



Chief Executive Officer Statement

"WorleyParsons is committed to operating ethically and safely in all aspects of our business."

Welcome to WorleyParsons' 2016 Corporate Responsibility Performance Report.

The report provides an overview of corporate responsibility related performance for the period from 1 July 2015 to 30 June 2016 and serves to demonstrate our support of the 10 principles of the United Nations Global Compact.

While we delivered progress across a number of identified focus areas throughout the year, I am pleased to see volunteer hours for internal programs and community skilled volunteering programs almost double that of last year. The associated social impact of this effort and many of our other activities can be found in the case studies throughout this report.

Highlights from this year include our work on improving diversity and inclusion, the WorleyParsons Foundation, and environmental performance.

Diversity and Inclusion

We completed the launch of a diversity and inclusion program which has delivered results to close gender pay gaps and employee inclusion and engagement. Additional information on our performance can be found on [page 29](#).

WorleyParsons Foundation

The WorleyParsons Foundation supported a number of community projects and community partners during the year. The objectives of the Foundation and details of the Foundation projects can be found on [page 35](#).

Environmental Performance

Our environmental performance has improved as recognized by awards reflecting improved disclosure and energy consumption. Additional information can be found on [page 50](#).

Feedback from our stakeholders was sought during the year through a corporate responsibility materiality assessment and a global employee engagement survey. The results of these assessments identified areas of focus important to our employees, customers and shareholders. As a result, we have identified the following key themes aligning our corporate responsibility activities across our operations: community education; diversity and inclusion; skilled volunteering; knowledge building of our people; and good business practices and ethics.

Across our industries and operations, there are opportunities to lead suppliers to better ethical, social and environmental performance. There are increasing expectations to be transparent on selection processes and encourage diversity and ethical conduct. We see our role to promote and align these expectations throughout the value chain. Additional information can be found on [page 45](#).

Our efforts to continuously improve our corporate responsibility performance have been recognized through industry awards for our performance in community social impact, philanthropy, volunteering, non-financial disclosure and corporate responsibility reporting covered in our [2016 Annual Report](#).

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 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 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

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GRI 4.0 Content Index

1

About Us





21,917

Volunteer hours by our people



\$1.72m

Contributions by WorleyParsons



\$0.85m

Contributions by our people



86

Diverse nationalities of our people



~23%

Percentage of women employees



WorleyParsons

resources & energy

WorleyParsons is 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 futures. This report covers all WorleyParsons locations as listed on the map of offices on page 6 of this report unless otherwise stated.

Information on our business focus and financial performance can be found in the 2016 Annual Report.

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

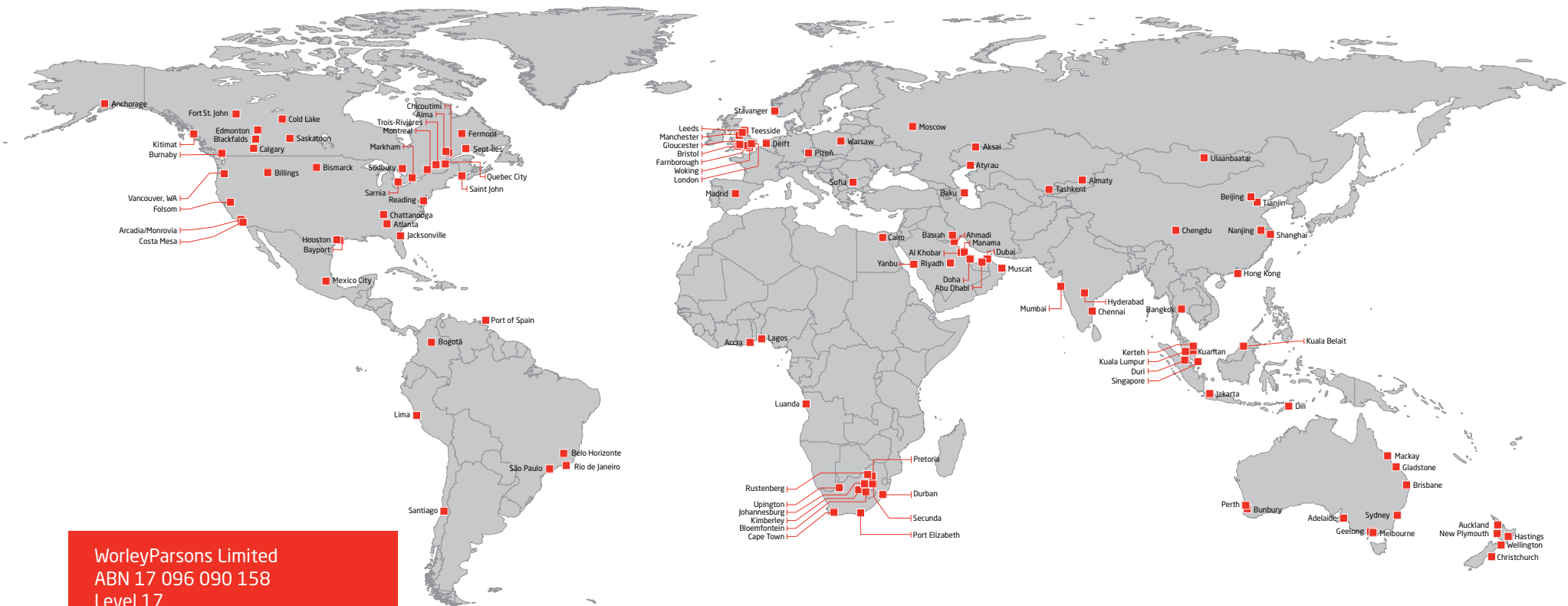
Advisian is a Unique Global Consulting Firm

Advisian provides management and strategy advisory services, coupled with technical consulting and deep domain expertise. We leverage the real world practical experience and technical depth of our consultants. Our consulting services are focused on asset intensive businesses operating within the Hydrocarbons, Minerals, Metals and Chemicals and Infrastructure sectors.

Our offering spans the full asset lifecycle, combining our business and strategic thinking, domain knowledge and deep technical experience to deliver implementable solutions. We draw from and leverage our global footprint and bring experience, lessons learnt and innovative solutions as the foundation to tailor responses appropriate to specific challenges. Providing and partnering with our clients to implement that advice, we are a practical, innovative, results-driven organization with a singular focus on our clients success. We are open, honest and direct and we deliver what we promise. We advise, then deliver.

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 24,500 people globally. WorleyParsons has 118 offices in 42 countries. 30 offices closed in the year ended 30 June 2016 (FY2016).



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Global Endorsement and Memberships

United Nations Global Compact

WorleyParsons supports 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 require 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.

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

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

Australian Red Cross

WorleyParsons is a 'National Community Partner' with Australian Red Cross for the second year. 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 positions WorleyParsons as an industry leader among our peers in large scale 'pro bono' services, focusing on disaster recovery.

Dow Jones Sustainability Index

WorleyParsons was listed as a member of the 2015 Dow Jones Sustainability Index (DJSI) and in 2016 participated in the Corporate Sustainability Assessment for the first time. DJSI Australia tracks the performance of the top 30% of the 200 listed Australian entities in the S&P/ASX 200 that are leaders in the field in terms of sustainability.



Awards



In July 2015, WorleyParsons retained 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 positions WorleyParsons as an industry leader among our peers in large scale 'pro bono' services, focusing on disaster recovery.



In July 2015, WorleyParsons was listed as 'Australia's 30 Most InDemand Employers: 2015'. WorleyParsons ranked 17 out of 30 and it was the first time that the company was recognized on LinkedIn's annual list. The rankings are based on user interactions with the company page measuring reach and engagement.



In July 2015, WorleyParsons India was awarded 'Best in Class Corporate Social Responsibility Practice' award for its efforts in a host of skilled volunteering and fundraising activities. The Responsible Business Awards are recognized by the World CSR Congress and World Federation of CSR Professionals and in addition are endorsed by the Asian Confederation of Industries.



In October 2015, WorleyParsons was named the 'Best Global Supplier of 2015' in the category of Exceptional Performance by BASF. The Exceptional Performance award recognizes WorleyParsons' long term commitment to developing a high performance culture and outstanding efforts to deliver high value results for BASF.



In November 2015, WorleyParsons United Kingdom was presented with the prestigious 'Payroll Giving Silver Award 2015' 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 November 2015, WorleyParsons was announced as the winner of the 'Best Year on Year Improvement in Climate Disclosure for 2014-2015' in the Carbon Disclosure Project Climate Leadership Awards.



In December 2015, WorleyParsons Malaysia was awarded the 'Gold HSE Award for the chemicals sector' by the Malaysian Occupational Health and Safety Practitioners' Association (MOSHPA) for the HSE performance and processes established on the Hibiscus Project. This award from MOSHPA recognizes the significant efforts on the project to achieve Zero Harm and the exceptional performance of the site management team.



In April 2016, WorleyParsons India was awarded the 'Golden Globe Tigers Summit Award for Community Development' for their contribution and development of five villages in a remote tribal region near Mumbai, Maharashtra, India. The WorleyParsons India team has installed water pumps and tanks and solar panels as a source of renewable energy, refurbished the local school and set up a new E-Learning Center.



In June 2016, WorleyParsons was granted 'Silver Recognition Level in Corporate Social Responsibility' by EcoVadis. The award places the Group in the top 30% of performers evaluated by EcoVadis. As an independent rating agency, EcoVadis provides supplier sustainability ratings for global supply chains.



In June 2016, WorleyParsons achieved a 'Leading' rating in the 2016 research report, Corporate Reporting in Australia: Disclosure of Sustainability Risks among S&P/ASX 200 companies 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 decisions.

About this Report

This report has been written for our people, investors and shareholders to celebrate the successes of our people and the company in progressing corporate responsibility.

We use a variety of channels for corporate responsibility reporting this year (1 July 2015 to 30 June 2016, unless otherwise stated) including this report, the Corporate Responsibility section in the 2016 WorleyParsons Annual Report and corporate responsibility information on our company website. The information in this report is aligned to the United Nations Global Compact Communication on Progress and the GRI sustainability reporting guidelines.

Our 2016 Corporate Responsibility Performance Report is prepared in accordance with the GRI 4.0 Framework and the content is rated as 'Comprehensive'. This report contains all the generic disclosures on management approach and indicators of each identified material aspect. The full GRI 4.0 Content Index is provided in section 10.

WorleyParsons releases our sustainability reports annually according to the financial year (1 July to 30 June). Last year's [Corporate Responsibility Performance Report](#) for the period from 1 July 2014 to 30 June 2015 was released in September 2015.

The Corporate Responsibility Performance Report is approved by the CEO.

Selected corporate responsibility performance data in our 2015 Annual Report and 2015 Corporate Responsibility Performance 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](#).

Our sustainability data covers WorleyParsons Limited, Advisian, WorleyParsonsCord and INTECSEA.

All references in this report to 'WorleyParsons', 'Group', 'our' or 'company' are references to WorleyParsons Limited and each of its controlled entities.

WorleyParsons comprises more than 200 entities. A list of significant entities can be found in the 2016 WorleyParsons Annual Report.



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Corporate Responsibility Materiality



We review emerging economic, environmental and social trends and issues that have the potential to become significant in the medium term through our corporate responsibility materiality assessment.

Corporate Responsibility Materiality Definition

WorleyParsons has defined corporate responsibility materiality as 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.

We have developed a corporate responsibility materiality process and Materiality Matrix to determine corporate responsibility related material aspects. This process, aligns with the GRI Reporting Framework and can be found on the following page.

This year, we have introduced the Materiality Matrix to the process and expanded our corporate responsibility materiality assessment to include a broader sample of stakeholders and to map to our value chain for greater understanding of where our material issues lie. Our corporate responsibility material issues are mapped in correlation to our impact in our value chain.

Corporate responsibility material issues as identified by the 2016 materiality assessment are indicated with this symbol: (M).



Corporate Responsibility Materiality Assessment

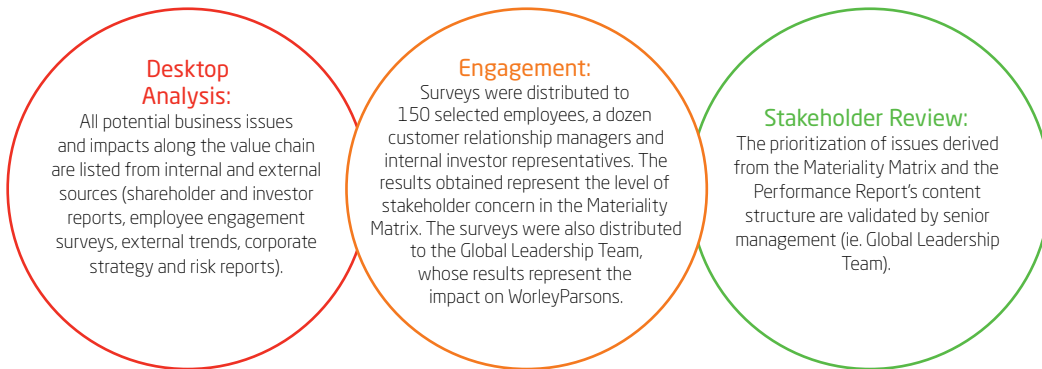
A materiality assessment was conducted to understand the current material issues affecting our stakeholders. A comprehensive analysis was performed with shareholder and investor reports, employee engagement surveys and corporate strategy and risk reports. Three main stakeholder engagement groups were identified: our people, customer representatives and investor representatives.

Applying a materiality assessment to determine what economic, environmental and social issues are most important to our business and stakeholders enables us to:

- inform where sustainability strategy and operational programs to develop targeted programs to improve business sustainability;
- identify emerging sustainability trends and issues;
- improve internal decision-making with tangible tools to assist prioritization of resources; and
- respond to expectations of, build trust with and promote transparency with customers, employees and investors.

The materiality assessment covers three major phases: identification, prioritization and validation:

Identification Prioritization Validation

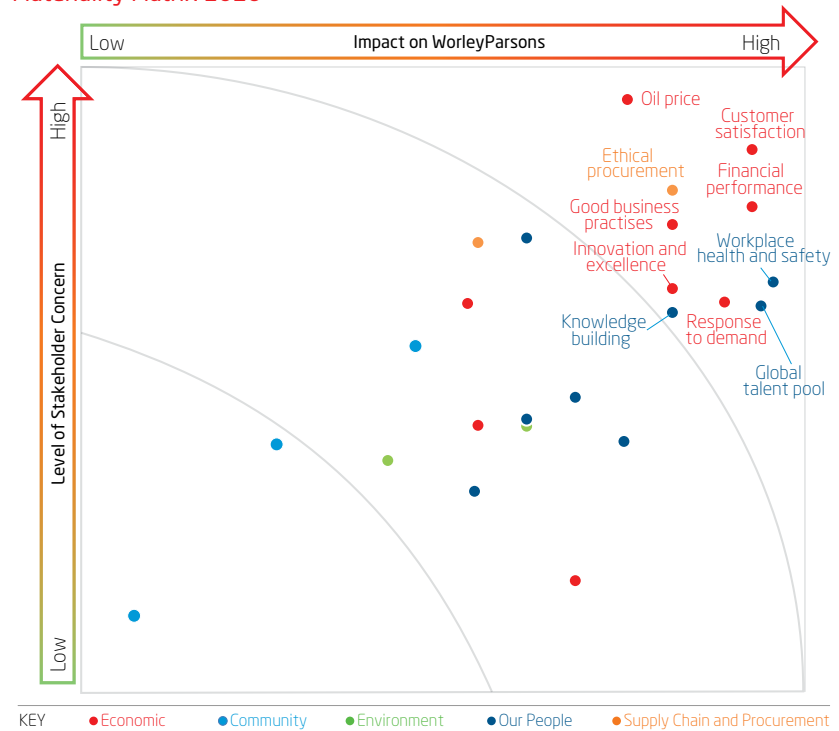


Materiality Matrix

The identification phase resulted in a consolidated list of 24 economic, environmental and social issues. The prioritization phase sought feedback through surveys from our people, customer representatives and investor representatives, which were quantified and plotted on a Materiality Matrix. The top issues have been ranked as highly important to both stakeholders and WorleyParsons.

The issues are categorized by aspects such as: economic, community, environment, our people and supply chain and procurement. These issues rated using the results from our stakeholder surveys along the two axes: 'Impact on WorleyParsons' (senior leadership feedback) and 'Level of Stakeholder Concern' (customer, employee, and investor feedback).

Materiality Matrix 2016



Issues located in the top right hand corner of the matrix are of high materiality or importance to our stakeholders and the organization, the middle section of the matrix represents issues with moderate materiality and finally, the bottom left hand corner represents issues of low importance to both stakeholders and the organization.

This year, our assessment identified our most significant corporate responsibility issues as outlined in the Materiality Matrix on the next page. The top 10 material issues identified are:

RANK	CORPORATE RESPONSIBILITY MATERIAL ISSUES
1	Customer satisfaction
2	Financial performance
3	Workplace health and safety
4	Oil price volatility and falling prices of other resources (challenging market conditions)
5	Global talent pool to enrich capabilities
6	Ethical procurement and supplier management
7	Good business practices and ethics
8	Response to demand and competitiveness
9	Innovation and excellence
10	Expertise and knowledge building of our employees.

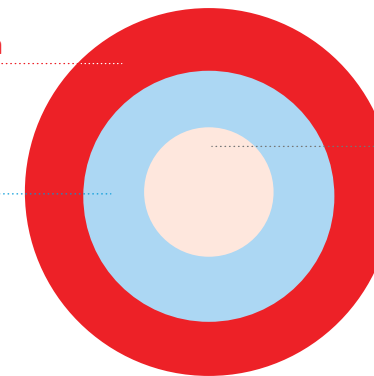
To align to GRI framework, WorleyParsons' boundaries are defined for material aspects both inside and outside the organization. Internal boundaries for each material aspect are determined by the entities which were under our financial and operational control during the reporting period and the employees 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.

Outside the Organization

- Oil price

Inside & Outside the Organization

- Financial performance
- Workplace health and safety
- Global talent pool
- Ethical procurement
- Customer satisfaction



Inside the Organization

- Good business practices
- Innovation and excellence
- Knowledge building
- Response to demand

The diagram above provides a summary of internal and external boundaries for each material aspect based on the significance to our company.

3

Governance, Ethics and Transparency

Good business practices and ethics 



Governance Structure

The Board of Directors (Board) has ultimate authority over the company and regards corporate governance as a critical element in achieving the company's objectives. Accordingly, the Board has adopted appropriate charters, codes and policies and established a number of committees to discharge its duties. The Group's governance systems meet the requirements of the Corporations Act 2001 (Act) and the Listing Rules of the Australian Securities Exchange (ASX).

The CEO reports directly to the Board. The Group Leadership Team (GLT) is the senior leadership team for WorleyParsons. The GLT advises the CEO with regard to the effective and efficient functioning of the global organization.

Delegation of Authority

Our process for delegating authority for economic, environmental and social topics involves a series of written delegations. The Board provides written delegation to the CEO. This authority for economic, environmental and social topics includes authority to manage the company's operations and to establish and maintain an appropriate framework for good governance. The CEO has provided the GLT with written delegations of authority corresponding to their areas of responsibility, which also encompass topics relating to economic, environmental and social issues.

While the particular scope of authority varies between members of the GLT, all have been delegated authority for managing aspects of economic, environmental and social topics. For example, the Regional Managing Directors of our services business line have authority to manage social topics such as health and safety, employee training and anti-corruption. In turn, the GLT has delegated authority to their direct reports for activities within their areas of responsibility.

Given WorleyParsons' size and geographical spread, it is not practical for members of our Board to consult directly with our stakeholders or identify and manage economic, environmental and social impacts, risks and opportunities.

However, the Board delegates authority to identify and manage such impacts, risks and opportunities and receives regular reporting in relation to matters including: health and safety, diversity and inclusion, unethical practices and other matters. This enables the Board to monitor both management and company performance in relation to those topics.

Material Risks and Internal Controls

WorleyParsons has processes to systematically identify, assess and report on both financial and non-financial business risks. Details of the management of business risks can be found in the Corporate Governance Statement.

A strategic and operational Corporate Risk Management report is prepared and analyzed by both management and the Audit and Risk Committee of the Board twice a year in relation to the company's material business risks. The report addresses impacts, risks and opportunities with respect to health and safety, reputation, business practices and ethics.

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

This section summarizes our approach to governance, ethics and transparency. Further detail regarding our corporate governance practices is set out in our [Corporate Governance Statement 2016](#).

Board Communications

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

Critical concerns are communicated to the Board through:

- 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;
- CEO's monthly reports; and
- other specialist reporting (eg. in relation to health and safety, corporate responsibility and diversity and inclusion).

The GLT is involved in updating our values, strategies, policies and goals related to many aspects of our economic, environmental and social topics.

Transparency and Disclosure with Our People

Effective communication and collaboration assist the organization to deal with change.

We use our internal communication website and emails to deliver important messages. In addition, 'town-hall' sessions are presented by senior management on 'big-picture' issues. Local office information sessions inform our people and location specific updates. Sessions usually include a segment where our people are encouraged to voice their concerns and queries.

In 2015, WorleyParsons implemented a first independently-managed global employee engagement survey. The results were shared with our people and programs have been implemented to manage any shortcomings. Refer to [Section 5](#) for more information.

To create a comfortable and motivated work environment, senior leadership has been encouraged to cascade key messages on strategy and vision to all employees and contractors.

Good Business Practices and Ethics ^(M)

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. Gift giving is outlined in the Code of Conduct: To ensure transparency, WorleyParsons maintains gift register.

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 our people will uphold:

- 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.

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 people 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.

Our Ethics Helpline, an online and telephone breach reporting system, is 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. 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.



In FY2016, allegations of breaches of the Code of Conduct were reported to the People Group or using the Ethics Helpline. Allegations were reported across all regions, with approximately half reported via the Ethics Helpline.

Our policy 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 (eg. loss of opportunities, shunning, ill treatment, harassment, etc.).

Case Studies

Leading Disclosure of Sustainability Risks



WorleyParsons has been rated at the level of Leading in corporate reporting in Australia by ACSI.

WorleyParsons has been rated at the level of Leading in the Australia Council of Superannuation Investors (ACSI) 2016 research report, Corporate Reporting in Australia: Disclosure of sustainability risks among S&P/ASX 200 entities. The Leading rating is the highest of five categories.

ACSI conducts research into ASX 200 entities on behalf of its members that comprises 29 Australian superannuation funds and six international pension funds, which together manage over \$1.5 trillion in investments. This recognition reflects the focus and effort of our teams to integrate environmental, social and governance (ESG) considerations in risk and management processes for sustainable business outcomes. Disclosure of WorleyParsons sustainability risks is incorporated annually into the Corporate Governance Statement, Annual Report and Corporate Responsibility Performance Report.

"Members firmly believe that ESG risks can have a significant impact on the long term performance of the companies in which they invest. As such, thorough disclosure of information regarding the management of these risks is integral to quality investment decision-making." Louise Davidson, ACSI, Australia.

WorleyParsons' Support for the Ecuador Earthquake Disaster Recovery



Volunteering for disaster recovery efforts in Ecuador.

A 7.8 magnitude earthquake struck Ecuador in April 2016, where 30 WorleyParsons employees were working in the Esmeraldas Refinery. The immediate response was to ensure all employees and their families were safe and accounted for through our emergency response system. The WorleyParsons Foundation raised funds through a company matching initiative, where funds were donated to Red Cross Ecuador to provide humanitarian support to people and communities affected by the earthquake.

A structural engineer, Carmen Luz Castillo from WorleyParsons Chile, volunteered to travel to Ecuador to assist with the structural integrity assessments of the employees' apartment buildings. A HSE team was also assigned to support the Esmeraldas authorities and the local community.

"After evaluating the damage to the buildings where people from our company lived, I met the team and their families. I briefed them on my structural assessment to reassure them and for us all to share two way experiences, both their recent traumatic experience in Esmeraldas, and our own experiences after several earthquakes in Chile." Carmen Luz Castillo, Project Engineering Manager, Chile.

Bribery

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 Code of Conduct and Supply Chain Code of Conduct.

Our Code of Conduct is aligned with the expectations of international compliance regulations and provides a benchmark for ethical conduct in all aspects of our global business.

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 the Ethics Helpline, and is accessible by email and telephone for all our people.

Our Code of Conduct prohibits any activity in relation to bribery and corruption.

We provide all relevant employees with training in anti-bribery and anti-corruption via online prevention of bribery training courses.

No incidents of corruption have been confirmed for the reporting period.

Ethical business practice reviews were conducted in five countries in the reporting period, as part of a Group Assurance program.

Public Policy

WorleyParsons respects the authority of governments in all countries at all levels (national, state and local), 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 where we perform work, we are subject to laws that encourage competitive and fair business markets.

When our customers engage us to conduct procurement activities on their behalf, we comply with WorleyParsons' or our customers rules, whichever are the more stringent.

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.



An aerial photograph of a port and city. In the foreground, a large red triangular overlay covers the left side. The background shows a busy port with numerous colorful shipping containers, cranes, and a city skyline. A long train with many colorful containers is visible in the middle ground, curving through the city. A parking lot with many cars is also visible. The water of the port is dark blue, and the city buildings are in various shades of grey and brown.

4

Economic

Challenging market conditions (M)

Customer satisfaction (M)

Response to demand and competitiveness (M)

Innovation and excellence (M)

WorleyParsons makes an important contribution to local communities and regional economies by delivering solid financial returns to our shareholders, working with local businesses in our supply chain and investing in community organizations.

During FY2015, we unveiled our strategy to return the company to growth. As the resources and energy sectors undergo significant transformation driven by prolonged low commodity prices, WorleyParsons continues to transform to respond and reposition the business for future success.

To learn more about our five key strategic projects, please refer to the [Annual Report 2016 microsite](#).

Challenging Market Conditions ^(M)

WorleyParsons is on a journey to fully realize the benefits of the changes we made last year. While we recognize the impact of reduced commodity prices on our customers' activity levels, there are many exciting opportunities for us in our markets today if we focus on winning work and delivering it well while prudently containing costs. We have been taking strategic steps to reposition the business for future success, reducing internal costs, improving customer productivity, optimizing the portfolio of offices and strengthening our balance sheet.

Customer Satisfaction ^(M)

WorleyParsons is dedicated to delivering what we promise.











Customer satisfaction stems from the need to be sensitive to both quantitative performance and our customer business drivers in addition to building strong relationships at all levels. Our upcoming focus is to deliver enhanced value for our customers through targeted offerings including asset productivity improvement, supply chain optimization, China sourcing and modularization.

Response to Demand ^(M)

Today, the revenue of the business is concentrated in the hydrocarbons sector and the provision of engineering services. Responding to demand from our customers, our ambition is to transform the business by:

- 1 growing our exposure to selected attractive markets while defending our position in hydrocarbons;
- 2 offering a range of solutions that increase our market share;
- 3 having a differentiated digital capability; and
- 4 deploying our global capabilities, including increased use of our Global Delivery Centers.

In addition, we have evolved our go-to-market strategies and are applying solution-based selling with commercial models more focused on the value delivered.

Current Priorities			Near Term Priorities
Core	Expand	Expand	Expand
 Onshore Conventional	 Chemicals	 New Energy/Renewables	 Power
 Offshore	 Saudi Arabia	 Digital	 One Belt One Road
 Heavy Oil & Oil Sands			 Industrial Water

Addressing Impacts from Climate Change

Climate change is now integrated in business strategy, addressing opportunities. Refer [page 52](#) of this report for a description of outcomes.

In-country Local Leadership

Long term development of a local operation can positively benefit from in-country local leadership. As of June 2016, a third of our Services business line Location Directors were in-country nationals. Currently, the following locations have an in-country local leader: Australia East, Bulgaria, Canada, China, Norway, South Africa, the United Kingdom and the United States.

Innovation and Excellence ^(M)

Another key to achieving agility and remaining competitive among our customers is innovation. WorleyParsons promotes innovation within the organization not only to be a clear value proposition to our customers, but also to inspire and energize our people.

It is essential that we build an innovation capability that addresses a number of strategic issues. Our approach to innovation helps us to identify new revenue streams that can help increase our margins; gain us entry to new markets creating diversification that insulates the company from market fluctuations; and it provides protection from potential market disruptions. Importantly, innovation provides a means to differentiate from our competitors making WorleyParsons a more attractive partner and a more obvious choice for our core business - delivering projects. Above all, innovation will provide a path for organic growth driven by increased revenue.

Internally, WorleyParsons promotes an Innovation Incubator that is dedicated to fostering an innovation ecosystem, linking people, ideas, processes and the innovation culture. We look towards funding new ideas in the hope of commercializing the ideas to create value for our customers.

In FY2016, over 214 ideas were posted in the Innovation Incubator, including over 4,000 collaboration submissions through commentary, 'likes' and votes on ideas. 34 ideas were awarded with innovation seed funding with a further nine ideas progressing to business strategic funding. Two of these ideas were:

- the vessel robot: designed to perform extremely dangerous work usually undertaken by a human, the robot removes spent catalyst from various refinery and petrochemical vessels for ex-situ regeneration or disposal; and
- the sacrificial insert: an insert designed to significantly reduce the velocity of the sand and the damage it causes in the erosion of pipelines.

Case Study

Working with Our Customers for Fort McMurray Fire Relief, Canada



The 2016 Fort McMurray wildfires in Alberta and Saskatchewan. Image by NASA.

In May 2016, very warm temperatures and dry conditions caused wildfires to climb to extreme levels for the Fort McMurray Forest Area, Canada.

Smoke from wildfires were reported in some areas where we operate. WorleyParsons worked with our customers to monitor air quality on the sites where our employees and contractors were located. We had an escalation plan in place in the event smoke and particulate concentrations increased, including the voluntary use of N95 dust masks for our staff working on sites in Northern Alberta.

WorleyParsons received praise from one of our major customers operating in the Fort MacKay area for our commitment to safety and communication and for our ability to respond quickly and efficiently to the situation. The safety of our people and our customers remains our top priority.

To aid with the relief efforts, the WorleyParsons Foundation launched a company-wide fundraising campaign, with funds donated to Red Cross Canada. Support was received from all corners of the WorleyParsons global community.

"What a local tragedy, that is felt via the bond of colleagues around the world, hoping for a smooth recovery for Fort McMurray."

A WorleyParsons employee.

5

Our People

Workplace health and safety (M)

Global talent pool to enrich capabilities (M)

Expertise and knowledge building of our employees (M)



People Policies

Our People Policy outlines commitments to the development, safety and support of our people. 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.

This year, our legal team commenced an Investigation Standard (process) that addresses protection from retaliation actions linked to reporting on our Ethics Helpline and other reporting systems.

Key People Outcomes

Key people outcomes over the reporting period were:

- reduced Total Recordable Case Frequency Rate (TRCFR) the frequency rate for all employees and managed contractors by 8%. Our safety performance is among the best in the industry;
- conducted a global employee engagement survey to identify priorities important to our employees in relation to our working environment;
- continued the ongoing annual performance review of employees to identify personal development needs and training requirements;
- tracked progress towards achieving the gender diversity measurable objectives for the first year of reporting with an internal diversity scorecard, supported by our global diversity and inclusion program; and
- launched and delivered a transformational leadership development program to high potential managers facilitated in three regional hub locations.

Employment

During the reporting period, our workforce decreased by 6,900 people to 24,500 people, as of 30 June 2016. WorleyParsons' voluntary employee turnover rate was 8% for this reporting period, an improvement from 9% for the last reporting period ended 30 June 2015.

Employee Benefits

Each location within WorleyParsons has its own locally defined employee benefit schemes. Full benefits are provided to full-time and part-time employees. Support from the Employee Assistance Program (EAP) and ongoing contributions to retirement funds are provided to our casual employees depending on national regulations.

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

- insurance (eg. 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 for illness.

The number of employees who ceased employment during or at the end of parental leave was measured for our Australian operations. This is aligned to the reporting requirements for the [2016 Workplace Gender Equality Agency report](#).

Labor and Management Relations

WorleyParsons locations comply with the local employment law with typically a two week to three months termination notice period depending on national regulations.

Employee Engagement

The December 2015 global engagement survey was completed by over 19,000 people across all countries with WorleyParsons operations, providing a platform for our people to outline the key factors that keep them motivated as well as areas for improvement across the business. A number of initiatives resulted, including Career Development, Risk & Innovation, and Leadership & Change Management.



| Career Development | Risk & Innovation | Leadership & Change Management

Case Studies

The WorleyParsons Academy



Engineering and project management courses delivered remotely to Oman.

The Academy was launched in 2015 to provide learning solutions that develop and enhance our people's core workplace skills and capabilities in the areas of project delivery, business development and leadership.

The Academy provides a blended approach to learning and development through the use of both physical campuses and an online presence. The first campus opened in Houston, USA. The facility features state-of-the art audio/video functionality, with the ability to 'broadcast' classes to locations around the globe.

The Academy online portal was launched in 2016 and is the one-stop-shop for WorleyParsons development programs. The portal allows access to all course materials, including scheduled courses, on-demand e-learning solutions and recordings by technical experts.

"Developing talent is a core area of focus for our location and we look forward to further training opportunities for our staff and our customers."
Matthew Bishop, Managing Director, Oman.

Workplace Health and Safety ^(M)

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.

In FY2016, we achieved a reduction in our employee Total Recordable Case Frequency Rate (TRCFR); however, there were several tragic incidents of fatal consequence involving our contractors. Three members of a project team lost their lives in different vehicle-related incidents in Turkey, and one person was fatally injured from a fall in Saudi Arabia.

Our HSE areas of focus include:

- vehicle and land transport;
- project start-up;
- leadership accountability; and
- continual improvement in the areas of fatal risks and working at height.

All levels of leadership continue to drive our safety expectations and look for opportunities to redesign our processes and systems to address human factor risks.

WorleyParsons remains committed to promote '9 Key Safe Behaviors for Driving' through our range of driver training activities, awareness initiatives and the WorleyParsons Vehicle and Driving Standard.



WorleyParsons uses the Occupational Safety and Health Administration reporting requirements for Lost Workday Case Frequency Rate (LWCFR) and TRCFR. The results reflect the safety records for WorleyParsons employees.

	2012	2013	2014	2015	2016
LWCFR ¹	0.03	0.03	0.03	0.01	0.03
TRCFR	0.12	0.13	0.10	0.12	0.07

¹ Employees only.

Employee Assistance Program (EAP)

The EAP is an early intervention initiative that provides professional and confidential counseling. Our EAP is a service available to all employees, contractors and their immediate family members in many locations to help them with work and personal difficulties that may arise.

New Emergency Notification System

A Emergency Notification System has been introduced which is to be used to contact our people in critical incidents. The system is designed to contact our people by email, SMS text or text to speech message on their phone to enable mass communication. The system helps us to account for people and to quickly identify who is safe, who is injured or who may need assistance.

Talent Management

Global Talent Pool ^(M)

The intent of the Global Delivery Center (GDC) Acceleration Project is to leverage our global talent pool for cost effective project delivery services. The resulting transfer of work and activities to the GDC will also drive a greater level of standardization in the way we operate by simplifying our processes, driving consistent use of standard systems and configurations. It also reflects the changing attitudes of our customers and their willingness to undertake significant proportions of their engineering and design work in remote sites.

Developing Local Expertise

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.

Knowledge Building of Our Employees ^(M)

WorleyParsons has a talent management and development program that provides internal technical and non-technical training resources for our people. We offer a number of blended learning programs and activities for training and development through the Academy including instructor-led and virtual options for local in-country talent development programs. Capabilities are enhanced in leadership, technical, commercial acumen, Graduate Development and WorleyParsons expectations related to the Code of Conduct and OneWay™ integrity management framework.

Examples of our key talent management and development programs are:

The Graduate Development Program (GDP)

The GDP is a holistic approach to building excellence in early-career 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.

Transformation Leadership Learning (TLL)

Our TLL program has been a well-received addition to our leadership development initiatives. As a staged program involving 360 degree feedback, working groups, networking and mentoring, it focuses on leaders who have a direct impact on improving business performance through effective leadership of their teams. Some participants are high performers identified as potential successors to take on an influential leadership roles, offering an opportunity to set future leaders up for success.

WorleyParsons Academy

The WorleyParsons Academy, a global learning environment with a Houston based campus, provides learning solutions that develop and enhance our people's core workplace skills and capabilities. The Academy is organized into three schools:

- Leading People - learning that addresses business management and leadership skills;
- Winning Work - learning that supports business development, sales and marketing skills; and
- Delivering Value - learning that focuses on the development of capability to more effectively deliver projects with predictable outcomes.

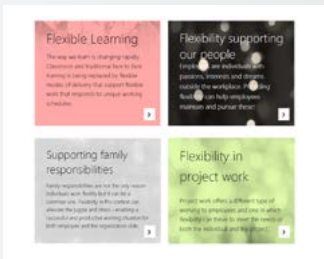
Within each of the schools, our people have access to online learning to information on formal learning courses. In FY2016, over 8,000 active users accessed over 20,000 hours of our online training system.

Performance Reviews

WorleyParsons is committed to identifying, developing and retaining our talent. Using our global performance review tool, 'PeopleSuccess', managers and their teams hold regular discussions throughout the year to establish performance criteria, and give performance feedback. Key to this tool's success the discussion of employees' development action plans.

Case Studies

Flexible Work Campaign Launched



Flexible work campaign.

WorleyParsons launched an internal flexible work campaign to promote awareness and understanding of people working flexibly across our operations. In line with our Diversity and Inclusion Expectations on flexibility, the campaign explores what flexibility currently looks like at WorleyParsons through real life examples and perspectives on flexible work.

Case studies profile men and women in different roles, working flexibly for a range of reasons - eg. due to study commitments, project work, remote locations, family responsibilities and caring responsibilities. Through the campaign, our own people share first-hand how we are making flexibility work now, the challenges and also the opportunities it presents for our future.

"Examples of employees working flexibly while still pursuing meaningful, challenging, diverse and interesting roles can send a powerful message about how a workplace really views flexibility. It is great to hear stories where people have used internal references in conversations with their managers." Bindy Edelman, Diversity and Inclusion Manager, Global.

'Check Yourself, Bias Awareness' Workshop, India



Members of the leadership team in Hyderabad participated in the 'Check Yourself, Bias Awareness' workshop.

A key focus for the diversity and inclusion program has been to develop and roll out a 'Check Yourself, Bias Awareness' workshop across WorleyParsons India, Kazakhstan, Oman and Australia.

The workshop supports our Diversity and Inclusion Expectations and is tailored so that team leaders, managers and diversity and inclusion champions can deliver this with teams. The aim of the workshop is for participants to consider and discuss the impact of bias on their behaviors and decision-making and to address how they can interrupt bias at the individual, team and organization level.

WorleyParsons India has taken the lead by rolling out the workshop and informal conversations in the location, which has been cascaded to over 600 employees as demonstrated by signed charters on their desks. The commitment was to sign and stand by it.

"The sessions were very engaging, with everyone sharing stories and experiences around bias and its interrupters." Harini Sreenivasan, Head of People, Global Delivery Centers, India.

Diversity and Equal Opportunity ^(M)

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 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.

The proportions of women non-executive directors, in senior executive positions and across the whole organization are as set out in the following table:

Measures	2016 % Females	2015 % Females	2014 % Females
Women employees ¹	~23%	~24%	~25%
Women senior executives ²	~13%	~18%	~18%
Women non-executive directors ³	~22%	~25%	~25%

¹ This includes both the Group's employees and contractors.

² 'Senior executives' means all members of the Group Leadership Team (including the CEO) and all executives reporting directly to a member of that team.

³ The Company 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.

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 our Diversity and Inclusion Policy.

Last year, the Board set the following measurable objectives for achieving gender 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 Group's progress towards achieving the objectives in FY2016 is set out in the table below:

Gender Diversity Measures	Objectives	2016
Women employees ¹	Increase the proportion of women employees to 30% by 2020	~23%
Women senior executives ²	Increase the proportion of women senior executives to 25% by 2020	~22%
Women non-executive directors	Increase the number of women non-executive directors to three by 2020	2 women

¹ This includes both employees and contractors.

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

The Board has determined that, for future reporting periods, the definition of 'senior executives' be changed so that it is limited to the employees and contractors at the CEO-1, CEO-2 and CEO-3 levels. As a result of organizational changes impacting the seniority of roles at the CEO-4 level, the Board believes that the objective of increasing the proportion of women senior executives to 25% by 2020 would be both more challenging and meaningful if the CEO-4 level were excluded.

Diversity Tracking

We track and review diversity within the leadership teams (a group of approximately 450 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 continued to be used to monitor progress across diversity of leaders in FY2017.

Our people represent 86 diverse nationalities. The table below shows the top 10 nationalities:

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

Diversity Activities

Additional diversity and inclusion activities over the reporting period were:

- launching the Diversity and Inclusion Expectations with a leadership statement and videos;
- continuing the global Diversity and Inclusion Working Group to provide guidance and support for diversity and inclusion initiatives and promote engagement with local networks;
- developing an internal diversity scorecard to monitor and review progress across the expectations for discussion and action by leaders;

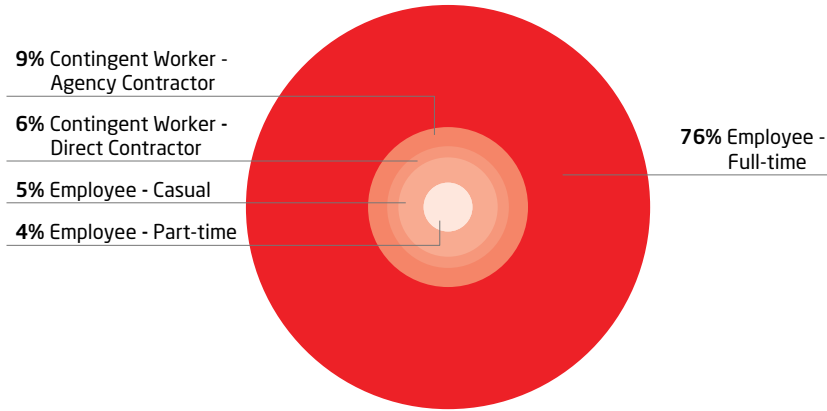
- launching an internal flexible work campaign to share real stories and examples of our people working in flexible work arrangements to promote understanding about flexible working;
- cascading 'Check Yourself, Bias Awareness' workshops and informal discussions targeted at middle management across a number of offices;
- launching a global Pledge for Parity campaign for International Women's Day, which engaged 890 of our people across 20 countries and 40 locations;
- ensuring annual pay reviews are conducted with specific attention given to addressing gender pay gaps;
- supporting diversity and Women of WorleyParsons networks across 20 local communities, prompting local activities and progress;
- participating in and contributing to various workshops and forums on diversity, Indigenous issues and human rights issues;
- developing and supporting women through gender-focused training and leadership skills; and
- continuing our support and funding of external organizations who share our values and objectives around diversity and inclusion; these include:
 - Robogals (promoting engineering as a career for young women);
 - Pride in Diversity (an employer support program for lesbian, gay, bisexual, transgender, and/or intersex workplace inclusion);
 - the Diversity Council of Australia (an independent workplace diversity advisor to business in Australia); and
 - the Chief Executive Women's Program (networking and leadership skills for high potential women).



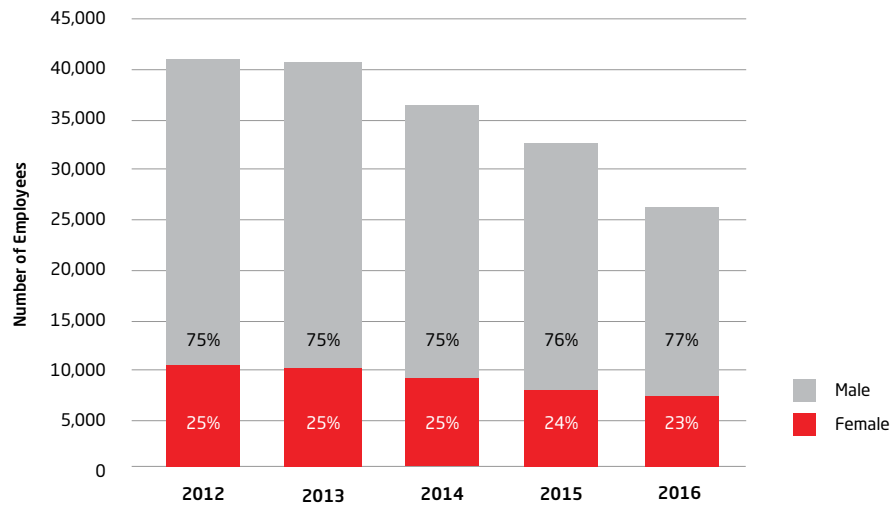
Closing Pay Gaps between Women and Men

Gender pay gap analysis was conducted and actioned upon (as necessary) through the annual pay review processes in order to address remuneration discrepancies and/or biases. Gender analysis on other remuneration items was also conducted in the reporting period.

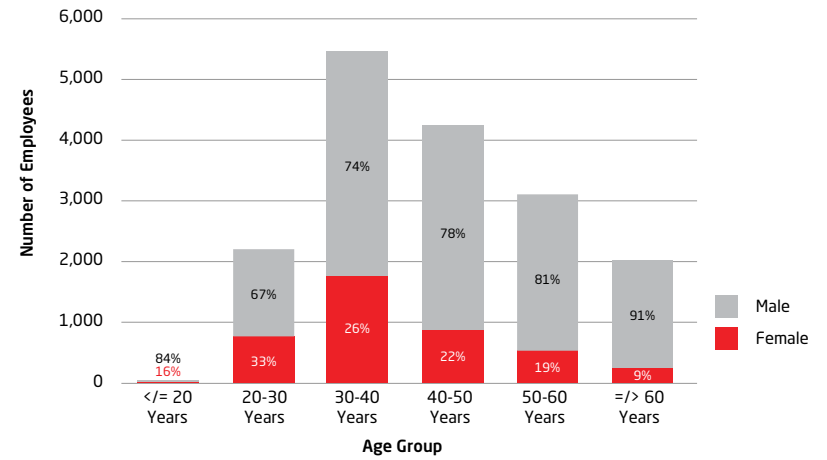
Flexible Workforce



Workforce Profile by Gender



Workforce Profile by Age Group



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

Case Studies

International Women's Day 2016



Parading the streets of Lagos with their contribution to the Pledge for Parity.

A photo competition was held for International Women's Day inviting our people to submit a photo of their pledge for gender equality. The competition attracted a large response of inspiring photos and powerful pledges from 40 locations.

890 people in our organization shared their belief in gender parity and made a strong pledge towards achieving this. Our CEO, Andrew Wood, started the 'ball rolling' by pledging to encourage equal opportunity and remove bias from our workplace.

"Parity is not to compete or rebel against the other gender. It is to attain sameness and to achieve consistent treatment irrespective of gender. Parity can only be achieved through cooperation from both genders. We all have a part to play in sustaining the drive towards our pledge for parity." The Pledge for Parity from the people of the Lagos office, Nigeria.

Filling the Pool Project, Australia



Increasing participation rates of female leaders.

WorleyParsons sponsored a ground-breaking research project called Filling the Pool which was facilitated by the Committee for Perth and released in 2015. The project is an exploration of how Western Australian businesses can increase participation rates of female leaders in order to enhance their long term performance.

The researchers undertook investigation over a two year period to create a better understanding of why Western Australia compares poorly to other Australian states on female representation in leadership roles. The project provided both WorleyParsons and other organizations information in a local context, where there is currently very little research available, on how to better attract and retain talented women into the business and how to support them reaching their full potential.

"Gender equality is a key focus area for WorleyParsons, so it has been encouraging to review the roadmap and to realize it confirms the path we are on as a business." Bradley Andrews, Location Director, Australia West.

6

Community



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 Group undertook various corporate responsibility activities in FY2016, including:

- participating directly in and reporting over 460 corporate responsibility activities across 23 countries, involving over 8,600 Group personnel;
- supporting local communities through the network of corporate responsibility champions across 65 offices as well as ongoing participation in the Group's own programs: DeltaAfrik Foundation in Nigeria, UnitedWay program in Canada and various corporate responsibility and local social committees;
- contributing over \$530,000 towards educational programs over 35 offices;
- providing scholarships amounting to \$76,000;
- group matching \$68,000 of Group personnel fundraising programs in Australia, Canada, Ecuador, New Zealand and Trinidad;
- donating 210 liters of blood across eight offices and 476 participants to local health organizations and hospitals; and
- participating in and contributing to various workshops and forums on diversity, anti-corruption, Indigenous, ethical supply chain and human rights issues.

Case Study

Collaborating with Red Cross on Disaster Recovery Programs

WorleyParsons collaborated with Red Cross to integrate our skilled volunteers into their international disaster recovery projects, whereby WorleyParsons has been awarded the status of a 'National Community Partner' with Australian Red Cross.

This collaboration is the first of its kind for the Red Cross and will provide innovative support to its partner organizations. WorleyParsons supported two engineers to work on a waste management project in northern Philippines. Collecting and managing waste are very difficult due to the remote location and a lack of infrastructure.

The engineers were supported by remote volunteers that meant that a pool of WorleyParsons resources could be utilized for the greater good of disadvantaged communities.

"The WorleyParsons collaboration has been great for Australian Red Cross. The expertise and extra support WorleyParsons have provided helped the project progress and supported our partners in the Philippines to find solutions to this difficult problem." Catherine Harris, International Volunteer Partner, Australian Red Cross.



WorleyParsons Foundation

In 2013, WorleyParsons established the WorleyParsons Foundation Council which provides governance to the WorleyParsons Foundation. The WorleyParsons Foundation Council comprises of a member from the Group Leadership Team, the business line leaders and a corporate responsibility community champion. The WorleyParsons Foundation Council meets every quarter to assess new WorleyParsons Foundation funding proposals, reviews progress of funded projects and nominates activities for awards.

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 Group 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 employees for their personal contribution in activities that help promote the key themes of education, disaster recovery, skilled volunteering, diversity and inclusion and enterprise development.

Foundation Awards were given to 195 individuals responsible for 81 outstanding corporate responsibility activities across 20 countries aligned to the key themes.

Four WorleyParsons Foundation projects were progressed in FY2016:

- collaboration with the Red Cross for disaster recovery in the Philippines, developing models for large scale skilled remote volunteering;
- 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;
- project delivery of a shelter house for preschool children for the community of Island of Queullín, Chile; and
- project delivery of community bore well water, solar power and school buildings for families in Kelicha Pada and two further nearby villages, India.

A further three projects commenced during FY2016:

- selection and provision of Kangaroo Mother Care support chairs for the National Hospital, Dili, Timor Lesté;
- support of earthquake disaster recovery with Red Cross, Ecuador; and
- support of wildfires disaster recovery with Red Cross, Canada.



Our in-country WorleyParsons volunteers with the Red Cross Philippines.



Our people presented with a WorleyParsons Foundation Award.

Case Studies

The Laiyuan Project, China



WorleyParsons employees
visiting a primary school.

Corporate responsibility activity for the Laiyuan primary school was initiated in 2013 and is organized by the graduates of the WorleyParsons China operations. The operations sponsored a reading room and donated more than 1,800 books. More than 100 volunteers from WorleyParsons China have been involved, with 36 employees supporting a one-on-one relationship with 35 disadvantaged children.

This year, WorleyParsons China employees visited three primary schools in Yinger, Hehantai and Zhangjiafen counties in Laiyuan and donated school supplies, stationery, bags, gloves, books, toys, as well as electric kettles and winter clothing to each child.

"We are keen to give a helping hand to these children in poverty-stricken areas who can have better living conditions to continue their school studies. We fully support this project initiated by our graduates and help to promote it within the whole company, which reflects our commitment to corporate responsibility." Karl Qiu, President, China.

Kangaroo Mother Care, Timor Lesté



Space constraints in the maternity
hospital in Dili, Timor Lesté.

A team of nine graduates from Australia, India and Oman worked together on a WorleyParsons Foundation project. The aim was to find a flexible seating solution for new parents of premature children using the Kangaroo Mother Care program at a maternity hospital in Dili, Timor Lesté.

The graduate team used Design Thinking methodology, promoted through our innovation program to utilize divergent thinking (create choices) and convergent thinking (make choices) to help arrive at a solution and new ideas. The medical team in Dili approved the proposed solution and the chairs selected will be tested at the space-constrained neo-natal unit, followed by full roll out.

"The Kangaroo Mother Care project taught me to start doing what's necessary to help the parents, then what's possible to brainstorm ideas from different minds, and suddenly you are doing the impossible to work across the globe with different time zones. I do feel happy that I did something for the betterment of mankind." Jeenal Panchal, graduate Process Engineer, Mumbai, India.

The Value of Social Impact

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 ¹	2012	2013	2014	2015	2016
Contributions by operations (A\$'M) ²	2.67	2.25	3.09	2.32	1.72
Contributions by personnel (A\$'M) ²	1.95	1.90	1.75	1.56	0.85
Volunteer hours by personnel (hours) ²	23,748	10,473	18,091	16,302	26,257

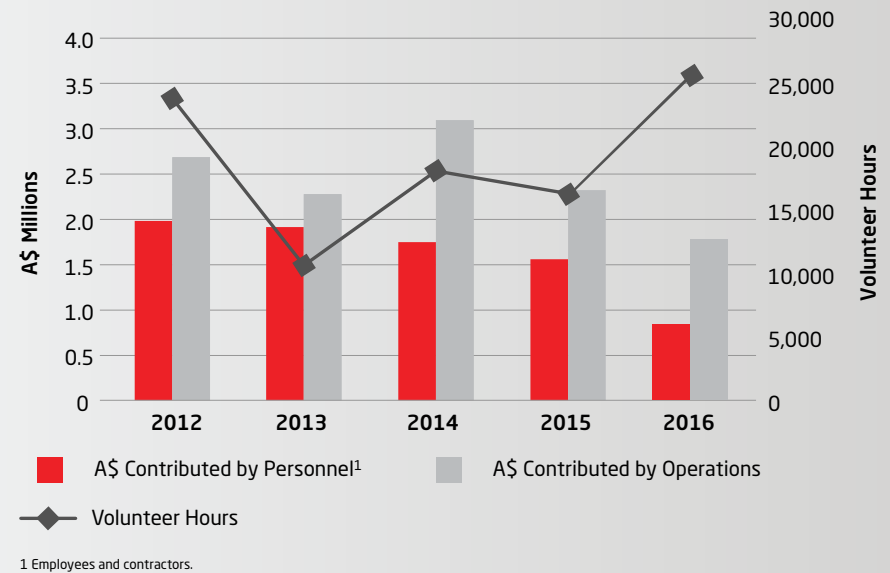
¹ Definitions and clarifications

² For corporate responsibility activities.

Over 90 percent of our operations are active in implementing local community programs and we continue to investigate methods for the measurement and understanding of the lasting social impact assessments of our local community projects.

No confirmed incidents related to potential or actual negative impacts on local communities for this reporting period.

WorleyParsons Community Performance



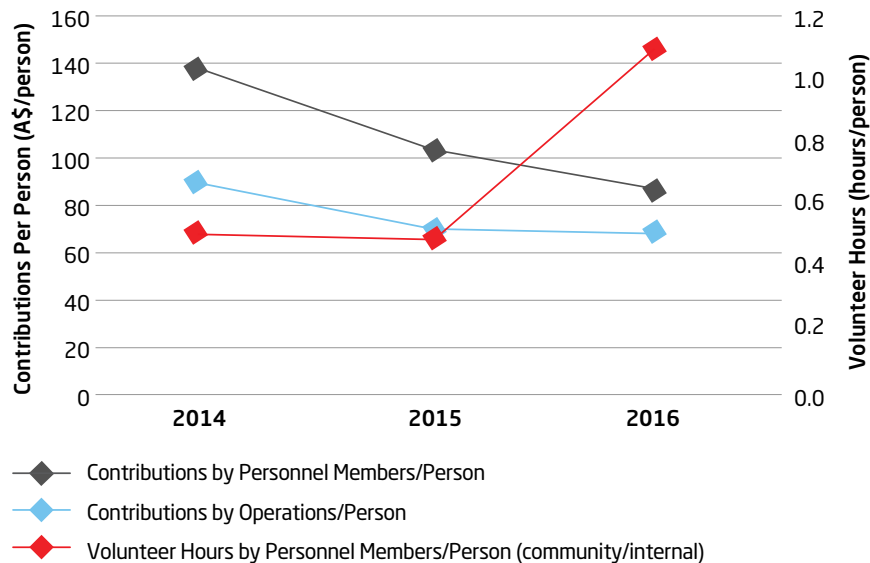
¹ Employees and contractors.



Project Maya skilled volunteering efforts by WorleyParsons India employees. Renovation of dilapidated school in a rural village in Maharashtra, India.

WorleyParsons contributes to local communities and regional economies by delivering solid financial returns to our shareholders, working with local businesses in our supply chain and investing in community organizations.

Participation and engagement in corporate responsibility activities have progressed, with a core number of locations and business units actively engaged and reporting progress on corporate responsibility related activities. Operational contributions and employee fundraising have reduced this year, not surprising with the drop in people numbers and overhead cost reductions. However, we have seen contributions of hours for community partners increase, with a practical shift in focus towards skilled volunteering and diversity and inclusion themed internal activities, as shown below:



Case Study

Kitchen for Oncology Ward, Angola



The kitchen was delivered to Dr Elias of the cancer hospital and his team.

As part of their corporate responsibility program, WorleyParsons Angola designed and installed a kitchen at the Luanda Children's Cancer Hospital to help support children undergoing cancer treatment as well as their families.

The WorleyParsons Angola team, which donated time and materials for the project, took 360 hours to complete the kitchen conversion with no lost time incidents. The result was a kitchen that can accommodate up to 12 people and is fully equipped with furniture and cooking accessories.

The kitchen helps the children who are hospitalized as well as their family members who often come from distant provinces in Angola and do not have relatives in Luanda to support them with food and accommodation while they stay in Luanda for the entire period of chemotherapy.

"This initiative is a great example of our talented and caring people providing a combination of their specialist skills with fundraising and project management ability to deliver an outcome for our community."
John Armstrong, General Manager, Angola.

Case Studies

Pollinate Energy Young Professionals Program in India and Australia



Pollinate Energy is a not-for-profit social business in India.

The Pollinate Energy Young Professionals Program is a unique and exciting opportunity to implement change and leverage on our people's expertise and knowledge to help a developing social business through the local Australia East corporate responsibility program.

Advisian Associate, Craig Henderson, spent two weeks in Hyderabad providing skilled volunteering to improve the social business processes and train the local 'Pollinators' to further develop their business expertise. Pollinate Energy is a not-for-profit social business which through its network of micro-distributors, supplies solar-powered home lighting systems to India's poor living without electricity.

"Empowering local social entrepreneurs is a key step in allowing countries like India to address energy poverty. Social entrepreneurs aren't individual heroes, they rely on the team they build around them and the network they create in order to mobilize change - a network I am now proud to be a part of." Craig Henderson, Advisian Associate, Australia.

Massey Street Children's Hospital Project, Nigeria



The renovated emergency room of Massey Street Children's Hospital.

WorleyParsons operations in Lagos, Nigeria, under the banner of DeltaAfrik Foundation, renovated and refurbished the emergency room of Massey Street Children's Hospital, Lagos Island (the oldest dedicated children's hospital in the country).

In addition to renovating the infrastructure and interior, DeltaAfrik Foundation also donated biomedical equipment, a lifesaving suction machine/oxygen concentrator, beds for newborns and older children, as well as fully-furnished call rooms for doctors and nurses on duty.

A total of 35 volunteers from the WorleyParsons operations were involved as skilled volunteers assisting in project management, procurement, needs assessment, vendor appraisals, project site inspections and progress reviews.

"This initiative will greatly assist in reducing infant mortality as intensive care for each child will be possible. We say a big thank you to DeltaAfrik Foundation." Dr Emokpae, Medical Director, Massey Street Children's Hospital, Nigeria.

7

Human Rights



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 Business and 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, Bulgarian, French, Hindi, Indonesian, Kazakh, Malay, Mandarin, Norwegian, Polish, Portuguese, Russian, Spanish, Tagalog, Thai and Vietnamese.

Key Human Rights Outcomes

Key human rights outcomes for this reporting period included:

- commenced an assessment of salient human rights issues across our operations, projects, contractors and suppliers;
- continued the practice of conducting corruption risk assessments at several high risk locations;
- refined project delivery process to further incorporate human rights on key projects;
- conducted ethical business practice assessments across five countries;
- reviewed our business exposure and impact of human rights as part of our annual global risk assessment;
- 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; and
- provided ongoing support to community minority groups via business forums, mentoring and internship job opportunities.



Ethical Commitments

WorleyParsons is committed to high standards of business ethics, as reflected in our Code of Conduct, and to best practice and continuous improvement in the broader sustainability performance of our business and projects. We are a signatory to the United Nations Global Compact, which aligns our practices with the 10 universally accepted principles in the areas of human rights, labor standards, environment and anti-corruption.

Our commitments are aligned to the Ethical Trade Initiative (ETI) and International Labour Organization (ILO) conventions, and require:

- local laws are respected;
- employment is freely chosen;
- child labor shall not be used;
- illegal labor shall not be used;
- appropriate wages are paid;
- working hours are not excessive;
- freedom of association and the right to collective bargaining are respected;
- working conditions are safe and hygienic;

- no discrimination is practiced;
- no harsh or inhumane treatment is allowed;
- businesses operate ethically;
- no unauthorized sub-contracting is allowed; and
- due regard is given to environmental impacts.

Non-Discrimination

WorleyParsons' Code of Conduct outlines that it is vital 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 People 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 and harrassment were reported and investigated during the reporting period.

Case Study

Responsibility for Human Rights in Our Supply Chain, Kazakhstan



Good business practice includes taking action to lead suppliers to better ethical, social and environmental performance.

WorleyParsons Kazakhstan operations have always taken social responsibility seriously and are committed to caring for their contractors, including meeting internationally-recognized human right commitments. Location leaders took action when made aware employees of their office cleaning contractors received delayed salary payments over a period of time.

A meeting with our contractors explaining expectations sped up the settlement of the issue and all contractor staff received their salary payments immediately.

*"As part of corporate responsibility, we are committed to look after our contractors and ensure timely payments for the services they provide."
Tatiana Sugrue, Corporate Responsibility Champion, Kazakhstan.*

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 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 confirmed incidents related to violations of freedom of association and collective bargaining 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 in accordance with 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 confirmed incidents related to violations of Indigenous people rights 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, 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 '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 confirmed incidents related to child, forced or compulsory labor were reported during the reporting period.

Case Study

Advisian Volunteers and Technology Helping Refugees in Kenya, Canada



Advisian geophysicist performing an electrical resistivity tomography survey to find new groundwater sources.

Seven Advisian employees, led by Principal Geophysicist, Paul Bauman, volunteered their time to find safe groundwater for approximately 185,000 refugees living in the United Nations High Commissioner for Refugees (UNHCR) Kakuma Camp near the borders of Uganda, South Sudan, and Ethiopia.

Using electrical resistivity tomography and seismic refraction surveys, the team located new and safer sources of drinkable groundwater to supply the local community, which are currently being used by the UNHCR to guide their groundwater drilling program. Paul Bauman was awarded with a prestigious Community Service Award by the Association of Professional Engineering and Geoscientists of Alberta.

"The water supply situation is very difficult at the Kakuma Refugee Camp, with most areas receiving 12 to 17 liters of water per person per day and water quality in many areas of the camp is poor due to elevated fluoride and salt concentrations." Paul Bauman, Advisian Geophysics Technical Director, Canada.

8

Supply Chain



Supply Chain Policies

WorleyParsons' Code of Conduct and ethics in practice are described in Section 3.

Our minimum and preferred requirements for Suppliers and Contractors are set out in the Supply Chain Code of Conduct. The areas covered 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 those 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 from the guidance provided in our policies and standards for procurement and contracts, by which goods and services are acquired by WorleyParsons.

Supply Chain Outcomes

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

- commenced an assessment of salient human rights issues across our suppliers and contractors;
- applied sustainable procurement and contractor management processes to key projects; and

- maintained tools and processes for assessing and selecting suppliers and contractors.

Risk management is an integral aspect of our day-to-day business practice and project delivery services. Refer to Section 3 for Governance, Ethics and Transparency that applies to our Supply Chain.

	Sourcing Services					Procurement Services			
	Phase 1		Phase 2			Phase 3		Phase 4	
	Sourcing Strategy		Sourcing Planning and Execution			Supply Chain Optimization			
Offering	Spend Analysis	Strategy and Roadmap	Supplier ID	Supplier Evaluation	Negotiation and Contract Finalization	Supplier Integration	Order Fulfillment	Regularly Monitoring	
		Assign Team		Supply Market Intelligence		Manage Supplier/ Customer Transition		Contract Compliance	
		Understand Customers' Business Requirements		Identify Potential Suppliers		Order Management			
		Spend Analysis		Supplier Capability Assessment		Demand vs Supply			
		Critical Category Analysis		Bidding Strategy		Invoicing, Reconciliation and Payment		Delivery Compliance	
		Risk Assessment		Competitive Analysis		Warehouse Management			
		Identify Key Leverage Points		Price Negotiation		Shipment Tracking			
		Define Strategy and Roadmap		Finalize Contract Agreement		Spares Management			
		End-to-End Supply Chain Solutions							

Sustainable Project Delivery

Procurement of equipment, supplies, and contractors can have a significant impact on the sustainability of a project. Supporting local suppliers, contractors, and workers aids the development of skills and capabilities, and provides economic benefits to the local community.

During the contracting stage, integrating the economic, environmental and social development objectives into tender documents and contracts ensures that contractors and suppliers understand all project constraints and goals. These proactive actions minimize the risk of unnecessary schedule delays and change orders as work progresses.

We have developed sustainable procurement procedures to support our customers with a wide range of projects including greenfield mine developments, offshore oil platforms, and fabrication shops.

Economic Development of Our Supply Chain

In order to promote opportunities for local and under-represented groups, we have adapted our procurement processes to track, manage and promote the inclusion of local communities. The procurement team can support economic development by:

- providing training and delivering supplier information sessions for small local companies that may not have the required experience and skills to work on large EPCM projects but are interested in opportunities;
- creating small bid packages to allow local firms to bid on work;
- creating a project-specific procurement website for firms to upload their capabilities and learn about opportunities;
- allowing for training and skills development to be incorporated into work packages; and
- using a bid scoring system that can help provide employment for the local community.

“At Alderon, we are committed to supporting job opportunities and economic development for the local communities where we work. WorleyParsons’ people and systems have helped us to efficiently integrate these goals into our supply chain and subcontracts, and have provided us with transparent reporting to demonstrate the impact of our efforts. It’s the extra effort, like their support for local workshops and training with local suppliers, that goes beyond traditional procurement and is a key part of how we are delivering a sustainable project.”

Bernard Potvin, Executive Vice President Project Delivery, Alderon Iron Ore Corporation.

Case Study

WorleyParsons’ Gift Register



Gift giving between business associates is common in many cultures and industries in which we work. WorleyParsons promotes the use of the Gifts, Entertainment and Hospitality Standard and the Gift Register to support our commitment towards ethical conduct and compliance with the law.

The standard explains our expectations in regard to giving and receiving gifts, entertainment and hospitality. All appropriate gifts must be properly controlled and recorded.

To enable WorleyParsons to be transparent and monitor gift giving and receiving, business line leaders are responsible for promoting and maintaining the gift register for their business line. WorleyParsons also expects all its agents and joint ventures to comply with our rules on gifts.

Assessing and Selecting Suppliers

In 2012, 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. We use these criteria during supplier selection processes at both the corporate and individual project level.

Across our industries and operations, there are opportunities to lead suppliers to better ethical, social and environmental performance. There are increasing expectations to be transparent on selection processes, expose breaches and encourage ethical conduct where we have influence within our own and customers' supply chains. Recently, we have been asked to provide further information on our approach to ethical and sustainable procurement and respond to the UK Modern Slavery Act 2015.

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

Sometimes, it is our customers who are the contracting party, and we are managing or supporting their purchases and/or subcontracts in circumstances where they do not have their own equivalent contract provisions. Where this occurs, WorleyParsons offers its own Code of Conduct and Supply Chain Code of Conduct and associated sustainable procurement processes.

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.

Suppliers self-register and provide information on their performance in corporate governance and ethics, labor/workplace management, occupational health and safety, environment, suppliers and community engagement.

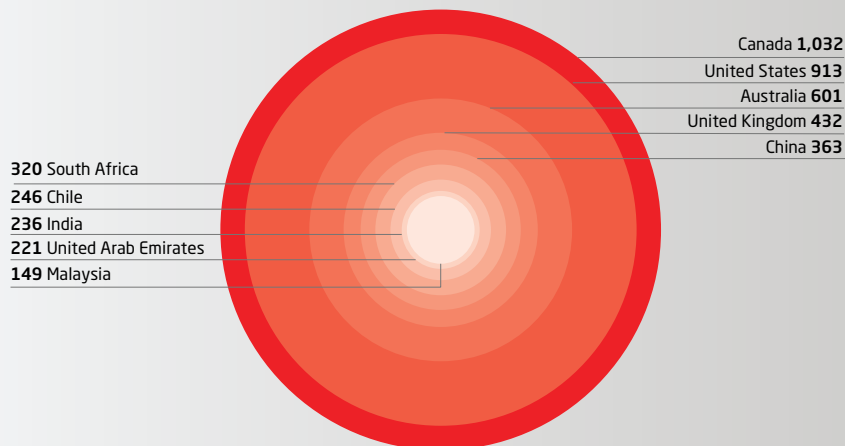
Supplier Assessment

No reported impacts from 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.

Top 10 Supplier Registrations per Country



Case Study

WorleyParsons Ethical and Sustainable Procurement



All our policies apply to all WorleyParsons' employees.

Across our industries and operations, WorleyParsons is seeing an opportunity to lead suppliers to better ethical, social and environmental performance. There are increasing expectations to be transparent on selection processes, expose breaches and encourage ethical conduct where we have influence within our own and customers' supply chains.

WorleyParsons is committed to high standards of business ethics, as reflected in our own employee Code of Conduct, and to best practice and continuous improvement in the broader sustainability performance of our business and projects. We are a signatory to the United Nations Global Compact, which aligns our practices with the 10 universally accepted principles in the areas of human rights, labor standards, environment and anti-corruption.

"We aim to operate responsibly wherever we work in the world and commit to engaging with our stakeholders to manage the social, economic and environmental impacts of our activities." Marni Oaten, Corporate Responsibility Director, Global.

9

Environment



Environmental Policies

WorleyParsons is committed to our vision of Zero Harm to people and assets and zero environmental incidents. Our company-wide (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 suppliers and contractors to manage health, safety and the environment using relevant international standards and practices that align with our own; and
- driving continual improvement in HSE 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:

- continued focus on our FY2016 energy target for a 2.5% reduction of total carbon dioxide equivalents (tCO₂-e) against the 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;
- commenced the process to deregister under the Australian National Greenhouse and Energy Reporting Act 2007 as the corporate threshold was not exceeded in FY2016;
- 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;
- continued office space consolidation in FY2016 with ongoing consolidation in FY2017. This includes application of minimal density office layouts;

- encouraged our employees' participation in environmental activities including bush regeneration, waste and recycling programs and trail cleanup 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.

Overall Environmental Expenditures and Investment

WorleyParsons people have contributed more than \$76,000 towards environmental activities including:

- environmental protection, biodiversity and restoration of habitat (Great Canadian Shoreline Cleanup, Burnaby);
- climate change mitigation and adaptation (World Environment Day, Oman); and
- sustainable environmental resource use (one hour lights-off at noon, China).

Additionally, our employees volunteered 360 hours towards work supporting environmental initiatives such as those described above. As well as reduced or offset environmental impacts, the benefits to WorleyParsons from these projects include:

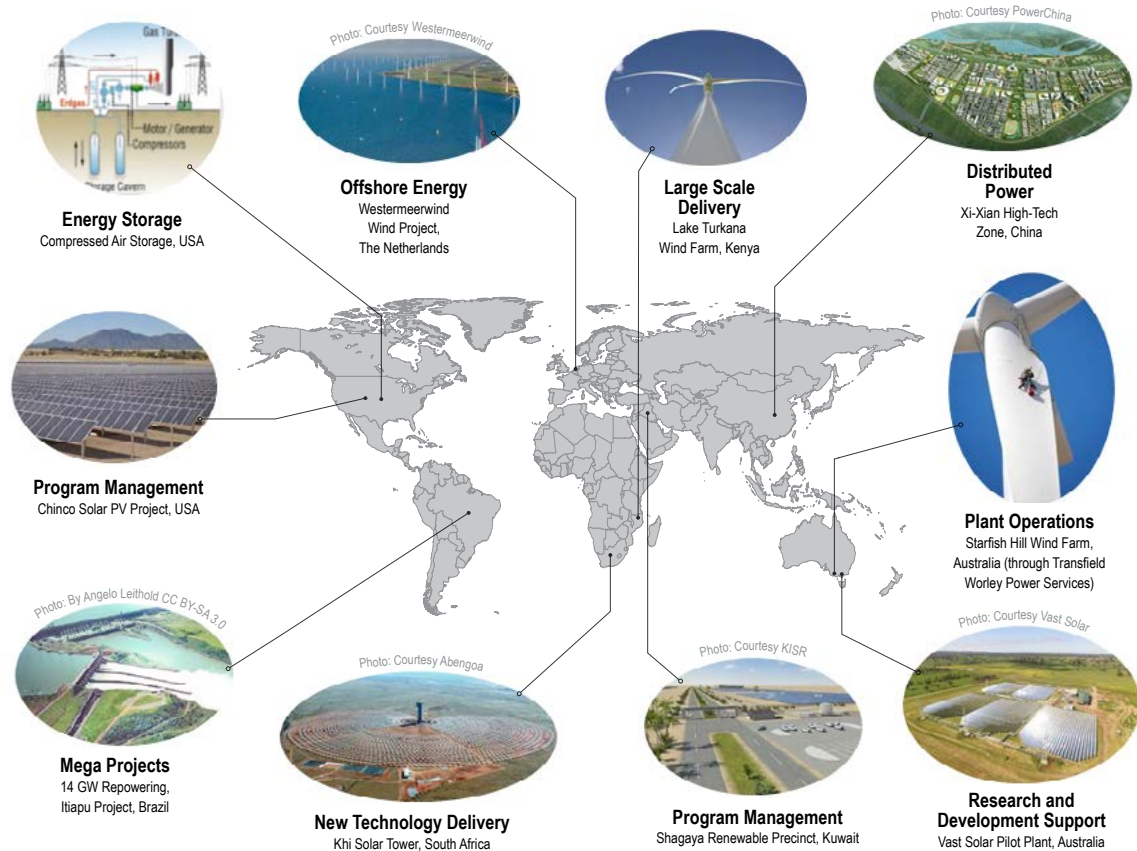
- enhanced employee engagement;
- increased positive community relationships; and
- enhanced recruitment marketing.

Renewable Energy Capabilities

WorleyParsons works extensively across the renewable energy industry for a wide range of customers. Our roles are diverse, mirroring the complexity of our business and the expertise we can offer, ranging from small, discrete consultancies to management of full project delivery.

Our specialists' expertise spans the renewable energy technologies spectrum including solar, wind, bio-energy, geothermal, hydro, energy storage, and others in the research and development phases. Making decisions about renewables - where to invest, what technologies, and how to integrate, finance and deploy them.

Advisian assists clients to transition from energy systems of the past to those of the future. We are technology neutral, globally agile and pragmatic, leveraging off our legacy power experience and broad group network.



Integration of Climate Change in Business Strategy

Our teams respond to climate change related expectations from our customers, investors, employees and regulation in the geographies in which we operate. As a result, over the past five years, our energy performance has been tracked by a global energy and greenhouse data collection system using our network of HSE and sustainability professionals to collect and upload the required data.

Our business has also recognized that regulatory requirements and technology cost curves will increase demand for low carbon solutions now and increasingly in the coming years, and has ensured that we remain at the forefront of developments in renewable energy, carbon capture, energy efficiency and alternative fuels.

The resulting short term strategy is influenced by climate related regulation and our customers. Our customers demand services that cost effectively reduce their emissions. We are working with customers on technologies that are commercially viable today, such as waste heat energy recovery, wind and solar energy, and solutions for the next few years such as solar thermal energy and energy storage.

Our long term strategy is influenced by how climate change will impact our customers' businesses. We recognize the need for different solutions in the future for mitigation of emissions and appropriate risk assessment approaches to ensure that assets being developed will be designed to suit likely future market and climatic conditions.

WorleyParsons and Advisian have achieved market leadership through our EcoNomics™ offering, working with our customers for more than six years to help them manage the trade-off between financial and non-financial costs and benefits. During this period, emissions have always been a significant influence on the outcomes of these assessments. Our assistance has allowed our customers to make investment decisions that are sympathetic to the long term impacts of climate change.

The most substantial business decisions made by WorleyParsons in response to climate change regulatory changes, current and future, were to:

- take a leadership position on carbon capture and sequestration by forming a consortium to produce the foundation reports for the Global Carbon Capture and Storage Institute; and
- developing world leading capabilities in the delivery of solar thermal energy and energy storage technologies.

In FY2016, we introduced a new initiative called The New Energy Future, that refers to opportunities from disruptions in the energy sector. It will support a lower carbon future ie. solar generation, smart grid and data management, electric vehicles and battery storage, community micro grid power, etc.

Case Study

WorleyParsons' Global Energy Efficiency Program



WorleyParsons' Global Energy Efficiency Program was launched in 2014.

The WorleyParsons Energy Efficiency Program is being implemented across selected locations. The program has been established to reduce energy and resources which in turn will support our Corporate Responsibility Policy and environmental performance.

Implementation has been at the major WorleyParsons offices that combine to contribute approximately 60% of our total carbon footprint.

Presently, volunteer representatives are working on implementing location-specific Energy Efficiency Plans. 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.

Energy efficiency initiatives include new and ongoing activities as follows:

- identification of opportunities for office space consolidation;
- increase in 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 of all offices.

The most significant reductions in FY2016 were linked to office consolidation across many locations including Calgary, Edmonton, Houston, Los Angeles, London and Melbourne.

Energy Performance

The Group completed a response for the Carbon Disclosure Project (CDP) for FY2015 which was reported in June 2016. The Group's energy consumption and greenhouse gas emissions were recorded to assist the Group to measure and reduce its energy consumption and to reduce its greenhouse gas emissions. The data collection and analysis stimulated energy and carbon reduction measures in the global energy efficiency program in selected offices. The company also completed a CDP response in respect of its water use for FY2015.

Refer to the chart on this page for greenhouse gas emissions and energy consumption trends for the years ending 30 June 2011 through to the year ending 30 June 2015.

The Group is in the process of deregistering under the Australian National Greenhouse and Energy Reporting Act 2007 as the corporate threshold was not exceeded in FY2016, with the sale of Exmouth Power Station finalized in July 2015.

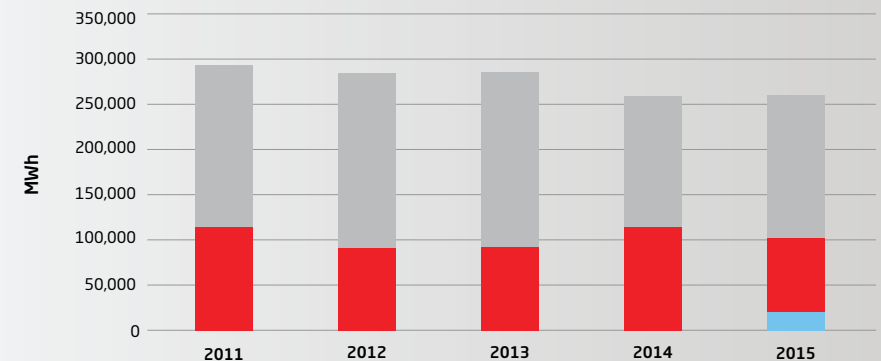
Our energy target for FY2016 was set at 2.5% reduction of tCO₂-e against the base year FY2014. In FY2015, a reduction of 17% indicates progress well ahead of the two year target.

For the first year in FY2015, Scope 3 Energy results were reported in the Group's Carbon Disclosure Reporting. The results only cover business air travel data collected from 14 countries in which we operate, covering approximately 50% of our people. Emissions factors were used to calculate based on distance traveled. Emissions factors were applied in the country of origin by the airlines and travel service providers and were sourced from the greenhouse gas protocol: long haul flights 0.177 kg CO₂-e/mile, and medium 0.203 kg CO₂-e/mile, short 0.290 kg CO₂-e/mile. Air travel is included in this analysis, while land transport has not been considered.

Environmental Compliance

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

Energy Consumption



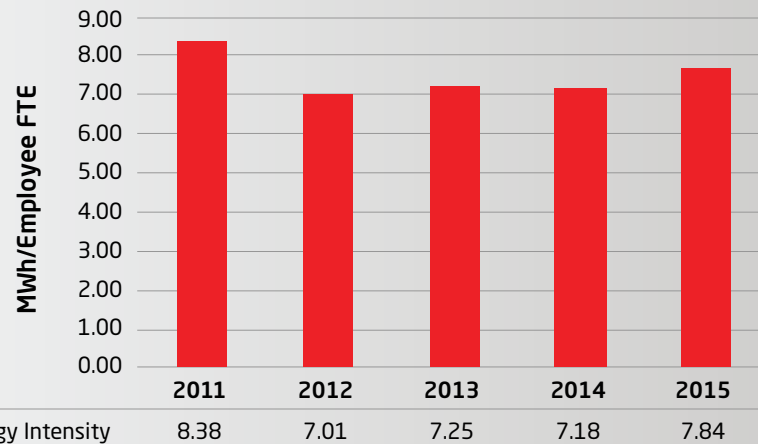
	2011	2012	2013	2014	2015
Scope 1	178,344	192,724	195,978	145,082	171,169
Scope 2	85,043	83,826	92,623	110,656	74,873
Scope 3	n/a	n/a	n/a	n/a	13,416

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 are shown below. While Scope 1 energy intensity per employee (including petrol, diesel, LPG, etc.) has decreased, Scope 2 energy intensity per employee (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 Inclusions

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 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 6 MW for supply to Western Power's residential and business customers in Exmouth. This facility was sold during the FY2016 reporting period.

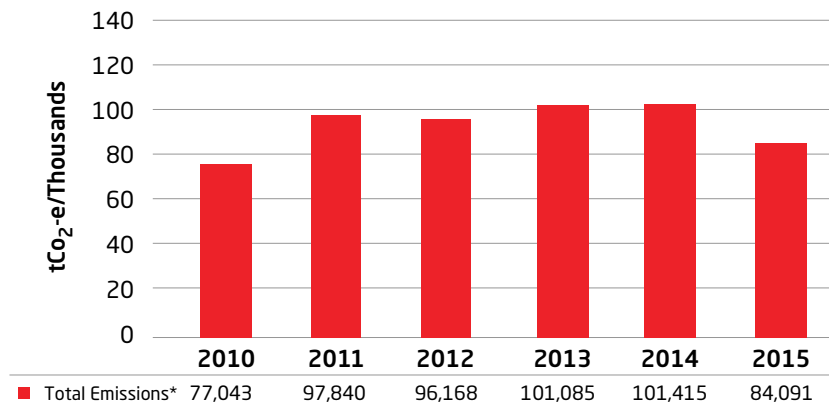
Greenhouse Gas Emissions

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

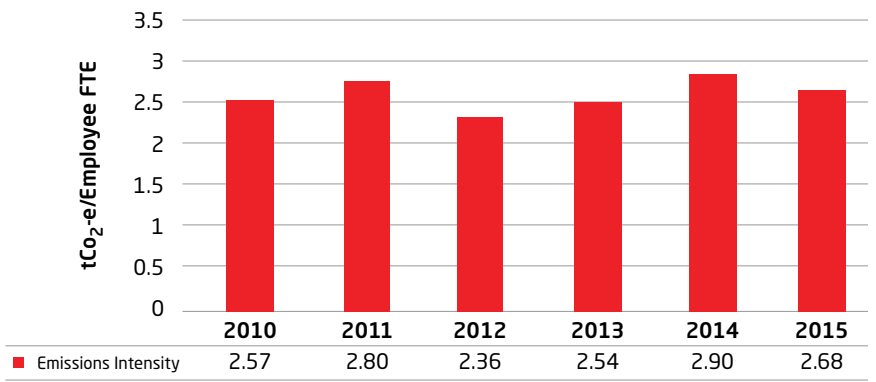
The total greenhouse gas emissions (tCO₂-e) are shown in the chart below:

Total Greenhouse Gas Emissions

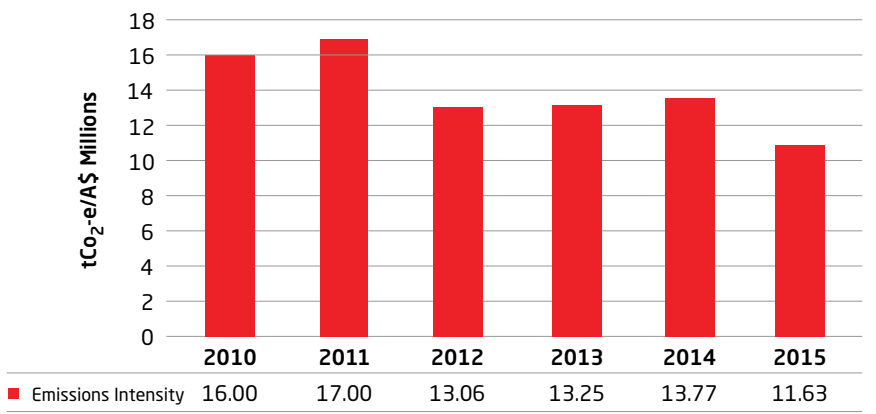


*Total Scope 1 and 2 Emissions.

Emissions Intensity by Employee FTE



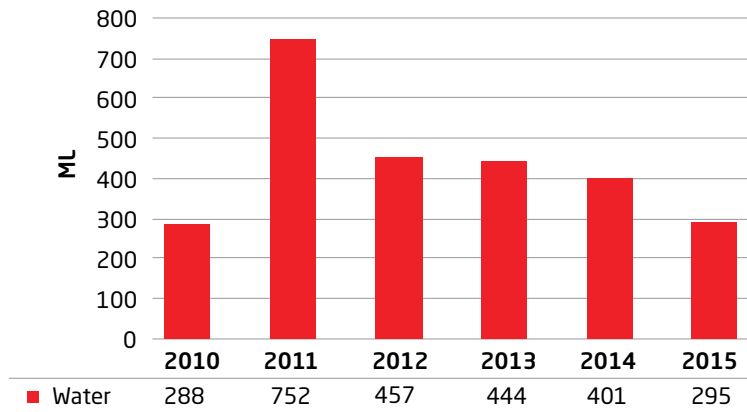
Emissions Intensity by Revenue



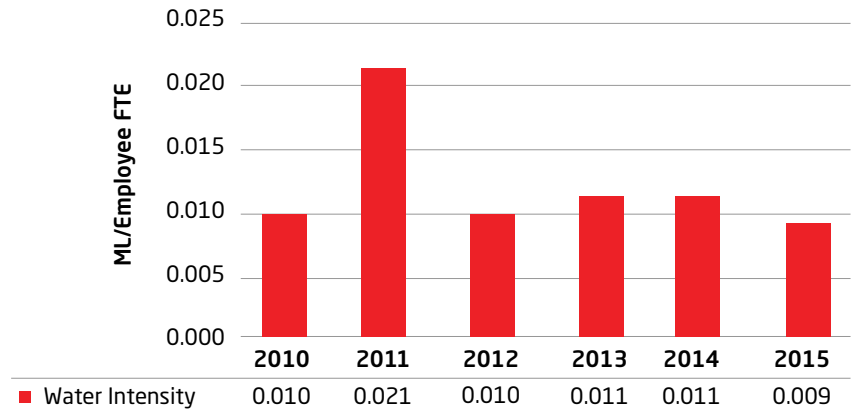
Water

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.

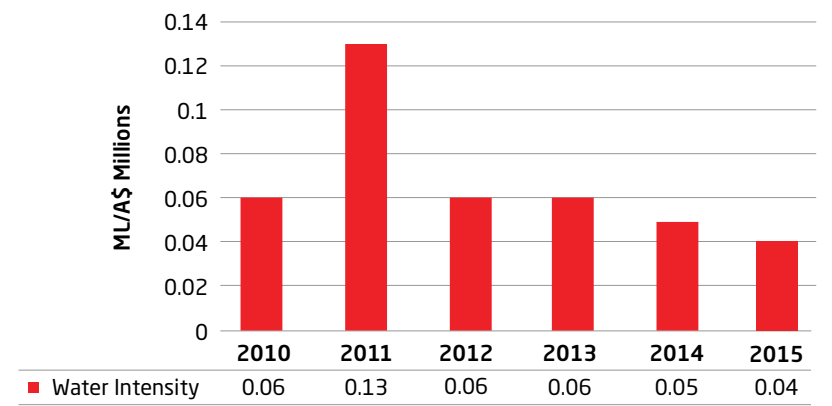
Water Consumption



Water Intensity per Employee FTE



Water Intensity by Revenue



10

GRI 4.0 Content Index



GRI 4.0 Content Index

GRI Indicators

DMA – Disclosure of Management Approach

LA Social Performance – Labor Practices and Decent Work

EC Economic Performance

Product Responsibility

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

HR Social Performance – Human Rights

SO Social Performance – Society

EN Environmental Performance

PR Social Performance –

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	Annual Report Corporate Governance Statement	Included
ORGANIZATIONAL PROFILE			
G4-3	Name of the organization	About Us	Included
G4-4	Primary brands, products and/or services	About Us	Included
G4-5	Location of organization's headquarters	About Us	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	About Us	Included
G4-7	Nature of ownership and legal form	About Us	Included
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	Annual Report	Included
G4-9	Scale of the organization	About Us	Included

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
ORGANIZATIONAL PROFILE			
G4-10	Size of the organization workforce	About Us	Included
G4-11	Percentage of total employees covered by collective bargaining agreements		Not applicable
G4-12	Organization supply chain	Supply Chain	Included
G4-13	Significant changes during the reporting period regarding organization size, structure, ownership, or its supply chain	Annual Report	Included
G4-14	Organization precautionary approach or principle	Corporate Governance Statement	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 and Memberships	Included
G4-16	Membership of associations (such as industry associations) and national or international advocacy organizations	Global Endorsement 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	Annual Report	Included
G4-18	Process for defining report content and the aspect boundaries	CR Materiality	Included
G4-19	List of all material aspects in the process for defining report content	CR Materiality	Included
G4-20	Report the aspect boundary within the organization for each material aspect	CR Materiality	Included

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL	DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES				GOVERNANCE			
G4-21	Report the aspect boundary outside the organization for each material aspect	CR Materiality	Included	G4-34	Governance structure of the organization, including committees	Governance, Ethics and Transparency	Included
G4-22	Explanation of the effect of any restatements of information provided in previous reports, and the reasons for such restatements		Not applicable	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	Included
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	CR Materiality	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	Governance Structure	Included
STAKEHOLDER ENGAGEMENT				G4-37	Consultation process between stakeholders and the highest governance body on economic, environmental and social topics	Delegation of Authority	Included
G4-24	List of stakeholder groups engaged by the organization	CR Materiality Assessment	Included	G4-38	Composition of the highest governance body and its committees	Corporate Governance Statement	Included
G4-25	Basis for identification and selection of stakeholders	CR Materiality Assessment	Included	G4-39	Indicate whether Chair of the highest governance body is also an executive officer	Corporate Governance Statement	Included
G4-26	Organization approach to stakeholder engagement, including frequency of engagement	CR Materiality Assessment	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	Corporate Governance Statement	Included
G4-27	Key topics and concerns that have been raised through stakeholder engagement	CR Materiality Assessment	Included	G4-41	Processes for highest governance body to ensure conflicts of interest are avoided and managed	Corporate Governance Statement	Included
REPORT PROFILE				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	Corporate Governance Statement	Included
G4-28	Reporting period (eg. fiscal/calendar year) for information provided	About this Report	Included	G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	Corporate Governance Statement	Included
G4-29	Date of most recent previous report (if any)	About this Report	Included				
G4-30	Reporting cycle (annual, biennial)	About this Report	Included				
G4-31	Contact point for questions regarding the report or its contents	Keep in touch	Included				
G4-32	Table identifying the table of the Standard Disclosures in the report	About this Report	Included				
G4-33	External assurance for report	About this Report	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	Corporate Governance Statement	Included
G4-45	Highest governance body's role in the identification and management of economic, environmental and social impact, risks and opportunities	Corporate Governance Statement	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	Corporate Governance Statement	Included
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks and opportunities	Corporate Governance Statement	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	About this Report	Included
G4-49	Process for communicating critical concerns to the highest governance body	Board 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	Corporate Governance Statement	Partially 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	Remuneration Report	Included
G4-52	Process for determining remuneration	Remuneration Report	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	Remuneration Report	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	Good Business Practices and Ethics	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	Good Business Practices and Ethics	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	Good Business Practices and Ethics	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 Good Business Practices and Ethics	Included
Employment			
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	Our People	Partially included
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Employee Benefits	Included
G4-LA3	Return to work and retention rates after parental leave by gender	Employee Benefits	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	Workplace Health and Safety	Included
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	Workplace 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	Knowledge building of our employees	Partially included
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Knowledge building of our employees	Included
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Performance Reviews	Partially 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	Closing Pay Gaps Between Women and Men	Partially included
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	Good Business Practices and Ethics Human Rights	Included

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
ECONOMIC			
Community			
G4-DMA EC	Material aspects and how the organization manages 'Economic Performance'	Economic	Included
Economic Performance			
G4-EC1	Direct economic value generated and distributed	Economic	Included
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Annual Report Integration of Climate Change and Business Strategy	Included
G4-EC3	Coverage of the organization's defined benefit plan obligations	Employee Benefits Annual Report	Included
G4-EC4	Financial assistance received from government	Annual Report	Included
Market Presence			
G4-EC5	Ratios of standard entry level wage compared to local minimum wage at significant locations of operation		Not included
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	Diversity Tracking	Partially included
Indirect Economic Impacts			
G4-EC7	Development and impact of infrastructure investments and services supported	Economic	Partially included
G4-EC8	Significant indirect economic impacts, including the extent of impacts	Economic	Included
Procurement Practices			
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	Supply Chain	Partially included

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
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	Human Rights Sustainable Project Delivery	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	Human Rights Talent Management	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
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Indigenous Rights

G4-HR8	Total number of incidents of violations involving rights of Indigenous people and actions taken	Indigenous Rights	Included
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Assessment

G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Human Rights	Included
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Supplier Human Rights Assessment

G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Assessing and Selecting Suppliers	Included
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Supplier Human Rights Assessment

G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Supplier Assessment	Included
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Human Rights Grievance Mechanisms

G4-HR12	Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms	Supplier Grievance Mechanisms	Included
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SOCIETY
Fair Operating Practices and Supply Chain

G4-DMA SO	Material aspects and how the organization manages 'Fair Operating Practices and Supply Chain'	Supply Chain	Included
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DISCLOSURES DESCRIPTION LOCATION REPORTING LEVEL

Local Communities

G4-S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Community Value of Social Impact	Included
G4-S02	Operations with significant actual or potential negative impacts on local communities	Community	Included

Anti-Corruption

G4-S03	Total number and percentage of operations assessed for risk related to corruption and the significant risks identified	Bribery	Partially included
G4-S04	Communication and training on anti-corruption policies and procedures	Bribery	Included
G4-S05	Confirmed incidents of corruption and actions taken	Bribery	Included

Public Policy

G4-S06	Total value of political contributions by country and recipient/beneficiary	Public Policy	Included
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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
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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
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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
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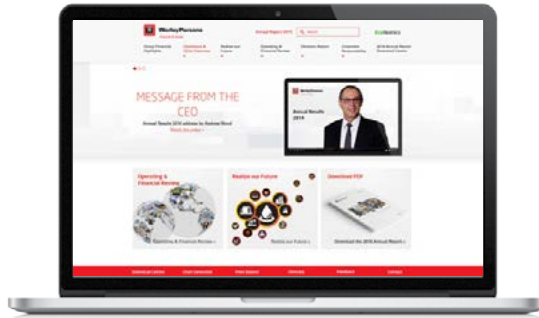
DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
Supplier Assessment for Impacts on Society			
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Supplier Assessment	Included
Grievance Mechanisms for Impacts on Society			
G4-SO11	Number of grievances about impacts on society field, addressed, and resolved through formal grievance mechanisms	Supplier Grievance Mechanisms	Not included
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 Performance	Included
G4-EN4	Energy consumption outside of the organization	Energy Performance	Included
G4-EN5	Energy intensity	Energy Intensity	Included
G4-EN6	Reduction of energy consumption	Key Environmental Outcomes	Included
		Case Study: WorleyParsons Energy Efficiency Program	
G4-EN7	Reduction in energy requirements of products and services		Not included

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
Water			
G4-EN8	Total water withdrawal by source	Water	Included
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
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	Greenhouse Gas 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	Renewable Energy Capabilities	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

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
Overall			
G4-EN31	Total environmental protection expenditures and investments by type		Not included
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

DISCLOSURES	DESCRIPTION	LOCATION	REPORTING LEVEL
Product and Service Labeling			
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
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



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We welcome your feedback and suggestions.

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