

Human Rights Policy

We are committed to respecting the fundamental human rights of the people we deal with and will not be complicit in activities that encourage human rights abuses.

We acknowledge that we can impact on the rights of a broad set of stakeholders (our people, customers, suppliers, and their employees and communities) and are committed to operating responsibly wherever we operate.

We will:

- Ensure all people are treated with dignity, respect and fairness and are not subject to any cruel, inhuman, or degrading treatment.
- Uphold international human rights principles (International Bill of Human Rights and the core International Labor Organization (ILO) conventions) and comply with all relevant national laws.
- Demonstrate our commitment to the United Nations Global Compact (UNGC) Principles and promote the Building Responsibly worker welfare principles.
- Seek to engage with underrepresented and or vulnerable groups to address issues proactively.
- Provide stakeholders access to our confidential [Ethics helpline](#) to report violations without fear of retaliation.
- Assess risks and remediate any adverse impacts that we cause or contribute to.
- Implement commitments through awareness, training, transparent communications, reporting and governance.
- Respect the fundamental rights at work, labor standards and welfare principles by ensuring:
 - A safe, healthy and respectful workplace, free from all forms of modern slavery.
 - Rights to freedom of association and to bargain collectively (or equivalent where the rights are restricted under law).
 - Timely and accurate wage payments in accordance with labor laws and contracts.
 - Support the freedom to change or terminate employment with unrestricted movement.

All leaders have the responsibility to promote this policy and to communicate the principles.



Everyone who works for Worley, including directors, officers, executives, managers, supervisors, employees, contractors and service providers, wherever they are located, must comply with this policy. We apply this policy in all joint operations where Worley is the operator. Where Worley is not the operator, we encourage the adoption of a similar policy requirement.

The responsibility for the application of this policy rests with us all.

DocuSigned by:

A handwritten signature in black ink, appearing to read "Chris Ashton", enclosed within a blue DocuSign signature box.

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Chris Ashton
Chief Executive Officer

June 2024