

# Human Rights Policy

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We are committed to respecting the fundamental human rights of the people we deal with and won't take part in activities that encourage human rights abuses.

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 Worley employees (staff, contract and temporary) and extends to all our business dealings and transactions in all countries in which we operate.

## **Worley:**

- 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
  - People's health, life and security
  - Standards of living
  - Indigenous peoples, land and culture
  - Human rights impact in the supply chain.

## **We will:**

- Support and respect the protection of internationally proclaimed human rights and make sure that we are not complicit in human rights abuses. Including:
  - Supporting fair working conditions
  - Respecting wage and benefit agreements
  - Respecting freedom of movement and not confiscating or withholding original identity documents
  - Respecting freedom to change or terminate employment
  - Prohibiting bonded labor, worker paid fees or deposits
  - Prohibiting compulsory overtime
  - Supporting equality and dignity
  - Providing access to basic health, education and housing for the workers, if these are not provided elsewhere



- 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 Worley Supply Chain Code of Conduct.
- Fulfil our commitment as a signatory to the United Nations Global Compact.

We will achieve these objectives through staff induction programs, communication in the Code of Conduct and related training initiatives.

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

Chris Ashton  
Chief Executive Officer  
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