

# Whistleblower Policy

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Worley encourages whistleblowers to come forward with information relating to Company conduct that is:

- dishonest, fraudulent or corrupt;
- illegal;
- unethical;
- improper or inappropriate;
- unsafe or endangers the health and safety of others; or
- victimization, harassment, bullying or unlawful discrimination.

Whistleblower includes current and former officers, employees, contractors (including their employees and officers), supplier, agents, individual associates or other persons who have dealings with Worley; and their current or former relatives or dependents, which includes a spouse or former spouse, or any other person deemed to be an eligible whistleblower under any applicable law.

Worley's preference is that whistleblowers report via the Ethics Helpline which is administered by a third party. As an Australian listed company, whistleblowers may also make a report to:

- an officer or senior manager of Worley;
- Worley's external auditor or actuary (as nominated in the Worley Limited Annual Report);
- a legal practitioner for the purpose of representation or advice; or
- an applicable regulator.

We are committed to ethical business practices, encourage reporting of unethical conduct, treat all reports seriously and handle them in a timely, sensitive and consistent manner. All reasonable steps are taken to reduce the risk of a whistleblower's identity being disclosed. Serious issues may be reportable to local authorities for further investigation.

Worley will not permit victimization or detrimental treatment against any whistleblower who makes a report.

Chris Ashton  
Chief Executive Officer  
February 2020