

## 1. Objective

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The Supply Chain Code of Conduct (the Code) sets out the minimum ethical expectations of Suppliers and Contractors who work with Worley (herein, Company).

## 2. Scope and Applicability

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Worley maintains the highest standards of corporate governance and ethics, and conducts business in an open, honest and ethical manner as per the Code of Conduct: <https://www.worley.com/codeofconduct>. Worley has embarked on a journey of continuous improvement with the aim to be recognized as an industry leader in corporate responsibility and therefore actively strives to implement ethical, socially responsible supply chain practices and anti-bribery, corruption and modern slavery practices. We do this by working closely with our Suppliers and Contractors as partners.

It is expected that Suppliers and Contractors who agree to work with Worley will meet or exceed the requirements set out in this Code. Worley reserves the right to audit compliance with this Code and cancel business with Suppliers and Contractors who do not meet the minimum expectations set out herein.

Worley conducts due diligence on Suppliers and Contractors per Worley's data privacy policy available here: <https://www.worley.com/~media/Files/W/WorleyParsons/documents/supply-chain/privacy-notice-for-business-partners-and-suppliers.pdf>

This Code shall be applied to all Contractors and Suppliers, and their subcontractors and sub-suppliers.

**A breach or potential breach of the Code must be reported at  
[www.worleyethics.com](http://www.worleyethics.com)**

## 3. Minimum Expectations

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### 3.1 Legal Obligations

- Comply with all applicable local and national laws and regulations;
- Disclose to Worley anything that could impact the Supplier / Contractor's ability to provide goods or services as contracted by Worley.

### 3.2 Management Systems

- Implement adequate management systems (policies, plans, accounting and reporting mechanisms and performance measures);
- Demonstrate senior management commitment to effective and transparent culture of compliance
- Report social, ethical, safety and environmental performance at the request of Worley;
- Provide regular training and communication to ensure Supplier / Contractor personnel are aware of the requirements set out in these management systems;

- Ensure that Supplier / Contractor's management system includes a program of auditing and continuous improvement;
- Publish a formal complaints management process for employees and members of the communities in which Supplier / Contractor operate or provide services, or agreement to use Worley Ethics Helpline when providing goods and/or services to Worley.

### **3.3 Anti-Bribery and Corruption**

- Implement adequate policies and procedures for combatting bribery and corruption;
- Maintain a record of bribery and corruption risks relevant to Supplier / Contractor's business;
- Educate Supplier / Contractor's personnel and act in the best interests of Worley to avoid conflicts of interest. A conflict of interest is any situation in which the Supplier / Contractor's employees, relatives or acquaintances may have a private or personal interest, directly or indirectly, which (potentially) influences or appears to influence impartiality as providing goods or services to Worley, or impacting Worley's business in any manner.

### **3.4 Modern Slavery Prevention**

- Implement adequate policies and procedures relating to combatting modern slavery;
- Maintain a record of modern slavery risks relevant to Supplier / Contractor's business and supply chain;
- Take action to address the modern slavery risks identified.

### **3.5 Labor / Workplace Management**

- Comply with all relevant local and national laws and regulations with regard to employment practices and benefits;
- Implement policies and procedures that meet or exceed the Building Responsibly 10 worker welfare principles <https://www.building-responsibly.org/worker-welfare-principles>.
  - Note: Worley is a signatory to Building Responsibly, a global business-led coalition committed to promoting the rights and welfare of workers.

### **3.6 Health and Safety**

- Comply with all relevant local and national health and safety laws and regulations;
- Publish a written health and safety policy and relevant standards;
- Maintain a documented system to identify risks and reduce work-related injury and illness;
- Produce and test written emergency response plans (ERP) designed to minimize harm to employees, local communities and local environments in the event of any site disasters.

### **3.7 Environmental Sustainability**

- Comply with all relevant local and national environmental laws and regulations, including environmental permit and reporting requirements;
- Take responsibility for Supplier / Contractor's materials, products, processes and services throughout the lifecycle, including carbon reduction, product stewardship and extended producer responsibility;
- Publish a written environmental policy;
- Create a written environmental management plan to identify risks from Supplier / Contractor's activities and minimize impacts on the environment;

### 3.8 Quality

- Apply industry processes and improvement in product quality and services around quality, control, supplier selection, continuous measurement, learning and customer feedback;
- Maintain quality control procedures and standards which are understood and adopted through Supplier / Contractor's organization and the supply chain;
- Maintain ISO9001:2015 certification (Quality management) or other specifications as required in the contract scope.

### 3.9 Sub-suppliers and Sub-contractors

- Implement a process to select, monitor and manage sub-suppliers and sub-contractors, including technical and commercial performance, effective and accountable quality practices, exclusion of counterfeit materials and minimal rework;
- Adopt similar minimum standards to these in dealing with sub-suppliers and sub-contractors;
- Conduct due diligence across your supply chain to ensure the intent of this Code is met, including (but not limited to) providing for timely payment, and prevention of modern slavery, bribery and corruption.

### 3.10 Community Engagement

Worley believes every company has a 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 conduct business in a way that builds social capital and achieves a positive impact. This includes:

- Identifying and assessing risks to the communities in which Supplier / Contractor operate their businesses within and adopting measures to minimize such risks;
- Engagement with community stakeholders and long-term strategic involvement in community partnerships to address key social issues.

### 3.11 Personal Data Protection

- Comply with all relevant local and national laws relating to the privacy and security of personal data, including the European Union General Data Protection Regulation (EU GDPR), and have a process to ensure that Supplier / Contractor's own sub-suppliers, service providers, and subcontractors, comply with all such laws.

### 3.12 Trade and Export Control

- Comply with applicable laws and regulations relating to export, trade sanctions, non-proliferation and arms control;
- Implement adequate policies and reliable systems in place to prevent the use of illegally or unethically sourced materials, and specifically policies and systems to prevent improper procurement of conflict minerals, which may include tantalum, tin, tungsten, and gold;
- Take action to prevent counterfeit, fraudulent and suspect items from entering the supply chain.

### 3.13 Media

- Ensure any broad communication regarding Supplier / Contractor's business relationship with Worley, including Worley's customers, but not limited to marketing materials, press releases, social media posts or media interviews, are formally approved prior to publication or broadcast by [media.relations@worley.com](mailto:media.relations@worley.com).

Worley is a signatory to the United Nations Global Compact, which aligns our practices with the ten universally accepted principles in the areas of human rights, labor standards, environment and anti-corruption.

