



## Diversity and Inclusion Policy

WorleyParsons believes in the inherent benefits of 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 unfair bias, where everyone has an opportunity to fully participate in creating business success and where each person is valued, respected and supported for his or her different 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 are committed to valuing and harnessing the distinctiveness of all of our people within a productive, inclusive, talent and performance-based environment. We also aim to honor culture and custom as well as comply with law and regulation in all jurisdictions in which we operate.

WorleyParsons' commitment to diversity and inclusion is supported by the Diversity and Inclusion Expectations that apply to all our people, in all our locations, contracts and projects. The Diversity and Inclusion Expectations are:

- 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 and engaged to create an inclusive work environment where individual difference is understood, respected and fully valued
- We are a diversity and inclusion leader in our industry and community.

The Diversity and Inclusion Expectations provide the framework for our goal to develop and maintain a diverse and inclusive workplace, and the implementation of all diversity-related initiatives and guidelines within our businesses. All of our leaders are accountable to monitor the effectiveness of the Diversity and Inclusion Expectations and provide visible leadership for this Policy.

The Board of Directors has established measurable objectives for achieving diversity at WorleyParsons. The Board will annually review the objectives and WorleyParsons' progress in achieving them. The Diversity and Inclusion Expectations seek to support the achievement of the Board's measurable objectives.

This Policy applies to all of our people, including joint ventures, partnerships and companies in which WorleyParsons 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 Director Corporate Responsibility in writing.

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

**Andrew Wood**  
**Chief Executive Officer**

September 2017