# Worley FY2022 Global Reporting Initiative (GRI) disclosures: Core option

## GRI 102: General Disclosures 2016

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| 102-1 | *Name of the organization* | Annual Report, page 217 | Included |
| 102-2 | *Activities, brands, products and services* | Annual Report, page 50 | Included |
| 102-3 | *Location of headquarters* | Annual Report, page 217 | Included |
| 102-4 | *Location of operations* | Annual Report, page 52<br>Annual Report, page 190 | Included |
| 102-5 | *Ownership and legal form* | Annual Report, page 217 | Included |
| 102-6 | *Markets served* | Annual Report, page 50 | Included |
| 102-7 | *Scale of the organization* | Annual Report, page 50 | Included |
| 102-8 | *Information on employees and other workers* | As part of our reporting, we provide detailed information on our employees and other workers for select regions. We do this in compliance with the following legislation:<br><br>• Workplace Gender Equality Act 2012, Australia<br><br>• Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, United Kingdom.<br><br>The 2021 reports for both the United Kingdom and Australia are available here. The report for 2022 will be uploaded to this location when available. | Partially included |
| 102-9 | *Supply chain* | Our supply chain encompasses two distinct areas which both comply with our Supply Chain Code of Conduct. The goods and services we purchase to enable our internal operations, such as office equipment and merchandise, and the goods and services we purchase on behalf of our customers to support their projects.<br><br>Annual Report, page 50<br><br>Supply Chain Code of Conduct | Included |

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| 102-10 | *Significant changes to the organization and its supply chain* | Annual Report, page 55 | Included |
| 102-11 | *Precautionary Principle or approach* | We demonstrate the Precautionary Principle through:<br><br>• conducting Responsible Business Assessment (RBAs) and proactively checking our customers and projects for social license, environmental and ethical risks<br><br>• conducting environmental and social impact assessments, guiding our customers with their risk-based decision making<br><br>• our Life program, addressing the physical, mental and social well-being of our people<br><br>• our R3 program, our security and resilience management system.<br><br>Annual Report, page 88<br><br>Annual Report, page 100 | Included |
| 102-12 | *External initiatives* | Annual Report, page 95 | Included |
| 102-13 | *Membership of associations* | Annual Report, page 95 | Partially included |
| 102-14 | *Statement from senior decision-maker* | Annual Report, page 16 | Included |
| 102-16 | *Values, principles, standards, and norms of behavior* | Annual Report, page 20 | Included |
| 102-18 | *Governance structure* | Annual Report, page 116 | Included |
| 102-40 | *List of stakeholder groups* | Annual Report, page 56 | Included |
| 102-41 | *Collective bargaining agreements* | - | Information unavailable |
| 102-42 | *Identifying and selecting stakeholders* | Annual Report, page 56 | Included |

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| 102-43 | *Approach to stakeholder engagement* | As part of our annual reporting, we conduct a materiality assessment to identify the sustainability issues that are most important to us to act on. This assessment is conducted through the lens of the UN Sustainable Development Goals (SDGs) and considers:<br><br>• issues that have a significant impact on our business<br><br>• issues that are of importance to society and environment, that our business can have an impact on.<br><br>In addition to our materiality assessment, we engage with customers, investors, and communities across the world on a daily basis. These conversations number the thousands and are continually shaping our strategy and positioning.<br><br>Annual Report, page 57 | Included |
| 102-44 | *Key topics and concerns raised* | Our materiality assessment highlighted the key issues that we have a responsibility to act on. We've provided our position and summary of progress against our material SDGs in this section of the report.<br><br>Annual Report, page 57<br><br>In addition to the outcomes of our materiality assessment, modern slavery has been raised as an area of interest by both investors and customers. In 2021 we published our first Worley Group Modern Slavery Statement in compliance with legislation in both Australia and the United Kingdom. We will publish our second Modern Slavery Statement later this year through our Corporate Governance site.<br><br>Annual Report, page 101 | Included |
| 102-45 | *Entities included in the consolidated financial statements* | Annual Report, page 190 | Included |
| 102-46 | *Defining report content and topic Boundaries* | Annual Report, page 57<br><br>Annual Report, page 74<br><br>Our Annual Report has been prepared in accordance with the GRI Standards: Core option (2016). Our GRI index is below, which complies with:<br><br>• all requirements in section 2 of GRI 101: Foundation<br><br>• all Core disclosures from GRI 102: General Disclosures<br><br>• all reporting requirements from GRI 103: Management Approach for each of our material topics<br><br>• all reporting requirements for the topic-specific disclosures that are relevant to our material topics. We've used the document 'Linking the SDGs and the GRI Standards' as a basis to report the appropriate topic-specific disclosures. | Included |

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| 102-47 | *List of material topics* | We provide a review of our material sustainability issues, mapped to the UN SDGs as part of our Annual Report.<br><br>Annual Report, page 57 | Included |
| 102-48 | *Restatements of information* | **FY2021 GHG emissions** | Included |

Third-party limited assurance on our FY2021 energy and emissions was completed in November 2021, after publication of our Sustainability Report in August. Our environmental metrics were revised as follows:

| | Reported in FY2021 Sustainability Report | FY2021 Assured figures |
|---|---|---|
| Scope 1 emissions (tCO$_2$e) | 25,112 | 25,555 |
| Scope 2 emissions (tCO$_2$e) | 35,507 | 42,268 |
| Total energy consumption (MWh) | 218,539 | 230,029 |
| GHG emissions intensity per person (t CO$_2$e/person) | 1.27 | 1.42 |
| GHG emissions intensity per unit revenue (t CO$_2$e/$ million) | 6.9 | 7.7 |
| GHG emissions intensity of our energy (t CO$_2$e/MWh) | 0.28 | 0.29 |
| Energy productivity ($million/GWh) | 40.1 | 38.1 |

This year we also calculated our Scope 3 emissions baseline, using the year FY2021. Our updated FY2021 Scope 3 emissions from business travel and purchased goods and services are as follows:

| Scope 3 emissions category | Reported in FY2021 Sustainability Report (tCO$_2$e) | Updated FY2021 emissions (tCO$_2$e) | Reason for change |
|---|---|---|---|
| 1: Purchased goods and services | 3,254 | 370,745 | Previously we only reported Scope 3 emissions from paper usage and data centers. We have now expanded this category to include emissions from all purchased goods and services. |
| 6: Business travel | 4,685 | 16,013 | Previously this category included air travel and some ground travel only. We have now expanded our reporting to include ground travel (including road and rail) and accommodation. Also, our calculation methodology for air travel has been updated for more accuracy and consistency between countries, which has led to an |

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| | | increase in reported emissions. More information on our calculation methodology can be found in our CDP Climate 2022 submission. | |

**Science-aligned targets timeline**

In August 2021, we committed to set 1.5°C science-aligned targets by the end of FY2023. In March 2022, the Science Based Targets Initiative (SBTi) updated their policy on companies that operate in the fossil fuel sector. Companies with more than 50 percent revenue from providing equipment or services to fossil fuel companies cannot have their science-based targets validated until the SBTi's Oil & Gas guidance is finalized. Whilst we await this guidance from SBTi, we remain committed to setting a Paris-aligned plan for reduction of our Scope 1, Scope 2 and Scope 3 emissions.

**FY2021 water consumption**

Due to a conversion error, our FY2021 water consumption data was over-estimated at our fabrication yard in Houston. This significantly reduced our FY2021 water consumption at our fabrications to 140,849 m$^3$.

This year we have expanded reporting of our water consumption to all our offices and fabrication yards. A significant proportion of this is estimated based on headcount. This means that our reported figures are quite conservative as, during FY2022, many of our people continued to work from home.

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| 102-49 | *Changes in reporting* | There have been no significant changes from previous reporting periods in the list of material topics and topic boundaries. | Included |
| 102-50 | *Reporting period* | This report covers our sustainability performance as part of our FY2022 Annual Report. The report is published on our website here. | Included |
| 102-51 | *Date of most recent report* | The report for FY2021 was released on 25 August 2021. | Included |
| 102-52 | *Reporting cycle* | This report covers the period from 1 July 2021 to 30 June 2022 (FY2022). | Included |
| 102-53 | *Contact point for questions regarding the report* | Annual Report, page 217 | Included |
| 102-54 | *Claims of reporting in accordance with the GRI Standards* | Annual Report, page 3 | Included |
| 102-55 | *GRI content index* | This table constitutes our GRI content index and is published as part of our annual reporting suite on our external site. | Included |
| 102-56 | *External assurance* | Annual Report, page 102 | Included |

# GRI 103: Management Approach 2016

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| 103-1 | *Explanation of the material topic and its Boundary* | We provide a review of our material sustainability issues, mapped to the UN Sustainable Development Goals (SDGs) as part of our Annual Report.<br><br>**Material topics**<br>Annual Report, page 57<br><br>**SDG 3 – Good health and well-being**<br>Annual Report, page 88<br><br>**SDG 7 – Affordable and clean energy**<br>Annual Report, page 25<br>Annual Report, page 74<br><br>**SDG 9 – Industry, innovation and infrastructure**<br>Annual Report, page 58<br><br>**SDG 13 – Climate action**<br>Annual Report, page 25<br>Annual Report, page 74 | Included |
| 103-2 | *The management approach and its components* | We provide a review of management and performance against each of our material topics as part of our Annual Report.<br><br>**ESG governance**<br>Annual Report, page 100<br><br>**SDG 3 – Good health and well-being**<br>Annual Report, page 88<br><br>**SDG 7 – Affordable and clean energy**<br>Annual Report, page 25<br>Annual Report, page 74 | Included |

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| | | **SDG 9 – Industry, innovation and infrastructure**<br>Annual Report, page 58<br><br>**SDG 13 – Climate action**<br>Annual Report, page 25<br>Annual Report, page 74 | |
| 103-3 | *Evaluation of the management approach* | The Worley Board has ultimate authority over, and oversight of, the Worley Group. Management performance is evaluated through Board oversight, as well as internal audit and external limited assurance processes. This includes management of material sustainability issues to Worley. We provide a review of management and performance against each of our material topics as part of our Annual Report.<br><br>**Evaluation of ESG governance**<br>Annual Report, page 100<br><br>Corporate Governance Statement<br>**SDG 3 – Good health and well-being**<br>Annual Report, page 88<br><br>**SDG 7 – Affordable and clean energy**<br>Annual Report, page 25<br>Annual Report, page 74<br><br>**SDG 9 – Industry, innovation and infrastructure**<br>Annual Report, page 58<br><br>**SDG 13 – Climate action**<br>Annual Report, page 25<br>Annual Report, page 74 | Included |

# GRI 201: Economic Performance 2016

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| 201-1 | *Direct economic value generated and distributed* | Annual Report, page 99 | Included |
| 201-2 (a) | *Financial implications and other risks and opportunities due to climate change* | Annual Report, page 80 | Included |

# GRI 203: Indirect Economic Impacts 2016

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| 203-1 | *Infrastructure investments and services supported* | We are a leading global provider of professional project and asset services in the energy, chemicals and resource sectors. This includes delivering large scale infrastructure projects as part of the services provided to our customers. Alongside our commercial services, the Worley Foundation is our pro-bono investment in community infrastructure and sustainable development.<br><br>Annual Report, page 50 | Included |
| 203-2 | *Significant indirect economic impacts* | Annual Report, page 99 | Included |

# GRI 302: Energy 2016

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| 302-1 | *Energy consumption within the organization* | We use the operational control approach to account for our greenhouse gas (GHG) emissions. Operational control describes the boundary for reporting our environmental performance information. We report our energy use and greenhouse gas emissions with respect to the operational control model as set out by the Greenhouse Gas Protocol, i.e. our sites where we have full authority to introduce and implement our operating policies.<br><br>Our GHG emissions sources primarily come from the consumption of fuels, (including petrol, diesel, natural gas, propane and diesel) and electricity usage in our offices.<br><br>We collected our activity data from energy bills, fuel invoices and third parties such as our fleet providers. Activity data was available for about 86 percent of our locations, which equates to approximately 96 percent of our Scope 1 and Scope 2 emissions. When activity data was not found we estimated based on floor space or from previous years' data. This data was entered into our energy | Included |

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| | | management system. | |
| | | Our activity data was then converted to energy in MWh and carbon emissions in tonnes of $CO_2e$. Our energy and emissions factor sources include: | |
| | | • International Energy Agency Emissions Factors | |
| | | • Australian National Greenhouse Accounts Factors | |
| | | • UNFCC – National Inventory Reports | |
| | | • UK Government conversion factors for Company reporting | |
| | | • US EPA Emissions Factors for Greenhouse Gas Inventories. | |
| | | Annual Report, page 77 | |
| | | CDP Climate 2022 Submission | |
| 302-2 | *Energy consumption outside of the organization* | Annual Report, page 77<br>CDP Climate 2022 Submission | Partially included |
| 302-3 (a) | *Energy intensity* | We calculate two energy intensity metrics (energy intensity per person and energy intensity per AUD revenue): | Included |
| | | • Energy intensity per person: 4.14 MWh/person. This has reduced from 4.82 in FY2021 | |
| | | • Energy intensity per unit revenue: 23.4 MWh/$ (million). This has reduced from 26.2 in FY2021 | |
| | | All fuel, electricity, heating and cooling are included in our energy intensity. The ratio uses energy consumption within the organization. | |
| | | CDP Climate 2022 Submission | |
| 302-4 (a) | *Reduction of energy consumption* | Annual Report, page 77<br>CDP Climate 2022 Submission | Included |
| 302-5 (a) | *Reductions in energy requirements of products and services* | Our fabrication yards construct equipment modules from individual components supplied by third parties. | Partially included |
| | | We are in the process of identifying our Scope 3 GHG emissions from use of sold products. This will help baseline the energy requirements of our sold products so we can work to improve these in the future. | |

# GRI 305: Emissions 2016

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| 305-1 | *Direct (Scope 1) GHG emissions* | Our calculation methodology, including sources of emissions factors and consolidation approach, is described in 302-1. All greenhouse gas (GHG) are included as we calculate our emissions using $CO_2$ equivalents.<br><br>Annual Report, page 76<br><br>CDP Climate 2022 Submission | Included |
| 305-2 | *Energy indirect (Scope 2) GHG emissions* | Our calculation methodology, including sources of emissions factors and consolidation approach, is described in 302-1. All GHG are included as we calculate our emissions using $CO_2$ equivalents.<br><br>Annual Report, page 76<br><br>CDP Climate 2022 Submission | Included |
| 305-3 | *Other indirect (Scope 3) GHG emissions* | In previous years we have disclosed Scope 3 emissions only from business travel and partially from purchased goods and services. This year, we've expanded our Scope 3 disclosures and are disclosing our emissions from 11 out of the 13 applicable Scope 3 categories to us, as defined in the Greenhouse Gas Protocol: | Included |

| Scope 3 emissions category | FY2022 (t$CO_2$e) |
|---|---|
| 1: Purchased goods and services | 392,843 |
| 2: Capital goods | 35,692 |
| 3: Fuel and energy-related activities | 12,298 |
| 4: Upstream transportation and distribution | 36,454 |
| 5: Waste generated in operations | 3,355 |
| 6: Business travel | 25,615 |
| 7: Employee commuting | 54,891 |
| 8: Upstream leased assets | 17,269 |
| 9: Downstream transportation and distribution | 132 |
| 10: Processing of sold products | 0 (N/A for Worley) |
| 11: Use of sold products | Not yet quantified |

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| | | 12: End-of-life treatment of sold products | Not yet quantified | |
| | | 13: Downstream leased assets | 1,738 | |
| | | 14: Franchises | 0 (N/A for Worley) | |
| | | 15: Investments | 5,563 | |
| | | Total | 585,850 | |

As a result, our reported Scope 3 emissions increased significantly from FY2021.

Our Scope 3 emissions calculation process highlighted opportunities for improvement in our internal systems (for example, our procurement systems) to better capture activity data. As a result, there are limitations on the accuracy of our Scope 3 emissions, and we are still quantifying two categories that we consider to be relevant for us (use of sold products and end-of-life treatment of sold products). As we improve our systems and data quality, the quality of our Scope 3 emissions reporting will continue to improve.

Detailed information on our Scope 3 calculation methodology for each category can be found in our FY2022 CDP Climate submission.

Annual Report, page 77

CDP Climate 2022 Submission

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| 305-4 (a) | *GHG emissions intensity* | We calculate three GHG emissions intensity metrics: | Included |

GHG emissions intensity per person, GHG emissions intensity per dollar revenue and emissions intensity of our energy.

- Emissions intensity per person: 0.94 tCO2e/person. This has reduced from 1.42 in FY2021

- Emissions intensity per unit aggregated revenue: 5.32 tCO2e /$ (AUD million). This has reduced from 7.73 in FY2021

- Emissions intensity of our energy: 0.23 tCO2e /MWh. This has reduced from 0.29 in FY2021.

Scope 1 and Scope 2 are included in our GHG emissions intensity. All GHG emissions are included as we calculate our emissions using $CO_2$ equivalents.

Annual Report, page 76

CDP Climate 2022 Submission

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| 305-5 (a) | *Reduction of GHG emissions* | Annual Report, page 76 | Included |
| | | CDP Climate 2022 Submission | |

| GRI Ref. | Description | Response | Reporting level |
|----------|-------------|----------|-----------------|
| 305-6 (a) | *Emissions of ozone-depleting substances (ODS)* | We do not produce any ozone-depleting substances. The refrigerants we use in the operation of our offices and fabrication yards are not ozone-depleting substances. | Included |
| 305-7 | *Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions* | We do not measure our emissions of SOx, NOx and other compounds and particulates, however these are considered to be minimal. They come mainly from our diesel generators and welding activities in our fabrication yards. We manage these emissions in line with local environmental standards. As we reduce our use of diesel generators in line with our net zero road map, our emissions of SOx, NOx and other compounds will also reduce. | Partially included |

## GRI 306: Waste 2020

| GRI Ref. | Description | Response | Reporting level |
|----------|-------------|----------|-----------------|
| 306-1 | *Waste generation and significant waste-related impacts* | Annual Report, page 78 | Included |
| 306-2 (a,b,c) | *Management of significant waste-related impacts* | This year, we have measured and disclosed the waste from our offices and fabrication yards. Where we did not have actual data, we estimated the waste by headcount as follows. This accounts for 15 percent of our total waste (by mass). | Included |

306-2 (a,b,c) response continued:

- Calculated the headcount per office using our HotDesk Plus, our desk booking system

- Estimated the total waste generation and its treatment per capita for each country, using a World Bank database

- Multiplied this by:

$$\frac{\text{Working hours per year}}{\text{Total hours in a year}}$$

Our fabrication yards and offices each have different processes to separate their waste as they operate in different jurisdictions. We are working to minimize waste to landfill as much as possible, by working with our property managers and waste contractors to implement better waste separation practices. We have recently committed to phasing out single-use plastic in our offices by 2025.

We collect data from our waste suppliers and enter it into our environmental management system. We then categorize these waste streams into waste directed to disposal and waste diverted from disposal (i.e. recycling). Our recycling streams include mixed recycling, scrap metal, organic waste, electronic waste, paper, cardboard and wood. General waste is sent to landfill or waste-to-energy depending on the jurisdiction.

Our environmental management system applies to all our sites and activities. Seventeen of our sites, which operate under this management system, have received ISO 14001 certification. The certified offices/sites as of 30 June 2022 are in Australia (Worley

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| | | Power Services) (9), UK (6), Bulgaria (1) and Norway (1). | |
| | | Annual Report, page 78 | |
| 306-3 (a) | *Waste generated* | Annual Report, page 78 | Included |
| 306-4 (a,b,c,d) | *Waste diverted from disposal* | Annual Report, page 78 | Included |
| 306-5 (a,b,c,d) | *Waste directed to disposal* | Annual Report, page 78 | Included |

## GRI 401: Employment 2016

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| 401-2 (a) | *Benefits provided to full-time employees that are not provided to temporary or part-time employees* | In line with our commitment to the safety and well-being of our people, all our people have access to support from the Employee Assistance Program (EAP).  We offer full-time and part-time employees benefits aligned to local legislative and market practice. Provision of benefits to our casual employees is dependent on local legislation. Benefits may include: <br><br> • insurance, such as life, long-term disability, accidental death and dismemberment <br> • salary continuance insurance <br> • contributions to retirement fund <br> • health and dental coverage <br> • paid leave <br> • parental leave <br> • paid time off for illness. | Included |

# GRI 403: Occupational Health and Safety 2018

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| 403-1 | *Occupational health and safety management system* | Health and safety and the management of risk is core to our business and is essential to the way we conduct our operations and a principal value of the way we do business is our focus on Life. | Included |
| | | Life is our approach to health, safety and well-being which incorporates human performance principles such as safe practices, behavior, and systems. We look to improve and shift beyond a process focus to a more contemporary and people centered approach. We recognize people are the solution and through individual experiences, our best practices and programs, and our expectations to be curious, speak up, take action and share lessons, we discover the safety excellence we already have and can further build on. We also choose what is right over what is quick or easy and face important issues looking to understand and learn from them. | |
| | | The Management System is a risk-based system comprising of risk processes, Standards, Procedures, Templates, Forms and Checklists. The risk-based approach in alignment with ISO31000:2018 Risk Management standards establishes a series of risk control measures in the management of worker health and safety. | |
| | | The Health and Safety Management System applies across our Group entities. We uphold high standards in our global minimum operating controls, which enables: | |
| | | • Improved global delivery: Multi-office execution is made more efficient and effective, it improves risk management and mitigation, people can seamlessly transition between offices, and it enables consistent delivery to our customers worldwide | |
| | | • Knowledge sharing and efficiency: Improved transfer of knowledge between our projects and business operations | |
| | | • Continuous improvement: People are empowered and encouraged to provide improvement suggestions to ensure our work processes are reflective of current best practices | |
| | | • Alignment with our guiding philosophies: The philosophies that guide our culture of caring for our people and the environment, quality, and high performance are upheld by our standards. | |
| | | Nine of our sites, which operate under this Management System, have received ISO 45001 certification. The certified offices/sites as of 30 June 2022 are in UK (6), Saudi Arabia (1), Bulgaria (1) and Singapore (1) which covers the provisions of project management, engineering, procurement, construction and construction management, maintenance, modifications and operations, commissioning and specialist consulting and advisory services to our customers. | |
| | | In addition, nine sites in Australia (Worley Power Services) hold AS/NZS 4801 certification and will be transitioning to ISO 45001 in FY2023. We do not hold certification to ISO 45001 within all jurisdictions due to customer, contractual and operational needs however, the Group-wide Health and Safety Management System demonstrates conformity to the standard which has been conferred by certifying bodies. | |

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| 403-2 | *Hazard identification, risk, assessment and incident investigation* | We apply effective risk management principles and processes which apply to office and field activities to enhance decision making, leverage opportunities and assist in reducing threats. The business Health, Safety and Environment (HSE) and Assurance personnel are equipped with the appropriate skills and competencies to support office and field workers. The risk management process is applied to identify, prioritize, appropriately prevent, minimize, mitigate, communicate and manage risks throughout all existing and planned activities. The implementation of risk management processes to existing and planned activities follows a consistent methodology of application:<br><br>• assessment and evaluation of HSE risk<br><br>• identification of HSE controls<br><br>• implementation of HSE controls to as low as reasonably practicable (ALARP)<br><br>• communication of controls<br><br>• monitoring of controls. Risk management tools and procedures include:<br><br>• project/office level risk assessment and action plans<br><br>• permit to work and authorizations<br><br>• Job Hazard Analysis (JHA)<br><br>• danger hazard identification<br><br>• workplace inspections<br><br>• hazard reporting.<br><br>Observed hazards during day-to-day activities are firstly addressed by the observer on a 'see and fix' basis, provided that they are capable and competent to do so. If the hazard cannot be rectified by the observer, they are required to report it to their supervisor. Activities do not recommence until the hazard is under control and approval is provided by site management. All personnel with field execution tasks conduct a personal hazard identification process.<br><br>This process aids in the identification of any last-minute hazards not identified previously from the JHA process. All personnel are empowered to stop work if they feel it unsafe to continue. The activity is re-assessed and only when safe to do will the activity recommence. The requirements of personal hazard identification are detailed in the Danger Identification and Control Standard. Processes are in place for the timely reporting, classifying, investigation, recording and closing out of incidents and near misses.<br><br>All health and safety related incidents and near misses are reported in a timely manner into the Worley Assurance system. A communication protocol is in place to ensure the reporting is targeted to the level of management (and where required regulatory authorities) with a timeframe based on the severity of the incident. Immediately following any event, appropriate emergency response plans are activated, and the care of any injured persons and the safety of all persons is the priority. Investigations are conducted by personnel trained in investigation techniques to identify and document contributing factors, root causes and systemic failures that contributed to the incident. | Included |

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| | | Corrective actions arising out of event investigations shall be evaluated, tabled and then implemented in accordance with the hierarchy of hazard controls. Lessons learned from incidents, near misses and investigations are shared internally and with relevant third parties, with consideration as applicable for sharing with other locations. The outcomes from the incidents and near misses investigation are assessed to seek trends and analyzed to determine improvement opportunities, including the updating of standards, procedures and guidelines as relevant. Company alerts are drafted in accordance with the communications and consultation standards and shared depending on the significance of the learning and the breadth of its relevance. As applicable to the business requirements, Incident Review Boards made up of senior representatives review events within a framework with the focus on determining consolidated learnings for the business. | |
| 403-3 | *Occupational health services* | Our risk management processes apply to the identification, assessment and risk control of occupational health exposures and illnesses.<br><br>The application of the risk process covers existing and future planned activities targeting the physical, ergonomic, chemical, radiological, biological, ergonomic and psychological hazards in the workplace. For all applicable projects, a health risk assessment is performed during the planning phases and prior to site mobilization and concurrent with preparation of the overarching Project HSE Management Plan. An Industrial Hygiene Surveillance Plan is included in the Health Risk Assessment. The hygiene surveillance plan provides a breakdown of exposure groups identified for the defined scope of work and a summary of required and recommended worker monitoring to be performed. An evaluation of the offsite medical facilities and services is undertaken using pre-agreed list of criteria specific to the risks and medical needs identified through the Health Risk Assessment process.<br><br>The evaluation provides a formal recommendation to the project/office manager and is undertaken by a suitably qualified person. Following selection of the medical provider, consideration is given to the establishment of a service agreement for the scope of services required. Onsite medical facilities, equipment, resources and medication required is identified through the risk assessment process and agreed following the evaluation of offsite medical provider capabilities first. | Included |
| 403-4 | *Worker participation, consultation and communication on health and safety* | Our project and office management are responsible for ensuring suitable and sufficient consultation and communication with personnel with regard to matters of HSE protection. Consideration is given by management to the establishment of structured HSE Committees for offices and field sites. Many of our locations' health and safety legislation set guidelines for communication and consultation with personnel through the establishment of health and safety committees and representatives.<br><br>Our local management fully comply with the structure and frequency of these requirements. The HSE Committee is made up of an equal representation of elected workforce representatives and management representatives nominated for the position. The HSE Committee takes into consideration and assists the management with recommendations on a wide range of programs, measures and procedures.<br><br>We apply a range of methods and processes for communicating local and/or company-wide health and safety information, including the employee portal, newsletters, incident reports, signs, notice boards, manuals, meetings, reports, email etc, as is appropriate to the specific workplace and workforce. In field locations, tool-box meetings and job/pre-start meetings are tools used to ensure effective two-way communication. | Included |

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| 403-5 | *Worker training on occupational health and safety* | All new company personnel (including temporary and permanent transfers), contractors and visitors to any company-managed site undergo a work location specific induction, introduced by a member of the work location senior management team. The site-specific content of the induction is identified during the development of the project and prior to commencement at site and documented in a checklist format.<br><br>The site induction includes hazards pertaining to the scope of work not identified during the generic Worley induction. The Worley requirements in meeting the required skills and competencies for the activities being undertaken are based on location/project specific systems. The system is premised on maintaining the continual identification of HSE training/qualifications and competencies required for each position and to ensure these competencies are met and maintained by all personnel for their respective positions.<br><br>To ensure consistent high standards and compliance with local legal and other requirements, training and development solutions for critical HSE competencies where possible are provided by recognized/ accredited independent providers wherever such provision is available. | Included |
| 403-6 (a,b) | *Promotion of worker health* | Globally, we support the well-being of our people through our Life matters program. Life matters supports the physical, mental and social health of our people through global and local initiatives and actions. Our people's needs vary across the countries and environments in which we operate, and so it is important that our health promotion and programs are locally driven to account for the local context and health risks.<br><br>Our local health and safety or 'Life matters' well-being committees, Assurance and People teams are proactive in evaluating and leading many of the health programs, which may include gym memberships/ classes and health campaigns. Our employee benefits are locally administered and where appropriate and market-relevant, include access to free or subsidized medical checks, flu shots and other local vaccinations, as well as broader health education. In some geographies we offer additional access to voluntary health benefits which our people can access at subsidized rates for themselves and their families.<br><br>Globally, all our people have access to ethics helpline reporting. We also partner with a global provider of confidential EAP services, to make sure our people have 24/7 access to a best-in-class service that provides holistic wellbeing support and up to five face to face counselling sessions. We also have a global network of 300+ Mental Health Champions across 31 of our countries who provide a vital empathetic ear and signposting service to our people experiencing mental health challenges. | Included |
| 403-7 | *Prevention and mitigation of occupational health and safety impacts directly linked by business relationships* | We apply effective risk management principles and processes to enhance decision-making, leverage opportunities and assist in reducing threats for all existing and planned activities including those of significant negative impact to health and safety. The scope of risk management application applies to office and all field activities. We have implemented 'Life-saving rules' that have been developed to draw attention to the activities most likely to lead to a fatality and the lifesaving actions over which an individual has control. The rules are intended to support existing company management systems and risk control processes. The Worley Life-saving rules comprise of:<br><br>• Bypassing safety controls<br>• Confined space | Included |

- Driving
- Energy isolation
- Hot work
- Line of fire
- Safe mechanical lifting
- Work authorization
- Working at height.

Activities that are aligned with Life-saving rules are detailed within:

- Project HSE plan
- Project risk assessment
- Project assurance plan.

| GRI Ref. | Description | Response | | | Reporting level |
|---|---|---|---|---|---|
| 403-8 | *Workers covered by an occupational health and safety management system* | Contractors and suppliers are required to manage HSE in line with the Worley HSE Policy and Management System. Commensurate with risk, the selection of any new or significant key supplier or contractor includes a review of HSE criteria and an HSE assessment. Contractors, when agreed through the company project engagement processes, may utilize their own standards and procedures in so far as the requirements of their standards are at least equivalent to those of the Worley Management System, the customer's standards and those of applicable national and local regulations. | | | Included |
| 403-9 (a,b,c) | *Work-related injuries* | | **For all employees** | **For all workers who are not employees but whose work and/or workplace is controlled by the organization** | Included |
| | | The number and rate of fatalities as a result of work-related injury | 0 | 0 | |
| | | The number and rate of high-consequence work related injuries (excluding fatalities) | 0 | 1 | |
| | | The number and rate of recordable work-related injuries | 54 | 58 | |
| | | The main types of work-related injury | Hand and finger injuries – caught in, under or between | Hand and finger injuries – caught in, under or between | |
| | | The number of hours worked | 83,568,812 | 57,788,800 | |

| GRI Ref. | Description | Response | Reporting level |
|---|---|---|---|
| | | Our Job Hazard Analysis Standard highlights the importance of conducting risk assessments before beginning the job. This ensures that any hazards can be addressed. We use company alerts to communicate learnings across our company. These are designed to reduce risk severity by increasing recognition and awareness of risks. Alerts describe incidents, contributing and potential causal factors, and corrective actions for risk mitigation.<br><br>This disclosure only includes workers for sites in which we have operational control. The above rates have been calculated based on 200,000 hours worked. Our reporting is in line with OSHA standard CFR 1904.<br><br>Our safety performance is recorded as Total Recordable Case Frequency Rate (TRCFR), which follows the same definition as Total Recordable Injury Rate (TRIR). | |
| 403-10 | *Work-related ill health* | All recordable injuries reported in FY2022 were physical injuries; there were no recorded cases of work-related ill health.<br><br>The work-related hazards that pose a risk of ill health are determined based on our activities and risk assessment processes. Our definition of work-related ill health is aligned to the International Labour Organization (ILO), Guidelines on Occupational Safety and Health Management Systems, ILO-OSH 2001, 2001 guidance on work-related ill health.<br><br>We proactively manage the physical, mental and social well-being of our people through our Life approach value and programs. These programs include our Life-saving rules, Take5 for Safety, Life conversations, Life matters and Safe Driving for Life.<br><br>Annual Report, page 89 | Included |

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This GRI index contains forward-looking statements, including statements regarding climate change and other environmental and energy transition scenarios. While these forward-looking statements reflect the Group's expectations at the date of this GRI index, they are not guarantees or predictions of future performance or outcomes. They involve known and unknown risks and uncertainties, which may cause actual outcomes and developments to differ materially from those expressed in the statements contained in this GRI index.

There are also limitations with respect to the scenario analysis which is discussed in this GRI index, and it is difficult to predict which, if any, of the scenarios might eventuate. Scenario analysis is not an indication of probable outcomes and relies on assumptions that may or may not prove to be correct or eventuate.

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