



## Human Rights Policy

WorleyParsons' Corporate Statement states our 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'.

We 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.

This policy applies to all WorleyParsons' employees (staff, contract and temporary) and extends to all our business dealings and transactions in all countries in which we operate.

### **WorleyParsons:**

- Acknowledges that our operations can have an impact, positive or negative, on the human rights of a broad set of people, including employees, customers, suppliers and their employees, business partners, and communities in which we operate
- Is aware of business-related human rights impacts, in particular
  - Impact on fair working conditions
  - Impact on equality and dignity
  - Impact on people's health, life and security
  - Impact on standards of living
  - Impact on Indigenous peoples, land and culture
  - Human rights impacts in the supply chain.

### **Objectives of the Human Rights Policy are to:**

- Support and respect the protection of internationally proclaimed human rights and make sure that we are not complicit in human rights abuses (as a signatory to the United Nations Global Compact)
- Align with the United Nations' Human Rights Council's Guiding Principles on Business and Human Rights: 'Protect, Respect and Remedy' Framework
- Demonstrate to our people, our stakeholders and the communities in which we operate, that we acknowledge our commitment to uphold human rights
- Align with WorleyParsons' Supply Chain Code of Conduct.

We will work towards achieving these objectives through staff induction programs, communication in the Code of Conduct and training initiatives.

WorleyParsons Chief Executive Officer has the ultimate responsibility to implement this policy and the Executive Committee (ExCo) and senior leadership team for communicating the principles and objectives of the Human Rights policy. The policy's application and success, however, rests with all WorleyParsons' employees and contractors.

**Andrew Wood**  
**Chief Executive Officer**  
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