

Diversity and Inclusion Policy

Worley aims for a diverse and inclusive workplace, to maximize our business results and attract, recruit, engage and retain a talented workforce. We are committed to providing an environment free of discrimination and bias, where everyone has an opportunity to maximize their potential, fully participate in creating business success and where each person is valued, respected and supported for their attributes, skills and experience.

The diversity of our people includes factors such as race, ethnicity, gender, sexual orientation, socio-economic status, culture, age, physical ability, education, language, skill levels, family status, religious, political and other beliefs and work styles. We value and harness this diversity to build an environment where people are connected and belong. We will honor the culture and customs, as well as comply with law and regulation, in all jurisdictions in which we operate.

Our commitment to diversity and inclusion is supported by the following diversity and inclusion expectations:

- Our diverse and inclusive workplace is representative of the countries and communities in which we operate
- Our recruitment and promotion practices are transparent, consistent and fair
- We are committed to equal access to, and equivalent remuneration parameters for, roles of comparable value at all levels of our organization
- Our workplaces promote flexible work practices to support the needs and responsibilities of our people
- We are all accountable for the creation of an inclusive work environment where individual difference is understood, respected and valued
- We are a diversity and inclusion leader in our industry and community.

All of our leaders are accountable to monitor the effectiveness of these expectations and provide visible leadership for this policy.

The Board of Directors has established measurable objectives for achieving diversity at Worley. The Board will annually review the objectives and our progress in achieving them.

This policy applies to all of 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 Diversity and Inclusion Director in writing.

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

Chris Ashton
Chief Executive Officer
February 2020