

# People Policy

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Our People are the heart of Worley and core to the realization of our Ambition.

We are committed to their health, safety, wellbeing and development in order to maximize their potential and a people experience.

**We will:**

- Maintain integrity, honesty and fairness in how we work together.
- Treat our people with dignity and respect and ensure diversity, inclusion and a sense of belonging are valued and fostered.
- Give our people an equal opportunity to participate and succeed in the workplace.
- Offer flexible work practices which enable our people to meet their work commitments, deliver on our promises to customers and balance personal circumstances.
- Develop our people by offering a range of learning opportunities.
- Ensure our people understand their responsibilities as well as their rights.
- Maintain open channels of communication while respecting the requirement for privacy and confidentiality.
- Provide a safe and professional work environment with zero tolerance for any form of discrimination, victimization, vilification, harassment and bullying, including sexual harassment. We will educate our people to recognize the potential risks and ensure procedures are implemented to minimize these risks.
- Encourage our people to report any behavior which breaches this policy and ensure all complaints are treated seriously, in a sensitive, fair and timely manner. Ensure individuals and witnesses who make a complaint are protected from any form of victimization or reprisals.

This policy applies to all our people, including joint ventures, partnerships and companies in which Worley has a participating interest. If anything in this policy is in conflict with local statutes or regulations, the latter will prevail. If there is such a conflict, please notify the Chief People Officer, in writing, of what deviations from the policy have been needed to comply with the local laws or regulations.

This policy is to be read in conjunction with the Code of Conduct.

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

Chris Ashton  
Chief Executive Officer

October 2022