

1. Scope and applicability

Worley maintains the highest standards of corporate governance and ethics, and we conduct our business in an open, honest and ethical manner as described in our Code of Conduct and our integrity framework, OneWay™. 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 socially responsible supply chain practices and anti-corruption practices by working closely with our customers and suppliers as partners.

We expect our suppliers to operate with similar values as ours and will encourage them, where necessary, to adopt similar corporate responsibility policies as our own. Also, as a commitment to the communities where we operate, we will support local businesses, train and employ local people, and utilize local resources wherever we can.

We believe the behavior of our Suppliers and Contractors are important to our business and to the projects we deliver to our customers. For this reason, we bind our Suppliers and Contractors to follow this Code of Conduct. We expect them, as a minimum, to comply with the law and operate to internationally recognized standards, appropriate codes of practice and strive to implement socially responsible supply chain, anti-bribery and anti-corruption practices. In addition, we encourage them to adopt our preferred standards and will actively engage and support those who do so

2. Requirements to be met

Our minimum and preferred requirements for Suppliers and Contractors are set out in this table.

AS A MINIMUM	PREFERRED
A. Corporate Governance and Ethics	
<p>Worley favours Suppliers and Contractors who share our commitment to corporate responsibility:</p>	
<ul style="list-style-type: none"> a) Strict compliance with all local and national laws and regulations on bribery, corruption and prohibited business practices; b) Business conducted in accordance with high ethical standards; c) A formal complaints management process for employees and members of the communities in which they operate or provide services to; d) Timely and balanced disclosure of material matters concerning services provided by the Supplier or Contractor to Worley. 	<ul style="list-style-type: none"> a) Management systems (policies, plans, accounting and reporting mechanisms and performance measures) which provide for compliance assurance and continual improvement; b) An Employee Code of Conduct; c) Reporting externally on social, ethical and environmental performance; d) Effective and transparent allocation of responsibilities between Board and Management, where an applicable organizational structure exists.

A breach of the Code be reported at worleyethics.com

B. Labour/workplace management

Worley favours Suppliers and Contractors who share our commitment to human rights and fair employment practices:

- a) Compliance with all relevant local and national laws and regulations with regard to employment practices, benefits, health and safety and anti-discrimination;
 - b) A workplace free of direct or indirect discrimination, harassment or bullying on the grounds of gender, age, race, nationality or ethnic origin, disability or other bias;
 - c) Not using child or forced labour in any form;
 - d) Providing fair pay and working conditions, including adequate rest periods and leave.
- a) Written labour/ workplace management policies and standards;
 - b) Committed to the provision of training and development for employees;
 - c) Consider the needs of, risks to, and requests made by employees, as stakeholders in the operation of the business.
 - d) A documented policy which communicates commitment to equal opportunity, diversity and inclusion within the workplace.
 - e) Consider strategies to promote continuous improvement in diversity and inclusion and counteract discrimination and bias in the workplace.

C. Occupational health and safety

Worley favours Suppliers or Contractors who are committed to maintaining and improving the work environment so that it is safe and healthy for all staff and visitors:

- a) Compliance with all relevant local and national health and safety laws and regulations;
 - b) A written health and safety policy and standards;
 - c) A documented system to identify risks and reduce work-related injury and illness.
- a) Certification to OHSAS 18001 or recognized national standard;
 - b) Committed to the provision of OHS training and development for employees;
 - c) Written emergency response plans (ERP) designed to minimize harm to employees, local communities and local environments in the event of any site disasters.

D. Environment

Worley favours Suppliers and Contractors who conduct their business operations in a way that protects and sustains the environment:

- a) Compliance with all relevant local and national environmental laws and regulations; including environmental permit and reporting requirements;
- b) A written environmental policy;
- c) A written environmental management plan to identify risks from their activities and minimize their impacts on the environment.
- a) Certification to ISO 14001 or recognised national standard;
- b) Published environmental objectives and targets;
- c) Report publicly on environmental indicators;
- d) Take responsibility for their products, processes and services throughout their lifecycle, including product stewardship and extended producer responsibility;
- e) Offer, or are willing to develop, products and services with a reduced environmental impact.

E. Suppliers

Worley favours Suppliers and Contractors who adopt similar principles and practices to these in this Code in selecting, monitoring and managing their own sub-suppliers and contractors, including technical and commercial performance, effective and accountable quality practices, exclusion of counterfeit materials and minimal rework:

- a) Adopt similar minimum standards to these in dealing with their own sub-suppliers and subcontractors, including high risk or strategic sub-suppliers
- b) Adhere to acceptable business practices with all their own sub-suppliers and subcontractors, including providing for timely payment and reasonable contractual conditions
- c) Provide deliverables, systems and services of consistent quality and ensuring compliance with applicable codes, Standards, regulatory and Worley requirements
- d) Demonstrate distinct industry processes and improvement in product quality and services around quality, control, supplier selection, continuous measurement
- a) Adopt similar preferred standards to these in dealing with their own sub-suppliers and subcontractors
- b) Maintain quality control procedures and standards which are driven down through own organization and the supply chain
- c) Continually improve Suppliers Quality Management System to improve efficiency and product quality
- d) Maintain proper communication, relationship management, gather and share lessons learnt with Worley

F. 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 endeavour to conduct business in a way that builds social capital and achieves a positive impact. We favour Suppliers and Contractors who share this philosophy:

- a) Identifying and assessing risks to their businesses from the communities in which they operate and adopting measures to minimise such risks.
- a) Engagement with community stakeholders and long-term strategic involvement in community partnerships to address key social issues.

G. Personal data protection

Worley favours Suppliers or Contractors who continually fulfil their responsibilities with regard to protecting personal data of individuals.

At a minimum, Suppliers and Contractors must 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 their own sub-suppliers, service providers, and subcontractors, comply with all such laws.

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, labour standards, environment and anti-corruption.

