rights and our Supply Chain Code of Conduct; and
- demonstrate and acknowledge our commitment to uphold human rights, to our people, stakeholders and communities.

WorleyParsons' Code of Conduct sets out the standards for professional behavior that we expect all of our people and partners to uphold in seeking to ensure that WorleyParsons' reputation is protected. The code has been translated into Arabic, Indonesian, Malay, Bulgarian, French, Hindi, Kazakh, Mandarin, Norwegian, Polish, Portuguese, Russian, Spanish, Tagalog, Thai and Vietnamese.

Key Human Rights Outcomes

Key human rights outcomes for this reporting period included:

- achieved ongoing 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. Lessons shared and learned in the workshop are communicated broadly to our key stakeholders;
- reviewed our business exposure and impact of human rights as part of our annual global risk assessment;
- provided ongoing support to the Australian Indigenous community by hosting Indigenous business forums, mentoring schools in Perth and internship job opportunities; and
- supported Canadian Aboriginal vocational training in the Edmonton area.

Case Studies

CareerTrackers, Australia



Natalie Harper, People Group Manager (left) and CareerTracker intern, Gabrielle Morgan (right).

WorleyParsons is a proud sponsor of CareerTrackers, a paid internship program offered to full-time university students of Indigenous and Torres Strait Islander heritage. CareerTrackers is an Australian not-for-profit organization that works to create career pathways through a structured internship program and future employment opportunities.

WorleyParsons has supported the program since 2011 and currently sponsors six interns across Australia. Our Australian locations contributed \$11,000 per student to CareerTrackers and a paid role to the students. The program provides students with a chance to contribute to the ongoing success of national and global organizations such as WorleyParsons.

"I believe my time with WorleyParsons has been positive, and will impact positively on not only my studies but also my future as an Indigenous professional." Gabrielle Morgan, CareerTracker participant, Brisbane.

The Right to Sight campaign, South Africa



Uplifting communities through sight.

This initiative has been running for many years and has changed the lives of underprivileged children throughout South Africa. Our most recent location was the Riverlea Primary School in Johannesburg where 1,200 students and staff had their eyes tested, 308 of whom needed spectacles.

These were funded by WorleyParsons and donated to the recipients free of charge. This life changing initiative goes a long way towards removing the barriers to learning and reducing the high South African pedestrian fatality rate.

Investment and Procurement Practices

WorleyParsons' Supply Chain Code of Conduct sets the minimum and preferred requirements for our suppliers and contractors. The Supply Chain Code of Conduct includes commitments and practices in human rights, labor standards, environment and anti-corruption.

Our people are trained on policies, procedures and concerning aspects of human rights through the mandatory Code of Conduct training via our online training system.

Non-Discrimination

WorleyParsons' Code of Conduct outlines that it is vital that our workplace is free from all forms of harassment, discrimination and intimidation. Behaviors, such as sexual advances, bullying, hostility, abusive language, physical violence or the threat of physical violence, are not tolerated within our company.

WorleyParsons' policies and business practices are compliant with the applicable national and local labor standards of the countries in which we operate. Our Personnel Policy and Diversity and Inclusion Policy underline our commitment as an equal opportunity employer and do not discriminate on grounds of race, gender, marital status, creed or disability.

A number of incidents of discrimination were reported and investigated during the reporting period.

Freedom of Association and Collective Bargaining

WorleyParsons' Code of Conduct and Human Rights Policy state our business principles and confirm our commitment to fair working conditions. They acknowledge that our businesses operate under freedom of association principles and comply with local regulations that align with local human resources professional body associations around the world.

No incidents of violations of freedom of association and collective bargaining were reported during the reporting period.

Child, Forced and Compulsory Labor

WorleyParsons does not engage in, or condone, any form of child, forced or compulsory labor. WorleyParsons' Human Rights Policy, employee Code of Conduct and Supply Chain Code of Conduct each confirm WorleyParsons' commitment to respect the basic rights of the people we deal with and not be complicit or engage in activities that solicit or encourage human rights abuse.

WorleyParsons' employee Code of Conduct clearly states that: 'We respect the basic rights of the people we deal with and will not engage in activities that encourage human rights abuses. We do not employ or condone forced, bonded or child labor.'

No incidents of child, forced or compulsory labor were reported during the reporting period.

Security Practices

WorleyParsons' Ready, Response and Recovery (R3) System is an integrated business resilience and critical incident management tool that includes our approach to crisis, emergency, business continuity and security management.

Our R3 System incorporates security arrangements that are in accordance with internal human rights principles for law enforcement and the use of force. It also ensures that the safety of our people is protected when they travel overseas.

Indigenous Rights

WorleyParsons is a strong supporter of Indigenous rights and has supported activities such as cultural festivals, art awards, Indigenous education sponsorships and community engagement activities in Australia, Canada and the United States.

No incidents of violations of Indigenous people rights were reported during the reporting period.

Case Study

WorleyParsons job training initiative for Aboriginals



Ruby Littlechild, Manager at the Alberta Aboriginal Construction Career Centre. Photograph by: Ed Kaiser, Edmonton Journal.

Edmonton operations initiated a job training initiative to satisfy a gap in their construction sector recruitment by tapping into the local Aboriginal community. The program will train more than 600 Aboriginal students for careers in construction.

"Students receive employment training, job-coaching and counseling and are finally offered job placements in construction." Ruby Littlechild, Manager at NorQuest's Alberta Aboriginal Construction Career Centre.



8

Society
(Fair Operating
Practices and
Supply Chain)



Commitment

'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 customers and suppliers as partners.'

Fair Operating Practices and Supply Chain Policies

WorleyParsons' Code of Conduct includes standards and expectations that our people:

- are law abiding and work to avoid conflicts of interest;
- act honestly and fairly in all our business dealings;
- are open and accurate in all our communications;
- are economical and responsible in utilizing our company and customer resources;
- respect the confidentiality of the technical and commercial information of our customers;
- are reliable and diligent in discharging company and job responsibilities; and
- respect the rights of others and support community values and expectations.

WorleyParsons supports an open and honest culture. The executive directive concerning ethics investigations provides protection to whistle-blowers and encourages reporting of contraventions. The key mechanisms for the protection of whistle-blowers are confidentiality, anonymity, protection of employment conditions and appropriate support to prevent any other forms of retaliation (e.g. loss of opportunities, shunning, ill treatment, harassment, etc.).

WorleyParsons' Supply Chain Code of Conduct explains the minimum and preferred requirements to our suppliers and contractors. The areas that it covers include corporate governance and ethics, labor/workplace management, occupational health and safety, environment, suppliers and community engagement.

WorleyParsons favors suppliers and contractors who share our commitment to:

- supporting corporate responsibility;
- supporting human rights and fair employment practices;
- maintaining and improving the work environment so that it is safe and healthy for all staff and visitors;
- conducting their business operations in a way that protects and sustains the environment;
- adopting similar principles and practices to these in the code in selecting, monitoring and managing their own suppliers and contractors; and
- understanding their responsibility to the local communities on which they have an impact and from which they profit. Our approach is to understand the issues facing the communities in which we operate, and to endeavor to conduct business in a way that builds social capital and achieves a positive impact.

All our project procurement and contracting teams operate within the executive directive for procurement and contracts. That directive mandates the principles and policies by which goods and services are acquired by WorleyParsons.

Key Fair Operating Practices and Supply Chain Outcomes

Our key fair operating practices and supply chain outcomes for this reporting period were:

- ensured through annual Code of Conduct training provided for all our people and initial training provided for new starters that they understand WorleyParsons' expected behavior and anti-corruption commitment;
- 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;
- conducted a comprehensive internal audit program in locations to ensure compliance to WorleyParsons' corporate governance standards in areas of operational risk, legal, regulatory compliance and financial reporting standards; and
- participated in the United Nations Global Compact Network Australia, Anti-Corruption Leadership Group for Business in Sydney and Melbourne to share our values, learn from others and understand the key risks occurring globally.

Management Approach

WorleyParsons regards good corporate governance as a critical element in our business practices and culture. The cornerstone of our OneWay™ integrity framework is ethical, sustainable business practices.

Our Code of Conduct is a key part of our integrity framework and encompasses our obligations and values of legal, ethical and professional behaviors. The code includes requirements to assess and report transgressions from these behaviors.

WorleyParsons complies with all applicable prevention of bribery and corruption legislation and extends the requirement of compliance, including the prohibition of facilitation payments, to third party providers via our Supply Chain Code of Conduct.

WorleyParsons recognizes the risk that can be posed by the offering and acceptance of inappropriate gifts, entertainment and hospitality. WorleyParsons thus maintains gift registers to ensure transparency in relation to gifts, entertainment and hospitality.

Risk management is an integral aspect of our day-to-day business practice. A number of ethical business practice reviews are conducted each year to monitor the application of our policies and integrity framework.

WorleyParsons' Ethics Committee was established by our CEO and comprises members from senior management and representation from the legal department, human resources, corporate governance and the Internal Audit functions. The role of the committee includes:

- assessing, developing, implementing and overseeing WorleyParsons' ethical culture on a global basis;
- providing the oversight necessary to guide senior management and employees in their collaborative efforts to adhere to high standards of ethical conduct consistent with WorleyParsons' objectives, policies, codes and procedures; and

- recommending to the CEO and the GLT the objectives, policies, codes and procedures, and amendments to them, that will promote and support high standards of ethical conduct in carrying out WorleyParsons' activities.

Managing our supply chain for both our customers and ourselves has always been as an important part of our business. A milestone was reached in 2012, when WorleyParsons released a Supply Chain Code of Conduct, which expanded on our employee Code of Conduct. The Supply Chain Code of Conduct includes criteria for minimum standards and for best practices across a range of sustainability issues. We use these criteria during supplier selection processes at both the corporate and individual project level.

Case Study

Integrating local and indigenous participation into our projects



WorleyParsons' Joana Belo assisting local Timorese business owners to register for supply chain opportunities.

WorleyParsons is committed to the achievement of local content and Indigenous participation objectives in relation to our major projects. In this regard, our social performance team is currently supporting WorleyParsons' major contracts with QGC, Arrow Energy and KEPCO by preparing and implementing Local Content and Indigenous Participation Plans. These plans include concrete actions for increasing the proportion of project employment and procurement opportunities awarded to local and Indigenous people and businesses over the duration of our contracts. We take our commitments in these plans seriously, and monitor and report on our teams' progress against KPIs on a biannual basis.

WorleyParsons' Australian social performance team also has a long history of supporting customers directly to meet their own local content and Indigenous engagement targets, both in Australia and abroad. For example, we previously supported Woodside in exceeding their Indigenous participation targets and we are presently assisting ConocoPhillips in improving the local content of their supply chain in Timor-Lesté.

Fair Operating Practices Core Indicators

Local Community

Throughout this reporting period, we recorded 81 offices actively participating in local community engagement programs such as the ongoing Enterprise Development Program in South Africa, the United Way community activities in the United States and Canada and skilled volunteering activities in the Philippines, South Africa and Australia.

Sixty percent of our operations are active in implementing local community programs and we continue to investigate methods for the measurement and understanding of the impact assessments of our local community projects.

There are no known potential or actual negative impacts on local communities for this reporting period.

Bribery

WorleyParsons' Code of Conduct, which is aligned with the expectations of the UK Bribery Act 2010 and other international compliance regulations, provides a benchmark for professional behavior at all locations throughout WorleyParsons. In our Code of Conduct, standards and expectations are set forth in relation to bribery and corruption with strong emphasis on the avoidance of money laundering.

Our Code of Conduct provides clear guidelines for our people in reporting unlawful and unethical behavior

to their immediate manager, an ethics officer, their people manager, their managing director and the CEO, without the fear of retaliation. WorleyParsons also provides access to an ethical reporting helpline, which is managed by NAVEX Global and is accessible and available by email and telephone for all our people.

We provide all relevant employees with training in anti-bribery and anti-corruption. In FY2015, over 22,000 personnel completed the 'Prevention of Bribery' courses.

No bribery cases were reported to the Board or GLT in this reporting period.

Public Policy

WorleyParsons respects the authority of governments in all countries at all levels (national, state and local), by maintaining open and honest relationships. Although we may perform work for government entities, WorleyParsons maintains impartiality with respect to partisan politics.

Anti-Competitive Behavior

WorleyParsons supports fair and open competition and believes in competing for business and using competitive procedures in the supplier selection process. In most countries in which we perform work, we are subject to laws that encourage competitive and fair business markets.

When our customers engage us to conduct procurement for them, we will also comply with any rules those customers impose on us when they are more stringent than our own.

Law and Regulation Compliance

No significant fines or non-monetary sanctions for non-compliance with laws and regulations were recorded for the reporting period. In addition, no legal action has been taken against WorleyParsons for anti-competitive behavior, or anti-trust or monopolistic practices.

Supply Chain Core Indicators

Assessing and Selecting Suppliers

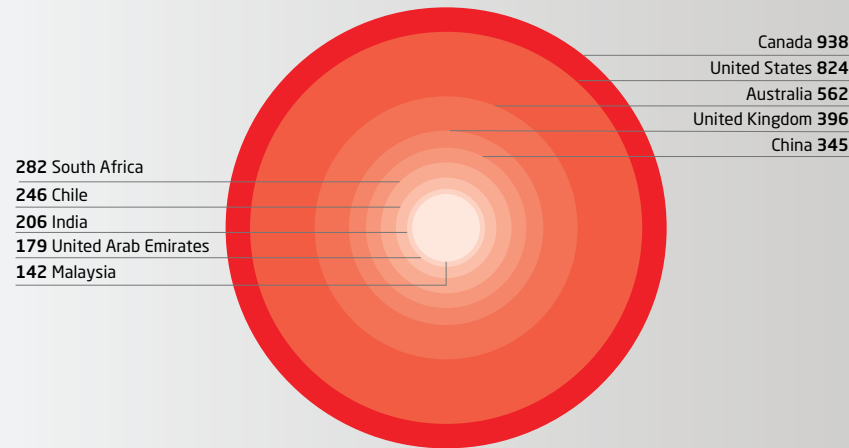
Local content plans are in place in many countries where there are legislative requirements for minimal local content of both suppliers and employees.

WorleyParsons assesses suppliers for our operational businesses as well as our project delivery services, often representing our customers. Various tools track supplier performance and key metrics, with our supplier portal developed for project delivery services.



WorleyParsons has a supplier portal which tracks key information on our suppliers and contractors, including some information on their sustainable practices. Over 5,000 suppliers have registration and have had their input validated against areas such as corporate governance and ethics, labor/workplace management, occupational health and safety, environment, suppliers and community engagement.

Top 10 Supplier Registrations per Country



Supplier Assessment

No reported impacts to labor practices, human rights, community and environment in the supply chain were identified in this reporting period.

Supplier Grievance Mechanisms

There are currently no formal supplier grievance mechanisms available for labor practices, human rights, community and environment.

Case Study

Developing local enterprises, South Africa



South Africa is in its third year of the Enterprise Development Program, which provides mentoring and support for 10 young local businesses throughout the region. WorleyParsons has provided this skills transfer on an ongoing basis from all available technical experts within South Africa.

The success of the initiative has seen a combined turnover growth of the 10 businesses by 204% and the creation of over 100 permanent and temporary jobs in South Africa.

The third year running for the Enterprise Development Program.

9 Environment



Commitment

'We recognize the importance of operating sustainably and commit to continually identify 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 customers through our EcoNomics™ service offering.'

Environmental Policies

WorleyParsons is committed to our vision of Zero Harm to people and assets and zero environmental incidents. Our company-wide Health, Safety and Environment (HSE) Policy highlights our commitment towards the environment as follows:

- complying with all applicable laws, regulations and standards, and customer requirements and applying company standards where laws do not exist;
- consulting and seeking contributions from our people on issues that have the potential to affect the environment and their health and safety;
- identifying, assessing and managing risks that impact HSE prior to commencing activities and when circumstances change;
- fostering a culture that empowers and supports anyone intervening to safeguard people and to protect the environment;

- requiring our contractors and suppliers to manage health, safety and the environment using relevant international standards and practices that align with our own; and
- driving continual improvement in health, safety and environmental performance through open reporting, effective assessment and analysis of our performance, leadership and engagement with our stakeholders.

Key Environmental Outcomes

Our key environmental outcomes for this reporting period included:

- set an FY2016 energy target for a 2.5% reduction of total carbon dioxide equivalents (tCO₂-e) against base year FY2014. This target applies to work conducted within WorleyParsons offices only, and excludes any work conducted at project sites or customer or non-WorleyParsons controlled premises. The target excludes any mergers or acquisitions made in FY2015 and FY2016;
- participated voluntarily and on an ongoing basis in Carbon Disclosure Project (CDP) monitoring and measurement of our environmental performance since 2009, with consistent improvement in energy and water management under the CDP;
- lodged the Australian National Greenhouse and Energy Reporting for FY2014 in October 2014. This report contained information in relation to greenhouse gas emissions, energy production and energy consumption from the operation of facilities under the operational control of WorleyParsons;

- ensured our suppliers and contractors adhere to our minimum and preferred expectations to conduct their business operations in a way that protects and sustains the environment;
- reduced the carbon footprint across a number of offices by encouraging use of public transport, recycling and smart printing;
- 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;
- commenced office space consolidation in FY2015, which will continue into FY2016. This includes application of minimal density office layouts;
- encouraged our employees' participation in environmental activities including bush regeneration, waste and recycling programs and trail clean-up activities across a number of countries; and
- maintained active ISO 14001 Environmental Management System certification for approximately 20% of our global operations based on offices/ locations. We now have achieved ISO 14001 certification in 11 locations, an increase of one from the previous reporting period.

Case Study

WorleyParsons Energy Efficiency Program



WorleyParsons Republic of South Africa Office.

The WorleyParsons Energy Efficiency Program was launched in December 2014 and is being implemented across selected locations throughout 2015. The program has been established to reduce energy and resources which in turn will support our Corporate Responsibility Policy and environmental ratings.

Implementation will focus on major WorleyParsons offices that combine to contribute approximately 60% of our total carbon footprint.

Presently, representatives are working on developing location specific Energy Efficiency Plans that will focus on implementing measures to increase efficiency and in turn give a competitive advantage to gain some quick project wins in FY2016.

Participation not only stems from our internal champions and managers, but we are seeking involvement from all employees. Our communal efforts will not only enable us to do our part in conserving the environment, but also reduce operational costs and send a message to the market that we are competitive from the corporate responsibility aspect.

WorleyParsons is establishing a leadership position in low carbon technologies through pilot, demonstration and commercial scale projects. For example, WorleyParsons is involved in the Australia-China Post Combustion Capture Feasibility Study Project. The project scope involves considering the technical, economic, social, environmental and legal and regulatory feasibility of retrofitting post combustion carbon capture technology to a power plant owned by Huaneng Group in the Jilin Province of China. The facility has the potential to capture approximately one million tonnes per annum. WorleyParsons also participated in a bidding consortium to build Australia's first large scale solar thermal power station and has since delivered and operated wind solar thermal projects throughout the world.

WorleyParsons is also undertaking assessments of energy efficiency Best Available Technologies and Practices for Australia's industry sectors under the International Partnership for Energy Efficiency Cooperation TOP TENs Task Group. These will be shared across developed and emerging nations in sectors such as mining, manufacturing, electricity generation and services, enhancing the rate of uptake of energy efficiency initiatives worldwide.

Energy

Energy consumption within WorleyParsons can be allocated into two categories, being direct energy consumption (Scope 1) and indirect energy consumption (Scope 2). Energy consumption outside WorleyParsons is captured under other relevant energy consumption (Scope 3).

Direct energy consumption (Scope 1) is defined as being the consumption from sources whether non-renewable or renewable that are owned or controlled by the reporting entity. Indirect energy consumption (Scope 2) is purchased energy generated offsite which is exported to our offices in the form of electricity, steam or fuel. Other energy consumption (Scope 3) is defined as any other energy consumption not captured under Scope 1 or Scope 2.

For WorleyParsons, our Scope 1 energy consumption can be divided into three: stationary consumption from our offices, company owned vehicles and our sub contracted agreement to operate Exmouth Power Station. For Scope 2, the energy consumption can be divided into direct cooling and heating and electricity consumption from the grid. In the future, we will identify Scope 3 emissions upstream or downstream of our supply chain.

Location Offices

Each of our global offices consumes fuel for cooling and/or heating purposes and is a focal point for transportation of our employees to project sites and customer offices.

Exmouth Power Station

Exmouth Power Station is a gas-fired power station that is located in the northwest of Western Australia. The power station has reliable generating capacity of six Megawatts (MW) for supply to Western Power’s residential and business customers in Exmouth. This year, the energy consumption and emissions associated with the Exmouth Power Station is grouped within the Australia West region. This facility has now been sold and future reporting will reflect this from the FY2016 reporting period.

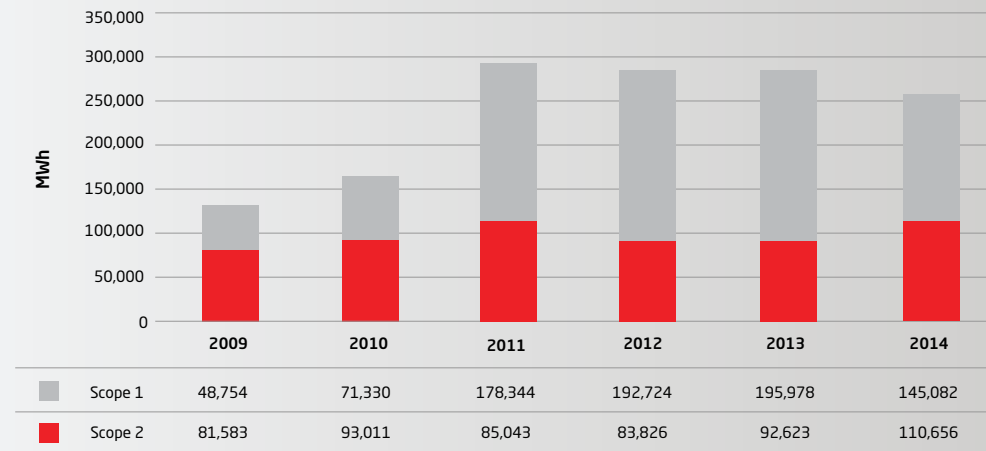
Overall

The total direct and indirect energy consumption is shown in the table below:

Source	2010 ¹	2011	2012	2013	2014
Total Scope 1 Energy, MWh	71,330	178,344	192,724	195,978	145,082
Total Scope 2 Energy, MWh	93,011	85,043	83,826	92,623	110,656
Total Scope 3 Energy, MWh	n/a	n/a	n/a	n/a	n/a

¹ Data for Exmouth Power Station was collected from 2011.

Energy Consumption

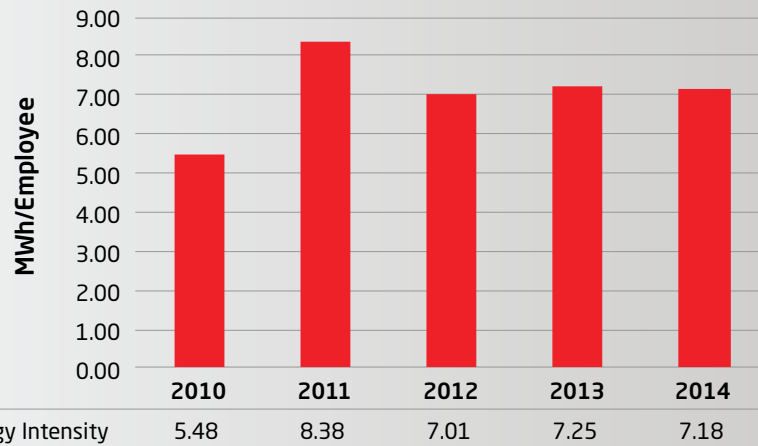


Energy Intensity

In WorleyParsons, we benchmark our energy intensity ratios with those of our peers by normalizing our data per person (employees and contractors). As a professional services business, it is appropriate that our intensity is measured against our most important resource, our people. Additionally, to ensure our energy intensity measurements are meaningful to a range of stakeholders, we provide our energy intensity ratio to revenue. Energy intensity is calculated for both our direct energy consumption (Scope 1) and indirect energy consumption (Scope 2).

Scope 1 and 2 MWh per employee (full-time equivalent (FTE)) for the last five years is shown below. While Scope 1 energy intensity per person (including petrol, diesel, LPG, etc.) has decreased, Scope 2 (electricity use) has increased in the past reporting period. However, there is a steady decline in the total energy intensity ratio to revenue since 2011.

Energy Intensity by Employee



Energy Initiatives

WorleyParsons' Global Energy Efficiency Program was launched in late 2014. This has thus far focused on the top 10 highest consumption offices, identifying and implementing energy saving actions. The 2014 energy consumption for each location will be used as a baseline, with a target of 2.5% carbon emissions reduction identified for implementation in the next reporting period.

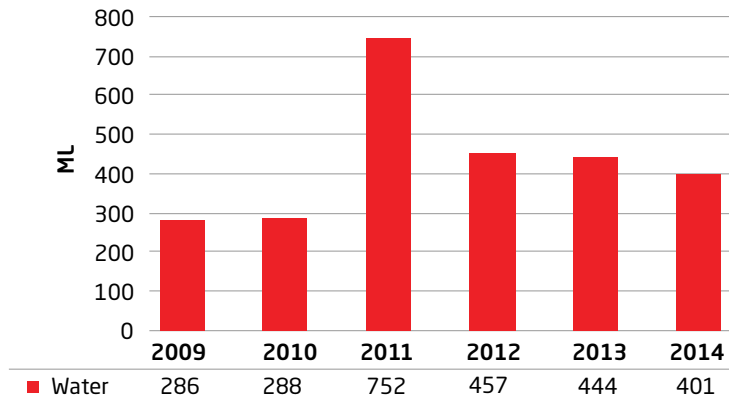
- Further energy efficiency initiatives include new and ongoing activities as follows:
- identification of opportunities for office space consolidation;
 - increasing application of minimal density office layouts;
 - active ISO 14001 certification offices/locations;
 - updating of flexible work policies and training, encouraging appropriate use of 'work from home' arrangements; and
 - improvement in data collection processes and comprehensive coverage via Insight2.



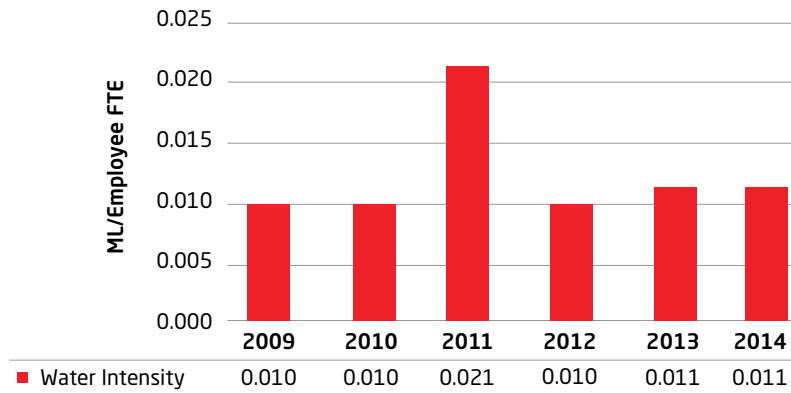
Water

As predominantly an office based business, our water consumption is measured either through water bills or average water consumption assumptions. The water is source surface water harvested and distributed by local municipal water suppliers.

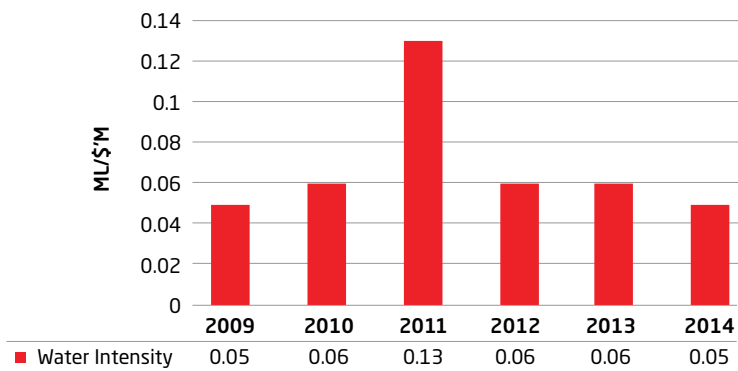
Water Consumption



Water Intensity per Employee



Water Intensity by Revenue



Greenhouse Gas Emissions

Our total direct and indirect greenhouse gas emissions by weight are divided into two categories, being our location offices (including company owned vehicles) and Exmouth Power Station. Indirect greenhouse gas emissions (resulting from electricity usage and direct cooling and heating) are included in the emissions calculation.

Overall

The total greenhouse gas emissions (tCO₂-e) are shown in the table below:

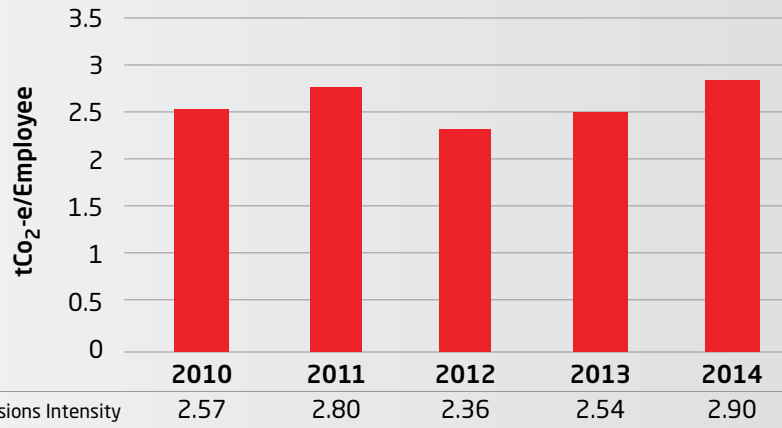
Source	2010	2011	2012	2013	2014
Total Scope 1 and 2 Emissions	77,043	97,840	96,168	101,085	101,415

Greenhouse Gas Emissions Intensity

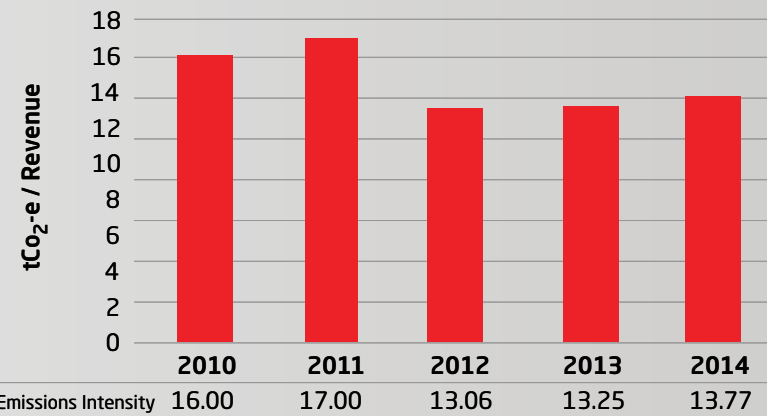
Our greenhouse gas emissions intensity ratio is calculated by normalizing our data per person (employees and contractors):

Source	2010	2011	2012	2013	2014
Scope 1 and 2 Emissions Intensity, tCO ₂ -e per employee	2.57	2.80	2.36	2.54	2.90

Emissions Intensity by Employee



Emissions Intensity by Revenue



Scope 3 emissions, such as employee business travel and employee commuting to and from work, have not been measured.

Products and Services

WorleyParsons plays a key role in supporting our customers' transition to a low carbon economy, adapting and managing their risks associated with climate change. We offer a seamless extension to our established project delivery capability by providing our customers with a competitive business advantage, by enhancing their project risk management and improving sustainability performance through EcoNomics™.

Our EcoNomics™ framework comprises three components:

Sustainable Decisions

We use our EcoNomics™ assessment process to qualify and monetize relevant environmental, social and financial project factors across the asset life cycle, helping our customers develop profitable and sustainable decisions. Our unique process is audited and approved by Lloyd's Register Quality Assurance under ISO 9001:2008.

Project Delivery

Through our proprietary project delivery systems, we integrate sustainability based systems, tools and expertise into our customers' projects, enhancing project risk management and converting their sustainability objectives into profitable project outcomes.

Sustainable Operations

We utilize our established *Improve* Operating Platform to identify and deliver projects that improve the environmental, social and financial performance of existing assets.

Environmental Compliance

The company did not receive any environmental fines or non-monetary sanctions for this reporting period.

Overall Environmental Expenditures and Investment

WorleyParsons has contributed approximately \$30,000 from our business operations and \$85,000 raised by our staff towards environmental activities including:

- environmental protection, biodiversity and restoration of habitat (Australian Red Cross, Philippines typhoon victims, Al Khobar);
- climate change mitigation and adaption (Mercy Malaysia); and
- sustainable environmental resource use (Engineers Without Borders and Sirindhorn International Environmental Park Bangkok).

Additionally, our employees have volunteered 600 hours towards work supporting environmental initiatives such as those described above, of which 100 hours was paid hours. As well as reduced or offset environmental impacts, the benefits to WorleyParsons from these projects include:

- enhanced employee engagement;
- increased positive community relationships;
- enhanced recruitment marketing; and
- increased diversity in the workplace.

10

GRI 4.0
Content Index



GRI 4.0 Content Index

GRI Indicators

LA Social Performance – Labor Practices and Decent Work
 EC Economic Performance
 HR Social Performance – Human Rights

SO Social Performance – Society
 EN Environmental Performance
 PR Social Performance – Product Responsibility

Reporting Level - Included, Partially included, Not included, Not applicable

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
STRATEGY AND ANALYSIS			
G4-1	Statement from the most senior decision maker of the organization	Chief Executive Officer Statement	Included
G4-2	Description of key impacts, risks and opportunities	Key Topics	Included
ORGANIZATIONAL PROFILE			
G4-3	Name of the organization	Organization	Included
G4-4	Primary brands, products and/or services	Organization	Included
G4-5	Location of organization’s headquarters	Organization	Included
G4-6	Number of countries where the organization operates, and name of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	Organization	Included
G4-7	Nature of ownership and legal form	Organization	Included
ORGANIZATIONAL PROFILE			
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	Organization	Included
G4-9	Scale of the organization	Scale of Organization	Included

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
ORGANIZATIONAL PROFILE			
G4-10	Size of the organization workforce	Organization	Included
G4-11	Percentage of total employees covered by collective bargaining agreements		Not applicable
G4-12	Organization supply chain	Fair Operating Practices and Supply Chain	Included
G4-13	Significant changes during the reporting period regarding organization size, structure, ownership, or its supply chain	Significant Changes	Included
G4-14	Organization precautionary approach or principle	Risk Management	Included
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Global Endorsement of External Charters and Memberships	Included
G4-16	Membership of associations (such as industry associations) and national or international advocacy organizations	Global Endorsement of External Charters and Memberships	Included
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
G4-17	List of all entities included in the organization’s consolidated financial statements or equivalent documents	Materiality	Included
G4-18	Process for defining report content and the aspect boundaries	Materiality	Included
G4-19	List of all material aspects in the process for defining report content	Boundaries	Included
G4-20	Report the aspect boundary within the organization for each material aspect	Boundaries	Included

DISCLOSURES DESCRIPTION LOCATION REPORTING LEVEL

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-21	Report the aspect boundary outside the organization for each material aspect	Boundaries	Included
G4-22	Explanation of the effect of any restatements of information provided in previous reports, and the reasons for such restatements	Standard Disclosure Level	Included
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	Significant Changes	Included

STAKEHOLDER ENGAGEMENT

G4-24	List of stakeholder groups engaged by the organization	Key Stakeholders	Included
G4-25	Basis for identification and selection of stakeholders	Identification and Engagement of Stakeholders	Included
G4-26	Organization approach to stakeholder engagement, including frequency of engagement	Identification and Engagement of Stakeholders	Included
G4-27	Key topics and concerns that have been raised through stakeholder engagement	Materiality Key Topics	Included

REPORT PROFILE

G4-28	Reporting period (e.g. fiscal/calendar year) for information provided	Report Profile	Included
G4-29	Date of most recent previous report (if any)	Report Profile	Included
G4-30	Reporting cycle (annual, biennial)	Report Profile	Included
G4-31	Contact point for questions regarding the report or its contents	Report Profile	Included
G4-32	Table identifying the table of the Standard Disclosures in the report	Standard Disclosure Level	Included
G4-33	External assurance for report		Not applicable
G4-34	Governance structure of the organization, including committees	Governance Structure	Included

DISCLOSURES DESCRIPTION LOCATION REPORTING LEVEL

GOVERNANCE

G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	Delegation of Authority and Consultation	Included
G4-36	Appointment of executive-level position or positions with responsibility for economic, environmental and social topics and whether post holders report directly to the highest governance body	Delegation of Authority and Consultation	Included
G4-37	Consultation process between stakeholders and the highest governance body on economic, environmental and social topics	Delegation of Authority and Consultation	Included
G4-38	Composition of the highest governance body and its committees	Composition of Highest Governance Body	Included
G4-39	Indicate whether Chair of the highest governance body is also an executive officer	Highest Governance Body Nomination	Included
G4-40	Nomination and selection process for the highest governance body and its committees and the criteria used for nominating and selecting highest governance body members	Highest Governance Body Nomination	Included
G4-41	Processes for highest governance body to ensure conflicts of interest are avoided and managed	Highest Governance Body Nomination	Included
G4-42	Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts	Highest Governance Body Overview	Included
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	Highest Governance Body Nomination	Included

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
GOVERNANCE			
G4-44	Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics	Highest Governance Body Overview	Included
G4-45	Highest governance body's role in the identification and management of economic, environmental and social impact, risks and opportunities	Highest Governance Body Overview	Included
G4-46	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics	Highest Governance Body Overview	Included
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks and opportunities	Highest Governance Body Overview	Included
G4-48	Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material aspects are covered	Highest Governance Body Overview	Included
G4-49	Process for communicating critical concerns to the highest governance body	Communications	Included
G4-50	Nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them		Not included
G4-51	Remuneration policies for the highest governance body and senior executives and performance criteria in the remuneration policy related to the highest governance body's and senior executives' economic, environmental and social objectives	Highest Governance Body Remuneration	Included
G4-52	Process for determining remuneration	Highest Governance Body Remuneration	Included

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
GOVERNANCE			
G4-53	Stakeholders' views sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable	Highest Governance Body Remuneration	Included
G4-54	Ratio of annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country		Not included
G4-55	Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country		Not included
ETHICS AND INTEGRITY			
G4-56	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	Ethics and Transparency	Included
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines	Ethics and Transparency	Included
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistle blowing mechanisms or hotlines	Ethics and Transparency	Included

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
LABOR PRACTICES AND DECENT WORK			
Our People			
G4-DMA LA	Material aspects and how the organization manages Labor Practices and Decent Work Performance	Our People	Included
Employment			
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	Employment	Included
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Employment	Included
G4-LA3	Return to work and retention rates after parental leave by gender	Employment	Partially Included
Labor/Management Relations			
G4-LA4	Minimum notice period regarding operational changes including whether these are specified in collective agreements	Labor and Management Relations	Partially Included
Occupational Health and Safety			
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety programs	Occupational Health and Safety	Included
Occupational Health and Safety			
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Occupational Health and Safety	Included
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation		Not applicable
G4-LA8	Health and safety topics covered in formal agreements with trade unions		Not applicable

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
Training and Education			
G4-LA9	Average hours of training per year per employee by gender, and by employee category	Training and Education	Included
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Talent Management and Development	Included
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Performance Review	Included
Diversity and Equal Opportunity			
G4-LA12	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	Diversity and Equal Opportunity Diversity Tracking	Included
Equal Remuneration for Women and Men			
G4-LA13	Ratio of basic salary of men to women by employee category, by significant locations of operation	Equal Closing Pay Gaps Between Women and Men	Partially
Supplier Practices and Labor Practices			
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Assessing and Selecting Suppliers	Included
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	Supplier Assessment	Included
Labor Practices Grievance Mechanisms			
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	People Grievance Mechanisms Supplier Grievance Mechanisms	Included

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
ECONOMIC			
Community			
G4-DMA EC	Material aspects and how the organization manages 'Economic Performance'	Community	Included
Economic Performance			
G4-EC1	Direct economic value generated and distributed	Direct Economic Value Generated and Distributed	Included
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Financial Implications and Other Risks and Opportunities for the Organizations due to Climate Change	Included
G4-EC3	Coverage of the organization's defined benefit plan obligations	Coverage of Benefit Plans	Included
G4-EC4	Financial assistance received from government	Direct Economic Value Generated and Distributed	Not applicable
Market Presence			
G4-EC5	Ratios of standard entry level wage compared to local minimum wage at significant locations of operation	Market Presence	Partially included
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	Market Presence	Partially included
Indirect Economic Impacts			
G4-EC7	Development and impact of infrastructure investments and services supported	Indirect Economic Impacts	Partially included
G4-EC8	Significant indirect economic impacts, including the extent of impacts	Indirect Economic Impacts	Included

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
Procurement Practices			
G4-EC9	Proportion of spending on local suppliers at significant locations of operation		Not included
HUMAN RIGHTS			
Human Rights			
G4-DMA HR	Material aspects and how the organization manages 'Human Rights'	Human Rights	Included
Investment			
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Investment and Procurement Practices	Partially included
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Investment and Procurement Practices	Partially included
Non-Discrimination			
G4-HR3	Total number of incidents of discrimination and actions taken	Non-Discrimination	Included
Freedom of Association and Collective Bargaining			
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights	Freedom of Association and Collective Bargaining	Included
Child Labor			
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	Child, Forced and Compulsory Labor	Included
Forced or Compulsory Labor			
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor	Child, Forced and Compulsory Labor	Included

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
Security Practices			
G4-HR7	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations	Security Practices	Included
Indigenous Rights			
G4-HR8	Total number of incidents of violations involving rights of Indigenous people and actions taken	Indigenous Rights	Included
Assessment			
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments		Not included
Supplier Human Rights Assessment			
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Assessing and Selecting Suppliers	Included
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Supplier Assessment	Included
Human Rights Grievance Mechanisms			
G4-HR12	Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms	Supplier Grievance Mechanisms	Not Included
SOCIETY			
Fair Operating Practices and Supply Chain			
G4-DMA SO	Material aspects and how the organization manages Fair Operating Practices and Supply Chain	Fair Operating Practices and Supply Chain	Included
Local Communities			
G4-S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Local Community	Included

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
Local Communities			
G4-S02	Operations with significant actual or potential negative impacts on local communities	Local Community	Included
Anti-Corruption			
G4-S03	Total number of incidents of discrimination and actions taken	Bribery	Included
G4-S04	Total number of incidents of discrimination and actions taken	Bribery	Included
G4-S05	Total number of incidents of discrimination and actions taken	Bribery	Included
Public Policy			
G4-S06	Total value of political contributions by country and recipient/beneficiary	Public Policy	Included
Anti-Competitive Behavior			
G4-S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	Anti-Competitive Behavior	Included
Compliance			
G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Law and Regulation Compliance	Included
Supplier Assessment for Impacts on Society			
G4-S09	Percentage of new suppliers that were screened using criteria for impacts on society	Assessing and Selecting Suppliers	Included
G4-S010	Significant actual and potential negative impacts on society in the supply chain and actions taken	Supplier Assessment	Included
Grievance Mechanisms for Impacts on Society			
G4-S011	Number of grievances about impacts on society field, addressed, and resolved through formal grievance mechanisms	Supplier Grievance Mechanisms	Not included

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
ENVIRONMENTAL			
Environment			
G4-DMA EN	Material aspects and how the organization manages Environment	Environment	Included
Materials			
G4-EN1	Material used by weight or volume		Not applicable
G4-EN2	Percentage of materials used that are recycled input materials		Not applicable
Energy			
G4-EN3	Energy consumption within the organization	Energy	Included
G4-EN4	Energy consumption outside of the organization	Energy	Included
G4-EN5	Energy intensity	Energy Intensity	Included
G4-EN6	Reduction of energy consumption	Key Environmental Outcomes Case Study: WorleyParsons Energy Efficiency Program Energy Initiatives	Included
Energy			
G4-EN7	Reduction in energy requirements of products and services		Not included
Water			
G4-EN8	Total water withdrawal by source	Water	Included

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
Water			
G4-EN9	Water sources significantly affected by withdrawal of water		Not applicable
G4-EN10	Percentage and total volume of water recycled and reused		Not applicable
Biodiversity			
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Not applicable
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas		Not applicable
G4-EN13	Habitats protected or restored		Not applicable
G4-EN14	Total number of species and national conservation list species with habitats in areas affected by operations, by level of extinction risk		Not applicable
Emissions			
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Greenhouse Gas Emissions	Included
G4-EN16	Indirect greenhouse gas (GHG) emissions (Scope 2)	Greenhouse Gas Emissions	Included
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)		Not included
G4-EN18	Greenhouse gas (GHG) emissions intensity	Greenhouse Gas Emissions Intensity	Included
G4-EN19	Reduction of greenhouse gas (GHG) emissions		Not included
G4-EN20	Emissions of ozone-depleting substances (ODS)		Not included
G4-EN21	NOx, SOx, and other significant air emissions		Not included

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
Effluents and Waste			
G4-EN22	Total water discharge by quality and destination		Not included
G4-EN23	Total weight of waste by type and disposal method		Not included
G4-EN24	Total number and volume of significant spills		Not included
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally		Not included
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff		Not included
Products and Services			
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Products and Services	Included
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category		Not applicable
Compliance			
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Environmental Compliance	Included
Transport			
G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce	Energy Greenhouse Gas Emissions	Partially included
Overall			
G4-EN31	Total environmental protection expenditures and investments by type		Not included

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
Supplier Environmental Assessment			
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Assessing and Selecting Suppliers	Included
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Supplier Assessment	Included
Environmental Grievance Mechanisms			
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Supplier Grievance Mechanisms	Not included
PRODUCT RESPONSIBILITY			
Not applicable			
G4-DMA PR	Material aspects and how the organization manages Product Responsibility		Not applicable
Customer Health and Safety			
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement		Not applicable
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes		Not applicable
Product and Service Labeling			
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements		Not applicable
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes		Not applicable

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
Product and Service Labeling			
G4-PR5	Results of surveys measuring customer satisfaction		Not applicable
Marketing Communications			
G4-PR6	Sale of banned or disputed products		Not applicable
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes		Not applicable
Customer Privacy			
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data		Not applicable
Compliance			
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services		Not applicable