

## C0. Introduction

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### C0.1

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**(C0.1) Give a general description and introduction to your organization.**

Worley is a leading global provider of services headquartered in Australia [ASX: WOR], delivering project and asset services in the energy, chemicals and resources sectors around the world. In April 2019, WorleyParsons acquired the Energy, Chemical and Resources division of Jacobs Engineering Group Inc. (ECR) to form Worley, which approximately doubled the size of the business. We now operate in 49 countries and have 51,855 people across the globe.

We solve complex problems and deliver projects safely, and to a world-class standard. Our relationships and partnerships support the delivery of sustained economic, social and environmental progress for communities across the world. We are driven by a common purpose to deliver a more sustainable world.

Our people represent many nationalities and cultures and speak many languages. We continually look for opportunities to make a difference in the communities in which we work. We are agile and innovative and go the extra mile to deliver new and better solutions: we deliver project projects, provide expertise in engineering, procurement and construction and offer a wide range of consulting and advisory services.

The global energy transition forms the backbone of our strategy. Worley has considerable expertise in new energy projects, having delivered over 2250 energy transition projects in solar, wind, geothermal, renewable fuels, waste to energy, hydrogen, distributed energy & storage, electrification & energy efficiency and carbon capture & storage.

### C0.2

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**(C0.2) State the start and end date of the year for which you are reporting data.**

	Start date	End date	Indicate if you are providing emissions data for past reporting years	Select the number of past reporting years you will be providing emissions data for
Reporting year	July 1 2019	June 30 2020	No	<Not Applicable>

### C0.3

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**(C0.3) Select the countries/areas for which you will be supplying data.**

Argentina  
Australia  
Azerbaijan  
Bahrain  
Belgium  
Brazil  
Brunei Darussalam  
Bulgaria  
Canada  
Chile  
China  
China, Hong Kong Special Administrative Region  
Colombia  
Czechia  
Egypt  
Finland  
Germany  
India  
Indonesia  
Kazakhstan  
Kuwait  
Malaysia  
Mexico  
Mongolia  
Mozambique  
Netherlands  
New Zealand  
Nigeria  
Norway  
Oman  
Peru  
Philippines  
Qatar  
Russian Federation  
Saudi Arabia  
Singapore  
South Africa  
Spain  
Sweden  
Thailand  
Timor-Leste  
Trinidad and Tobago  
United Arab Emirates  
United Kingdom of Great Britain and Northern Ireland  
United States of America  
Uzbekistan

**C0.4**

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**(C0.4) Select the currency used for all financial information disclosed throughout your response.**

AUD

**C0.5**

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**(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.**

Operational control

**C1. Governance**

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**C1.1**

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**(C1.1) Is there board-level oversight of climate-related issues within your organization?**

Yes

**C1.1a**

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**(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.**

Position of individual(s)	Please explain
Board Chair	The Chairman of the Board is a member of the Board Health, Safety and Sustainability (HSS) Committee. The role of the Committee is to assist the Board to fulfil its responsibility to oversee health, safety and sustainability matters, including climate-related issues arising out of Worley's activities.
Board-level committee	The Board has ultimate authority over, and oversight of the Group and regards corporate governance as a critical element in achieving the Group's objectives. The Board Health, Safety and Sustainability (HSS) Committee assists the Board to fulfil its responsibility to oversee health, safety and sustainability matters including climate related issues arising out of Worley's activities. This includes making recommendations about resources, processes and performance regarding the Climate Change Position Statement and associated reporting. The Board Audit and Risk Committee monitors climate change, sustainability and energy transition risks and opportunities and makes recommendations to the Board on any policy or public reporting in relation to climate change as it relates to the Group.
Chief Executive Officer (CEO)	Our CEO sits on the Board as an Executive Director. Our group-wide Health, Safety and Sustainability Policy which is signed off by our CEO, highlights our commitment to providing a safe, healthy and respectful work environment where we look out for and support each other, we care about the environment and the communities in which we work, and we apply all legislated laws. We will: <ul style="list-style-type: none"> <li>• Provide our people with the appropriate guidance, equipment and tools to work in a safe and responsible manner.</li> <li>• Ask, listen and respond openly to our people, contractors and customers to ensure their input is included in decisions impacting on workplace health, safety and the protection of the environments we operation within.</li> <li>• Encourage curiosity and learning to identify, assess and manage risks in all we do.</li> <li>• Promote and implement programs for the wellbeing of our people and for the prevention of injury and ill health</li> <li>• Position ourselves, together with helping our customers and industry partners, to meet a low carbon future and strive to manage our actions to reduce our emissions and waste.</li> <li>• Take considered and responsible action to drive continual and innovative improvement objectives and outcomes in health, safety and sustainable performance.</li> </ul>

**C1.1b**

**(C1.1b) Provide further details on the board's oversight of climate-related issues.**

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Scope of board-level oversight	Please explain
Other, please specify (Climate related issues are not a standalone agenda item at every meeting, but tends to be integrated into discussion and commonly linked to risk and strategy related items.)	<ul style="list-style-type: none"> <li>Reviewing and guiding strategy</li> <li>Reviewing and guiding major plans of action</li> <li>Reviewing and guiding risk management policies</li> <li>Setting performance objectives</li> <li>Monitoring implementation and performance of objectives</li> <li>Monitoring and overseeing progress against goals and targets for addressing climate-related issues</li> </ul>	<Not Applicable>	<p>The Board meets every month and climate change is discussed on an ongoing basis as part of these meetings. The Board reviews and actively responds to climate change papers related to our response to the recommendations from the Taskforce on Climate-related Financial Disclosure (TCFD), and progress reports related to our energy reduction targets. The board approved our Climate Change Position Statement released in May 2020, which acknowledges the findings of the Intergovernmental Panel on Climate Change and commits Worley to reducing our Scope 1 and 2 emissions to net zero by 2030. In recognition of the importance of sustainable development in the world today, the charter of the Health, Safety and Environment (HSE) Board committee was expanded this year to include sustainability and is now formally known as the Health, Safety and Sustainability Board committee (Board HSSC). The HSSC committee meets at least six times per year. The Board HSSC wholly supports the full consideration of environmental, social and economic issues in corporate decision-making and alignment with the UN Sustainable Development Goals. We are committed to ensuring that Worley has appropriate processes and resources in place to guide the Group's sustainability practices, and that we make relevant disclosures and report performance to our stakeholders. The Board HSS committee is committed to Worley being part of the solution through both our own commitments, and also the significant role we can play in supporting the industries we serve. The Committee makes recommendations to the Board regarding the effectiveness of:</p> <ul style="list-style-type: none"> <li>• Group resources and processes for managing health, safety and sustainable risks;</li> <li>• Group processes for appropriately elevating health, safety and sustainable incidents, and for appropriately responding to reports of such incidents;</li> <li>• Group processes for complying with health, safety and sustainable laws;</li> <li>• Group performance with respect to health, safety and sustainability, including whether or not management is satisfactorily achieving its health, safety and sustainability objectives;</li> <li>• Review of the health, safety and sustainability aspects of the Group's Risk Management Plan; and</li> <li>• Review of the Group's Sustainability report, Climate Change Position Statement and related reporting.</li> </ul>

**C1.2**

**(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.**

Name of the position(s) and/or committee(s)	Reporting line	Responsibility	Coverage of responsibility	Frequency of reporting to the board on climate-related issues
Chief Executive Officer (CEO)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	Half-yearly
Other committee, please specify (Board HSS Committee)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	More frequently than quarterly
Other committee, please specify (Group Executive HSS Committee)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	More frequently than quarterly
Other, please specify (Group Director Corporate Affairs)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	More frequently than quarterly
Other, please specify (Group Sustainability Lead)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	More frequently than quarterly
Other, please specify (Energy Transition Working Group)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	More frequently than quarterly
Other, please specify (Group Executive Director - Health, Safety and Sustainability)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	More frequently than quarterly
Other, please specify (Director Corporate Assurance)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	More frequently than quarterly

## C1.2a

**(C1.2a) Describe where in the organizational structure this/these position(s) and/or committees lie, what their associated responsibilities are, and how climate-related issues are monitored (do not include the names of individuals).**

The Worley's Board's Health, Safety and Sustainability (HSS) Committee has full responsibility to oversee HSS related issues including climate change.

At the group executive level, reporting directly to the CEO is the Group Executive responsible for HSS, specifically as follows:

- Evaluating HSS material risks and issues, including climate change, along with progress and suitability of response.
- Monitoring the performance of the Group with respect to project and office HSS outcomes, and the effective application of Group HSE processes and controls. This includes proactive and preventative action and review of intervention plans where they are required.
- Ensuring all parts of the Group are involved and contributing to the achievement of successful HSS outcomes.
- Sharing insights and feedback from key customers, and where appropriate considering involvement at industry and customer HSE events.
- Reviewing and recommending targets (lead and lag) for performance and assess Group progress toward those targets.
- Endorsing and stewarding progress of the HSS elements of the Group assurance strategy to deliver successful HSS outcomes. This includes reviewing the level of uptake and effective application across the Group, and includes active sponsorship, participation, and resource allocation in selected focus areas.
- Discussing emerging learnings, trends, leading practices/ innovations and industry thinking, and making recommendations and influencing improvement and change within Group regions and business lines.
- Aligning on key messages and inputs into Board HSS papers, and stewardship of progress against actions.

Working with the Group Executive responsible for HSS, is the Group Director of Corporate Affairs and the Group Sustainability Lead. The Group Sustainability Lead reports to the Group Director of Corporate Affairs and is responsible for the following:

- Develops and executes the Worley sustainability strategy including the delivery of strategic initiatives under the Worley Climate Change Position Statement
- Leads the day to day management of Worley's sustainability organisation policies and procedures.
- Designs and delivers programs to continuously drive engagement of the Worley workforce in sustainability including Climate Change awareness and emissions reduction initiatives.

The Energy Transition Working Group (ETWG) has been formed to provide a forum to develop Energy Transition and Climate Change Responses and to provide consequent counsel and guidance to the Worley Group. The ETWG is not a standalone business line or strategy group, but rather represents the stakeholders within the Worley Group so as to allow the existing Businesses, Sectors and Functions to incorporate Energy Transition and Climate responses into their strategies and future planning. The outcomes of the ETWG are reported directly to the CEO.

## C1.3

**(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?**

	Provide incentives for the management of climate-related issues	Comment
Row 1	No, not currently but we plan to introduce them in the next two years	During FY2020 we did a thorough review of our executive leaderships incentives and determined sustainability and climate change related actions should be a part of the remuneration and reward for our senior executives going forward. From FY2021 our new Deferred Equity Plan which applies to the Group Executive and senior leaders, will include a metric relating to delivery of our Sustainability Action Plan.

## C2. Risks and opportunities

### C2.1

**(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?**

Yes

### C2.1a

**(C2.1a) How does your organization define short-, medium- and long-term time horizons?**

	From (years)	To (years)	Comment
Short-term	1	2	Our strategy group uses the IEA SDS to support our strategy development and we have just launched our new company purpose "to deliver a more sustainable world". Worley's Climate Change Position Statement was released in May 2020. In it we have publicly acknowledged the findings of the Intergovernmental Panel on Climate Change and have committed to reducing our Scope 1 and 2 emissions to net zero by 2030. As of FY21, our Group Executive leaders are incentivised to deliver our Sustainability Action Plan as part of the Deferred Equity Plan. Our short-term horizon is focused on establishing our path to net zero Scope 1 and 2 emissions and creating the shift required to embed emissions reduction thinking in the culture right across every level of our organisation. Our Energy Transition Working Group (ETWG), formerly known as our Climate Change Working Group (CCWG), comprises key leaders across our business (including Strategy, Planning & Investor Relations, Assurance, Corporate Affairs and Power & New Energy) and will be fundamental in driving the change throughout our organisation. This working group reports periodically to the Board HSS committee. We have also created a new corporate Energy Manager position within our organisation. This role will be specifically responsible for managing our energy use, improving energy efficiency and a key contributor in reducing our global Scope 1 and 2 emissions. In addition, we continue to implement the recommendations made by the Task Force on Climate-related Financial Disclosures (TCFD) across the 4 thematic areas of governance, strategy, risk management and metrics. We plan to refresh our risk and opportunity assessment in the short term. In the short term, we will also review our Scope 3 emissions and develop a plan to reduce these. We will also continue to work with our customers to deliver low-carbon projects key to the energy transition. We have developed and are now rolling out the use of our Sustainable Solutions tool for use on all our projects to identify opportunities to improve sustainability from the grass roots. As of FY20, Worley had delivered over 2250 energy transition projects in solar, wind, geothermal, renewable fuels, waste to energy, hydrogen, distributed energy & storage, electrification & energy efficiency and carbon capture & storage.
Medium-term	3	5	In the medium term, we will have made meaningful inroads into reducing our Scope 1 and 2 emissions where the solutions are more complex and harder to implement. For our Scope 3 emissions, we will have a clear view of these emissions and will be actively working to reduce these. Our medium term horizon is focused on pivoting our business into the energy transition. We will continue to leverage our deep technical expertise in the power and energy markets to support our existing and new customers as they embrace New Energy as part of the global energy transition and shift towards low emissions solutions. Investments in New Energy will see us broadening our capabilities in response to the markets we seek to address.
Long-term	5	10	In the long term, we will have reduced our Scope 1 and 2 emissions significantly and have our strategies firmly in place for remaining areas where emission reductions are complex. We will on track to our plan reducing our Scope 3 emissions. The long term pillar of our overarching strategy will see us working with our customers in the new world. This includes being a supplier of choice in the engineering design and construction of decarbonisation infrastructure such as hydrogen, carbon capture, utilisation and storage, the circular economy and green fuels. To achieve this, we continue to conduct analyses to identify and respond to unstoppable trends, market shifts and emerging disruptors including assessing the potential impact and uncertainty of these on Worley.

**C2.1b**

**(C2.1b) How does your organization define substantive financial or strategic impact on your business?**

As a leading global provider of services to the energy sector, our strategy is linked with the energy transition and a low carbon future. We have well established processes for defining substantive financial and strategic impacts including distinct materiality thresholds.

**C2.2**

**(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.**

**Value chain stage(s) covered**

Direct operations

**Risk management process**

Integrated into multi-disciplinary company-wide risk management process

**Frequency of assessment**

More than once a year

**Time horizon(s) covered**

Short-term

Medium-term

Long-term

**Description of process**

Our strategy group uses the IEA Sustainable Development Scenario (SDS) as a key input to our sector strategy risk identification. More generally, our risk management process is based on the principles of ISO 31000, the international standard for risk management, which adopts a seven step approach to identifying, assessing and managing risk. Our Risk Management Policy states we: • Identify and assess the effect of uncertainty and objectives to preserve or enhance business value • Establish a structured and consistent approach to assessing and treating all types of risk, at all levels and activities throughout the business • Integrate risk management into our business processes and operations • Apply our risk management processes in our engagement with and delivery of services to our customers • Foster a positive culture of risk management through engagement, information sharing and training • Measure and monitor the effectiveness of risk management through assurance activities and incorporate lessons learnt to promote continuous improvement Our Risk Management Standard defines the minimum risk management requirements for the various activities managed throughout the business. We formally assess our enterprise risks roughly every two months. While our approach is integrated so a lot of our relevant risk work is broad, climate change is intertwined into our sustainability risk and our energy transition risk. Our finance team assess through scenario analysis the impacts to our budget monthly. Risks and opportunities are continuously assessed as a part of the sector and strategy review process.

**C2.2a**

**(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?**

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	We adopt a holistic view on risk. Our risk management process allows us to capture all types of risks and include them in our risk assessments. Our group risk matrix assesses all risks and opportunities against: • Health, safety and sustainability, including climate change • Financial • Reputation and customer experience • Business operations • Legal and regulatory compliance
Emerging regulation	Relevant, always included	We adopt a holistic view on risk. Our risk management process allows us to capture all types of risks and include them in our risk assessments. Our group risk matrix assesses all risks and opportunities against: • Health, safety and sustainability, including climate change • Financial • Reputation and customer experience • Business operations • Legal and regulatory compliance
Technology	Relevant, always included	We adopt a holistic view on risk. Our risk management process allows us to capture all types of risks and include them in our risk assessments. Our group risk matrix assesses all risks and opportunities against: • Health, safety and sustainability, including climate change • Financial • Reputation and customer experience • Business operations • Legal and regulatory compliance
Legal	Relevant, always included	We adopt a holistic view on risk. Our risk management process allows us to capture all types of risks and include them in our risk assessments. Our group risk matrix assesses all risks and opportunities against: • Health, safety and sustainability, including climate change • Financial • Reputation and customer experience • Business operations • Legal and regulatory compliance
Market	Relevant, always included	We adopt a holistic view on risk. Our risk management process allows us to capture all types of risks and include them in our risk assessments. Our group risk matrix assesses all risks and opportunities against: • Health, safety and sustainability, including climate change • Financial • Reputation and customer experience • Business operations • Legal and regulatory compliance
Reputation	Relevant, always included	We adopt a holistic view on risk. Our risk management process allows us to capture all types of risks and include them in our risk assessments. Our group risk matrix assesses all risks and opportunities against: • Health, safety and sustainability, including climate change • Financial • Reputation and customer experience • Business operations • Legal and regulatory compliance
Acute physical	Relevant, always included	We adopt a holistic view on risk. Our risk management process allows us to capture all types of risks and include them in our risk assessments. Our group risk matrix assesses all risks and opportunities against: • Health, safety and sustainability, including climate change • Financial • Reputation and customer experience • Business operations • Legal and regulatory compliance In addition, our Global Security & Resilience group has R3 (Ready Response & Recovery) processes in place to address physical risks that may impact our people.
Chronic physical	Relevant, always included	We adopt a holistic view on risk. Our risk management process allows us to capture all types of risks and include them in our risk assessments. Our group risk matrix assesses all risks and opportunities against: • Health, safety and sustainability, including climate change • Financial • Reputation and customer experience • Business operations • Legal and regulatory compliance In addition, our Global Security & Resilience group has R3 (Ready Response & Recovery) processes in place to address physical risks that may impact our people.

**C2.3**

**(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?**

Yes

**C2.3a**

**(C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business.**

**Identifier**

Risk 1

**Where in the value chain does the risk driver occur?**

Downstream

**Risk type & Primary climate-related risk driver**

Please select

**Primary potential financial impact**

Please select

**Climate risk type mapped to traditional financial services industry risk classification**

<Not Applicable>

**Company-specific description**

As a result of the energy transition, we see the following risks impacting our business: 1. Shift in hydrocarbons demand from heavy oil and onshore conventional to unconventional and offshore development due to challenges reducing costs and footprint, reputational pressures and constraints (e.g. pipeline development across jurisdictions) results in smaller and reduced need for engineering and design services and need to change business model or focus (e.g. offshore, LNG, petrochemical) to suit customer demands. 2. Reduction in oil demand due to increased pace of adoption and technological advancement of electrification (including electric vehicles) results in less demand for hydrocarbon services and lower revenues. 3. Our hydrocarbon customers shifting from majority oil to majority gas. This would result in reduced demand for our existing services and increased demand for expertise that Worley can't meet or doesn't have in the LNG space.

**Time horizon**

Medium-term

**Likelihood**

More likely than not

**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure****Cost of response to risk****Description of response and explanation of cost calculation**

To manage the risks of changing customer behaviour, it is part of our strategy to diversify our business and reduce our reliance on the hydrocarbons sector. Our acquisition of the Jacobs ECR division has strengthened our position in the energy, chemicals and resources sector. The global energy transition forms the backbone of our strategy as we transition to more fully supporting low-carbon infrastructure design, construction and operations as the long-term pillar of our overarching company strategy.

**Comment**

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**Identifier**

Risk 2

**Where in the value chain does the risk driver occur?**

Direct operations

**Risk type & Primary climate-related risk driver**

Please select

**Primary potential financial impact**

Please select

**Climate risk type mapped to traditional financial services industry risk classification**

<Not Applicable>

**Company-specific description**

Many of our offices and some of our fabrication yards are located in areas that could be subject to increased flooding and/or drought if rainfall patterns change. Floods may cause interruption of our services to our customers. Long term drought could impact the cost and viability of our own and our customers' businesses in a region. In addition, we have ~ 10,000 field workers of which many work in the US Gulf Coast where the increased frequency and severity of storms could pose increased occupational risk.

**Time horizon**

Medium-term

**Likelihood**

More likely than not

**Magnitude of impact**

Low

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure****Cost of response to risk****Description of response and explanation of cost calculation**

We have business continuity plans in place for each of our offices that take into account natural and other disasters that could impact our ability to operate in that region. When selecting office locations within a region, part of our criteria is resilience for the most likely disasters. For example, in cities with rivers that could potentially flood significant areas of the business district, we would review the flooding records of any building before we committed to a lease.

**Comment**

The business continuity plans are already in place and the continuous management of these plans by our Global Security & Resilience group is very low cost. It is possible that selection of buildings that are more resilient to disasters, for example higher location, could increase costs but this is not expected to be significant.

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**Identifier**

Risk 3

**Where in the value chain does the risk driver occur?**

Downstream

**Risk type & Primary climate-related risk driver**

Please select

**Primary potential financial impact**

Please select

**Climate risk type mapped to traditional financial services industry risk classification**

<Not Applicable>

**Company-specific description**

We are a diverse company and we provide services to customers across a range of industrial sectors. Some of the sectors that we operate in are energy and GHG intensive. There is a risk that our reputation will be associated with these energy and GHG intensive industries, limiting our ability to grow in low carbon markets.

**Time horizon**

Medium-term

**Likelihood**

About as likely as not

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**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

&lt;Not Applicable&gt;

**Potential financial impact figure – minimum (currency)**

&lt;Not Applicable&gt;

**Potential financial impact figure – maximum (currency)**

&lt;Not Applicable&gt;

**Explanation of financial impact figure****Cost of response to risk****Description of response and explanation of cost calculation**

As of FY20, Worley had delivered over 2250 energy transition projects in solar, wind, geothermal, renewable fuels, waste to energy, hydrogen, distributed energy & storage, electrification & energy efficiency and carbon capture & storage. Our progress to date shows that we are perfectly placed to leverage our deep technical expertise in the power and energy markets to support our existing and new customers as they embrace New Energy. We have developed centres of excellence in Brazil, Spain, Australia and the United States which in turn support New Energy projects across the globe. We also have carbon emissions incorporated into our Responsible Business Assessment Standard, which cascades down to our Risk Assessment matrix, a methodology for assessing the carbon intensity of a proposed project. For example, a high-risk rating is generated for greenfield or expansion projects for the extraction of combustion of thermal coal. Such high-risks have to be approved by the CEO for Worley to engage in such projects. Our global energy transition forms the backbone of our strategy as we transition to more fully supporting low-carbon infrastructure design, construct and operations as the long-term pillar of our overarching company strategy.

**Comment**

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**Identifier**

Risk 4

**Where in the value chain does the risk driver occur?**

Downstream

**Risk type & Primary climate-related risk driver**

Please select

**Primary potential financial impact**

Please select

**Climate risk type mapped to traditional financial services industry risk classification**

&lt;Not Applicable&gt;

**Company-specific description**

Acceleration of the energy transition due to COVID-19. 1. Significant reduction in the use of hydrocarbons through COVID-19 in particular due to severe changes in travel patterns. 2. Renewable energy use, however, has shown to be stable given rise to the opportunity for renewable energy technologies to continue to develop and potentially leap frog new hydrocarbon use in some parts of the world. 3. Improvements in air quality observed where hydrocarbon use (in particular coal) has been reduced (e.g. China) leading to more social pressure to reduce hydrocarbon use.

**Time horizon**

Short-term

**Likelihood**

More likely than not

**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

&lt;Not Applicable&gt;

**Potential financial impact figure – minimum (currency)**

&lt;Not Applicable&gt;

**Potential financial impact figure – maximum (currency)**

&lt;Not Applicable&gt;

**Explanation of financial impact figure****Cost of response to risk****Description of response and explanation of cost calculation**

As per the response to Risk 3, Worley is perfectly placed to leverage our deep technical expertise in the power and energy markets to support our existing and new customers as they embrace New Energy at a faster rate than was seen pre-COVID-19. Our global energy transition forms the backbone of our strategy as we transition to more fully supporting low-carbon infrastructure design, construct and operations as the long-term pillar of our overarching company strategy.

**Comment**

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**C2.4**

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**(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?**

Yes

C2.4a

**(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.**

**Identifier**

Opp1

**Where in the value chain does the opportunity occur?**

Please select

**Opportunity type**

Products and services

**Primary climate-related opportunity driver**

Development and/or expansion of low emission goods and services

**Primary potential financial impact**

Please select

**Company-specific description**

The energy transition touches all the sectors we work within and we are focused on being a key player. This includes supporting the hydrocarbon industry as the world will continue to rely on hydrocarbon-based fuels and products over the coming decades and as such gradual decarbonisation of the Energy and Chemicals industries will be necessary. For example, decarbonisation opportunities for the upstream oil and gas operations onshore and offshore would include renewable energy integration along with carbon capture and storage. Another opportunity is the move to centralized power/water utility block sourcing for mining operations, which builds on our distributed energy experience across the globe.

**Time horizon**

Medium-term

**Likelihood**

Likely

**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**

Please select

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

In the next 1-3 years demand for alternative power are likely to increase dramatically.

**Cost to realize opportunity**

**Strategy to realize opportunity and explanation of cost calculation**

As of FY20, Worley had delivered over 2250 energy transition projects in solar, wind, geothermal, renewable fuels, waste to energy, hydrogen, distributed energy & storage, electrification & energy efficiency and carbon capture & storage. Our progress to date shows that we are perfectly placed to leverage our deep technical expertise in the power and energy markets to support our existing and new customers as they embrace New Energy. We have developed centres of excellence in Brazil, Spain, Australia and the United States which in turn support New Energy projects across the globe. Our global energy transition forms the backbone of our strategy as we transition to more fully supporting low-carbon infrastructure design, construct and operations as the long-term pillar of our overarching company strategy. Worley is a unique position to pair our deep specific industry knowledge in the traditional energy and chemical sectors with our low-carbon technology experience.

**Comment**

Costs for establishing and maintaining our leadership position in low carbon technologies is low, <1% of revenue. We utilise our existing expertise to a large extent, recruit specialists where they can add value and focus on the implementation of projects that will be commercially successful.

**Identifier**

Opp2

**Where in the value chain does the opportunity occur?**

Please select

**Opportunity type**

Products and services

**Primary climate-related opportunity driver**

Development and/or expansion of low emission goods and services

**Primary potential financial impact**

Please select

**Company-specific description**

Broadening our customer base into new energy as a greater proportion of our business revenue.

**Time horizon**

Medium-term

**Likelihood**

Likely

**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**

Please select

**Potential financial impact figure (currency)**

&lt;Not Applicable&gt;

**Potential financial impact figure – minimum (currency)**

&lt;Not Applicable&gt;

**Potential financial impact figure – maximum (currency)**

&lt;Not Applicable&gt;

**Explanation of financial impact figure****Cost to realize opportunity****Strategy to realize opportunity and explanation of cost calculation**

As of FY20, Worley had delivered over 2250 energy transition projects in solar, wind, geothermal, renewable fuels, waste to energy, hydrogen, distributed energy & storage, electrification & energy efficiency and carbon capture & storage. Our progress to date shows that we are perfectly placed to leverage our deep technical expertise in the power and energy markets to support our existing and new customers as they embrace New Energy. We have developed centres of excellence in Brazil, Spain, Australia and the United States which in turn support New Energy projects across the globe. Our global energy transition forms the backbone of our strategy as we transition to more fully supporting low-carbon infrastructure design, construct and operations as the long-term pillar of our overarching company strategy.

**Comment****Identifier**

Opp3

**Where in the value chain does the opportunity occur?**

Please select

**Opportunity type**

Products and services

**Primary climate-related opportunity driver**

Development and/or expansion of low emission goods and services

**Primary potential financial impact**

Please select

**Company-specific description**

Worley as a company was born from the hydrocarbons sector, which is now an aging industry. We have an opportunity to translate all the learnings we have in engineering design, construction and operations into the emerging new energy industry and build our reputation as a transformational energy services company.

**Time horizon**

Medium-term

**Likelihood**

More likely than not

**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**

Please select

**Potential financial impact figure (currency)**

&lt;Not Applicable&gt;

**Potential financial impact figure – minimum (currency)**

&lt;Not Applicable&gt;

**Potential financial impact figure – maximum (currency)**

&lt;Not Applicable&gt;

**Explanation of financial impact figure****Cost to realize opportunity****Strategy to realize opportunity and explanation of cost calculation**

Part of strategy is to reskill our workforce to leverage off the deep experience we have in the energy and chemicals sectors and translate our people's skills into new energy. As per our responses to previous questions, we have delivered over 2250 energy transition projects in solar, wind, geothermal, renewable fuels, waste to energy, hydrogen, distributed energy & storage, electrification & energy efficiency and carbon capture & storage. Our progress to date shows that we are perfectly placed to leverage our deep technical expertise in the power and energy markets to support our existing and new customers as they embrace New Energy. We have developed centres of excellence in Brazil, Spain, Australia and the United States which in turn support New Energy projects across the globe.

**Comment****C3. Business Strategy**

C3.1

**(C3.1) Have climate-related risks and opportunities influenced your organization's strategy and/or financial planning?**

Yes

C3.1a

**(C3.1a) Does your organization use climate-related scenario analysis to inform its strategy?**

Yes, qualitative, but we plan to add quantitative in the next two years

C3.1b

**(C3.1b) Provide details of your organization's use of climate-related scenario analysis.**

Climate-related scenarios and models applied	Details
IEA Sustainable development scenario	We make disclosures in accordance with the TCFD framework with regards to our strategy as follows: • We use the International Energy Agency Sustainable Development Scenario for strategic planning and to develop business resiliency pathways accordingly across our portfolio of businesses and geographies • We are responding to climate change the energy transition through our own net zero roadmap and also supporting our customers towards a low-carbon future are key elements in our business strategy • Risks and opportunities are identified in the markets and customers we serve, so that the company can both capitalize on the significant opportunity offered by the capital programs associated with the energy transition, but also to mitigate risks associated with declining industries as the world transitions • Our strategic responses are developed within the existing business and functional structures of the company and are integral to our planning processes and performance reporting • Our R3 group supports business continuity readiness and response associated with physical risks including extreme weather events or rising temperatures

C3.1d

**(C3.1d) Describe where and how climate-related risks and opportunities have influenced your strategy.**

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	Our Carbon Risk Index developed originally for our refining and chemical customers but being broadened to the other industries we operate in. Our Sustainable Solutions tool enables our people to identify and capture opportunities to decarbonize our customers' projects.
Supply chain and/or value chain	Yes	As part of our Scope 3 strategy, we will be developing plan to reduce emissions such as (but not limited to) the transportation of our products from our fabrication yards along with our business travel, data centres and waste disposal. Our Sustainable Solutions tool enables our people to identify and capture opportunities to decarbonize our customers' projects.
Investment in R&D	Yes	Active member of the Australian Future Fuels Cooperative Research Centre through cash and in-kind contributions. Contributor to the Australian Renewable Energy Agency through in-kind contributions. Partner in the Australian Antarctic Division through the Worley Foundation both in cash and in-kind contributions.
Operations	Yes	Assessment of carbon intensity of projects (prior to bidding and execution) through our Responsible Business Assessment Standard. Our Worley Waste Warriors initiative, which is a grass roots initiative, to reduce our waste in all forms (including carbon) from our operations but also from our local communities. Recruitment of an Energy Manager to manage and reduce our energy use along with developing low-carbon solutions.

C3.1e

**(C3.1e) Describe where and how climate-related risks and opportunities have influenced your financial planning.**

	Financial planning elements that have been influenced	Description of influence
Row 1	Revenues Direct costs Capital allocation Acquisitions and divestments	The long-term pillar of our overarching strategy will see us fully working with our customers in New Energy. Our newly released company vision is to "deliver a more sustainable world". This has seen us adjust our strategic and business development spend into these areas. We are also making strategic purchases such as our purchase of 3sun Group (3sun), the UK-based installation, inspection and maintenance specialists in the offshore wind sector.

C3.1f

**(C3.1f) Provide any additional information on how climate-related risks and opportunities have influenced your strategy and financial planning (optional).**

C4. Targets and performance

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## C4.1

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### (C4.1) Did you have an emissions target that was active in the reporting year?

Absolute target

## C4.1a

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### (C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

**Target reference number**

Abs 1

**Year target was set**

2020

**Target coverage**

Company-wide

**Scope(s) (or Scope 3 category)**

Scope 1+2 (location-based)

**Base year**

2020

**Covered emissions in base year (metric tons CO2e)**

136026

**Covered emissions in base year as % of total base year emissions in selected Scope(s) (or Scope 3 category)**

100

**Target year**

2030

**Targeted reduction from base year (%)**

100

**Covered emissions in target year (metric tons CO2e) [auto-calculated]**

0

**Covered emissions in reporting year (metric tons CO2e)**

136026

**% of target achieved [auto-calculated]**

0

**Target status in reporting year**

New

**Is this a science-based target?**

No, and we do not anticipate setting one in the next 2 years

**Please explain (including target coverage)**

As our first year of operating as Worley, much of 2020 was spent understanding the transition and developing our position on climate change. Worley's Climate Change Position Statement was released in May 2020, where we have publicly acknowledged the findings of the Intergovernmental Panel on Climate Change and have committed to reducing our Scope 1 and 2 emissions to net zero by 2030. We have developed a new methodology for measuring our Scope 1 and 2 emissions based on the GHG Protocol and have completed limited assurance on this methodology via a 3rd party provider. Our short-term horizon (1-2 years) is focused on establishing our path to net zero Scope 1 and 2 emissions and creating the shift required to embed emissions reduction thinking in the culture right across every level of our organisation. In the medium term (3-5 years), we will have made meaningful inroads in reducing our Scope 1 and 2 emissions to be firmly on a downward trend. We will have detailed plans in place for reducing our Scope 1 and 2 emissions where the solutions are more complex and harder to implement. Prior to the acquisition of Jacobs' Energy, Chemicals and Resources business, WorleyParsons had exceeded the target of a 5% reduction of total carbon dioxide equivalents (CO2e) against base year FY16. This was mainly through business downsizing and through our efforts in reducing our carbon footprint across a number of our offices via consolidation. Although we had exceeded our original target, we continued to look at ways to reduce our energy consumption. We are exploring the use of LED lights in most of our offices and we have an internal project looking at implementing smart printing across all of our offices.

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## C4.2

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### (C4.2) Did you have any other climate-related targets that were active in the reporting year?

No other climate-related targets

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## C4.3

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### (C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

No

## C4.3d

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### (C4.3d) Why did you not have any emissions reduction initiatives active during the reporting year?

Most of FY20 was focussed on our transition and understanding our current position and requirements. Whilst we did not set targets for the current year, we developed a plan for reducing our emissions in the short, medium and long term timeframes and released our Climate Change Position Statement in May 2020.

Early in the year, we recognised the need to improve our own processes regarding energy and emissions management and we utilised expertise within our organisation to develop a consistent approach to calculation of our emissions following the growth through acquisition. Recruitment for a company Energy Manager is underway and we have also made key appointments in the wider team, specifically to tackle the internal measurement, and subsequent management of our emissions resulting from our activities. As we improve our internal knowledge and data, initiatives will be easier to identify and subsequently quantify through effective monitoring & targeting.

## C4.5

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### (C4.5) Do you classify any of your existing goods and/or services as low-carbon products or do they enable a third party to avoid GHG emissions?

Yes

## C4.5a

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### (C4.5a) Provide details of your products and/or services that you classify as low-carbon products or that enable a third party to avoid GHG emissions.

#### Level of aggregation

Product

#### Description of product/Group of products

Worley has a low carbon service offering, with active involvement in all project phases of renewable energy and key enabling technologies around the world, as well as energy efficiency, GHG destruction and Carbon Capture and Storage. We take projects from concept, through feasibility, engineering, delivery and operations.

#### Are these low-carbon product(s) or do they enable avoided emissions?

Low-carbon product and avoided emissions

#### Taxonomy, project or methodology used to classify product(s) as low-carbon or to calculate avoided emissions

Please select

#### % revenue from low carbon product(s) in the reporting year

5

#### % of total portfolio value

<Not Applicable>

#### Asset classes/ product types

<Not Applicable>

#### Comment

To date, we have been involved in over 2250 New Energy projects globally. Our New Energy experience encompasses solar PV/CSP, wind, geothermal and hydropower, nuclear, distributed energy and storage, renewable fuels and waste-to-energy, hydrogen and hydropower. In the area of solar, we have completed 317 solar power projects between PV, CSP and hybrid projects. We have the world's largest CSP/PV hybrid project with a total capacity of 950 MW. In the area of wind, we have completed 666 projects split between onshore and offshore wind. Our largest onshore wind farm project (Lake Turkana Wind Power Project in northern Kenya) has a capacity of 310 MW and its 365 wind turbines operate 362 days in a year. Our largest offshore wind farm project has a capacity of 2600 MW. In the area of geothermal, hydro & ocean power, we have completed 281 projects with our latest project being 20,342 MW. Our total projects completed to date have a 210 GW total generating capacity. In the area of nuclear, we have completed 213 projects with the largest power plant having a capacity of 4.8 GW. In the area of renewable fuels and waste-to-energy, we have completed 120 projects including 15 million gallons/year of renewable jet fuels in a key project. We have more than 20 years experience in design and operation of a co-gen facility fuelled partly using landfill gas. In the area of hydrogen, we have undertaken 72 green or blue hydrogen roles globally. The largest green hydrogen electrolyser we have studied is 36 GW, based on hybrid offshore wind input. In the area of smart and distributed energy, we have completed 201 distributed energy and storage projects. We have over 18 years experience in specialised demand response and energy efficiency global experience. In the area of electrification & energy efficiency, we have completed 181 projects between electrification, energy efficiency and grid transformation. For a single industry client, we have achieved \$20M/year savings through energy efficiency and electrification. In the area of carbon capture utilization & storage, we have 202 projects with 100 million tonnes of CO2 expected to be captured and stored on the world's largest CCS project. In addition, we have a selection of tools that we have developed to support our customers in improving their energy efficiency and create a safe and sustainable engineering design.

## C5. Emissions methodology

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### C5.1

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**(C5.1) Provide your base year and base year emissions (Scopes 1 and 2).**

**Scope 1**

**Base year start**

July 1 2019

**Base year end**

June 30 2020

**Base year emissions (metric tons CO2e)**

58713

**Comment**

Emitted across 123 offices. We will be using FY20 data as our new formal baseline.

**Scope 2 (location-based)**

**Base year start**

July 1 2019

**Base year end**

June 30 2020

**Base year emissions (metric tons CO2e)**

77313

**Comment**

Emitted across 213 offices. We will be using FY20 data as our new formal baseline.

**Scope 2 (market-based)**

**Base year start**

**Base year end**

**Base year emissions (metric tons CO2e)**

**Comment**

C5.2

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**(C5.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.**

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

C6. Emissions data

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C6.1

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**(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?**

**Reporting year**

**Gross global Scope 1 emissions (metric tons CO2e)**

58713

**Start date**

<Not Applicable>

**End date**

<Not Applicable>

**Comment**

Emitted across 123 business locations. We increased our Scope 1 emissions by 82.8% from FY19 to FY20, due to the acquisition of Jacobs' Energy, Chemicals and Resources division. In addition we have undertaken a comprehensive review of our estate and methodology which has increased the number of sites and available data.

C6.2

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**(C6.2) Describe your organization's approach to reporting Scope 2 emissions.**

**Row 1**

**Scope 2, location-based**

We are reporting a Scope 2, location-based figure

**Scope 2, market-based**

We have operations where we are able to access electricity supplier emission factors or residual emissions factors, but are unable to report a Scope 2, market-based figure

**Comment**

## C6.3

---

### (C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

#### Reporting year

##### Scope 2, location-based

77313

##### Scope 2, market-based (if applicable)

<Not Applicable>

##### Start date

<Not Applicable>

##### End date

<Not Applicable>

##### Comment

Emitted across 213 offices. We increased our Scope 2 emissions by 56.8% from FY19 to FY20, due to the acquisition of Jacobs' Energy, Chemicals and Resources division. In addition we have undertaken a comprehensive review of our estate and methodology which has increased the number of sites and available data.

## C6.4

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### (C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1 and Scope 2 emissions that are within your selected reporting boundary which are not included in your disclosure?

No

## C6.5

---

### (C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

#### Purchased goods and services

##### Evaluation status

Relevant, not yet calculated

##### Metric tonnes CO2e

<Not Applicable>

##### Emissions calculation methodology

<Not Applicable>

##### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

##### Please explain

We plan to calculate defined components of our Scope 3 emissions in the future

#### Capital goods

##### Evaluation status

Not relevant, explanation provided

##### Metric tonnes CO2e

<Not Applicable>

##### Emissions calculation methodology

<Not Applicable>

##### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

##### Please explain

We do not hold significant capital goods that have material climate change impacts. We lease capital goods such as buildings, vehicles and office materials (photocopiers, laptops, etc.). The emissions arising from the use of these are captured under our Scope 1 and 2 emissions.

**Fuel-and-energy-related activities (not included in Scope 1 or 2)**

**Evaluation status**

Relevant, not yet calculated

**Metric tonnes CO2e**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

We plan to calculate defined components of our Scope 3 emissions in the future

**Upstream transportation and distribution**

**Evaluation status**

Relevant, not yet calculated

**Metric tonnes CO2e**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

We plan to review our emissions associated with the upstream transportation and distribution for our fabrication yards".

**Waste generated in operations**

**Evaluation status**

Relevant, not yet calculated

**Metric tonnes CO2e**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

We plan to calculate defined components of our Scope 3 emissions in the future

**Business travel**

**Evaluation status**

Relevant, calculated

**Metric tonnes CO2e**

14426

**Emissions calculation methodology**

Air travel data was collected from 33 countries in which we operate. Emission factors were applied in the country of origin by the airlines and travel service providers. Where emissions calculation is missing, emissions factors from last year's country specific emissions calculation was used. These were sourced from the GHG Protocol: Long haul flights 0.177 kgCO2-e/mile Medium haul flights 0.203 kgCO2-e/mile Short haul flights 0.290 kgCO2-e/mile.

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

100

**Please explain**

Only air travel has been calculated. Land transport has not been considered.

**Employee commuting**

**Evaluation status**

Relevant, not yet calculated

**Metric tonnes CO2e**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

We plan to calculate defined components of our Scope 3 emissions in the future

### Upstream leased assets

#### Evaluation status

Relevant, not yet calculated

#### Metric tonnes CO2e

<Not Applicable>

#### Emissions calculation methodology

<Not Applicable>

#### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

#### Please explain

The majority of our offices are leased. The emissions arising from these buildings that are under our operational control are captured under our Scope 1 and 2 emissions. We have not calculated the Scope 3 emissions associated with our share of base building emissions for our leased offices. These are considered low relevance relative to business travel emissions.

### Downstream transportation and distribution

#### Evaluation status

Relevant, not yet calculated

#### Metric tonnes CO2e

<Not Applicable>

#### Emissions calculation methodology

<Not Applicable>

#### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

#### Please explain

We plan to review our emissions associated with the downstream transportation and distribution from our fabrication yards.

### Processing of sold products

#### Evaluation status

Relevant, not yet calculated

#### Metric tonnes CO2e

<Not Applicable>

#### Emissions calculation methodology

<Not Applicable>

#### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

#### Please explain

We plan to review our emissions associated with the physical sold products from our fabrication yards.

### Use of sold products

#### Evaluation status

Relevant, not yet calculated

#### Metric tonnes CO2e

<Not Applicable>

#### Emissions calculation methodology

<Not Applicable>

#### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

#### Please explain

We plan to review our emissions associated with the physical sold products from our fabrication yards.

### End of life treatment of sold products

#### Evaluation status

Relevant, not yet calculated

#### Metric tonnes CO2e

<Not Applicable>

#### Emissions calculation methodology

<Not Applicable>

#### Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

#### Please explain

We plan to review our emissions associated with the physical sold products from our fabrication yards.

#### Downstream leased assets

**Evaluation status**

Not relevant, explanation provided

**Metric tonnes CO2e**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

We do not lease downstream assets.

#### Franchises

**Evaluation status**

Not relevant, explanation provided

**Metric tonnes CO2e**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

We do not own or license any franchise operations.

#### Investments

**Evaluation status**

Not relevant, explanation provided

**Metric tonnes CO2e**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

We do not have any investments that involve Scope 3 emissions.

#### Other (upstream)

**Evaluation status**

Not relevant, explanation provided

**Metric tonnes CO2e**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

Worley does not have other upstream scope 3 emissions.

#### Other (downstream)

**Evaluation status**

Not relevant, explanation provided

**Metric tonnes CO2e**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

Worley does not have other downstream scope 3 emissions.

### C6.7

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**(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?**

No

## C6.10

(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

**Intensity figure**

12.04

**Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)**

136026

**Metric denominator**

Other, please specify (Unit total revenue (million))

**Metric denominator: Unit total**

11300

**Scope 2 figure used**

Location-based

**% change from previous year**

4.8

**Direction of change**

Decreased

**Reason for change**

**Intensity figure**

2.99

**Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)**

136026

**Metric denominator**

full time equivalent (FTE) employee

**Metric denominator: Unit total**

45452

**Scope 2 figure used**

Location-based

**% change from previous year**

22.7

**Direction of change**

Increased

**Reason for change**

Following the acquisition of Jacobs ECR, our overall energy use has increased. In FY19, the emissions data contains only two months (May and June) of Jacobs ECR emissions data. The FY19 FTE employee count was adjusted to account for the additional workers from Jacobs ECR in the same two months. The 10 additional fabrication yards acquired with Jacobs ECR are large energy consumers leading to an increase in our GHG emissions per person for FY2020. The FTE employee count for both FY19 and FY20 only include the workers who contribute directly to our Scope 1 and 2 emissions, and omit employees who don't work onsite.

## C7. Emissions breakdowns

### C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

No

### C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/region.

Country/Region	Scope 1 emissions (metric tons CO2e)
Asia Pacific (or JAPA)	90
Africa	2864
Europe	2669
Middle East	23
North America	52980
South America	86

### C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

- By business division
- By activity

#### C7.3a

(C7.3a) Break down your total gross global Scope 1 emissions by business division.

Business division	Scope 1 emissions (metric ton CO2e)
Americas	53065
APAC	90
EMEA	5557

#### C7.3c

(C7.3c) Break down your total gross global Scope 1 emissions by business activity.

Activity	Scope 1 emissions (metric tons CO2e)
Global Yard Operations (Stavanger, North Slope, Prudhoe Bay, Dead Horse, Edmonton Fab shop)	42397
Global Office Operations	16316

### C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/region.

Country/Region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)	Purchased and consumed electricity, heat, steam or cooling (MWh)	Purchased and consumed low-carbon electricity, heat, steam or cooling accounted for in Scope 2 market-based approach (MWh)
Asia Pacific (or JAPA)	10829		15378	
Africa	2352		2448	
Europe	6334		35905	
Middle East	8132		11448	
North America	49153		102254	
South America	513		2100	

### C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

- By business division
- By activity

#### C7.6a

(C7.6a) Break down your total gross global Scope 2 emissions by business division.

Business division	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Americas	49666	
APAC	10829	
EMEA	16818	

#### C7.6c

**(C7.6c) Break down your total gross global Scope 2 emissions by business activity.**

Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Global Yard Operations (Stavanger, North Slope, Prudhoe Bay, Dead Horse, Edmonton Fab shop)	2937	
Global Office Operations	74376	

**C7.9**

**(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?**

Increased

**C7.9a**

**(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.**

	Change in emissions (metric tons CO2e)	Direction of change	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption		<Not Applicable >		
Other emissions reduction activities		<Not Applicable >		
Divestment		<Not Applicable >		
Acquisitions	54606	Increased	67	Acquisition of Jacobs ECR significantly increased our office space and employee count along with an increased data set incorporating more activity data.
Mergers		<Not Applicable >		
Change in output		<Not Applicable >		
Change in methodology		<Not Applicable >		With the acquisition of Jacobs' ECR, we had two different estimation methodologies in play across our business. We have derived a consistent methodology across the business taking the best from both heritage WorleyParsons and Jacobs' ECR.
Change in boundary		<Not Applicable >		
Change in physical operating conditions		<Not Applicable >		
Unidentified		<Not Applicable >		
Other		<Not Applicable >		

**C7.9b**

**(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?**

Location-based

**C8. Energy**

**C8.1**

**(C8.1) What percentage of your total operational spend in the reporting year was on energy?**

More than 0% but less than or equal to 5%

**C8.2**

**(C8.2) Select which energy-related activities your organization has undertaken.**

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	Yes
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	Yes
Generation of electricity, heat, steam, or cooling	No

**C8.2a**

**(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.**

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	HHV (higher heating value)			318850
Consumption of purchased or acquired electricity	<Not Applicable>			169196
Consumption of purchased or acquired heat	<Not Applicable>			2
Consumption of purchased or acquired steam	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired cooling	<Not Applicable>			337
Consumption of self-generated non-fuel renewable energy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Total energy consumption	<Not Applicable>			488384

**C8.2b**

**(C8.2b) Select the applications of your organization's consumption of fuel.**

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	Yes
Consumption of fuel for the generation of heat	Yes
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	Yes
Consumption of fuel for co-generation or tri-generation	No

**C8.2c**

**(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.**

**Fuels (excluding feedstocks)**

Natural Gas

**Heating value**

HHV (higher heating value)

**Total fuel MWh consumed by the organization**

231596

**MWh fuel consumed for self-generation of electricity**

25000

**MWh fuel consumed for self-generation of heat**

200000

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

6596

**MWh fuel consumed for self-cogeneration or self-trigeneration**

<Not Applicable>

**Emission factor**

0.185

**Unit**

kg CO2e per kWh

**Emissions factor source**

International Energy Agency

**Comment**

Country (and where appropriate State) Specific factors have been applied as per GHG protocol. The above is a global average Our Natural gas is primarily for use in heating buildings and so we have estimated the above as it is likely some gas use is in turbines for electricity generation at our industrial sites. We are in the process of improving our processes in energy management and this will give us greater detail on our usage at site level.

---

**Fuels (excluding feedstocks)**

Petrol

**Heating value**

HHV (higher heating value)

**Total fuel MWh consumed by the organization**

6403

**MWh fuel consumed for self-generation of electricity**

**MWh fuel consumed for self-generation of heat**

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

**MWh fuel consumed for self-cogeneration or self-trigeneration**

<Not Applicable>

**Emission factor**

0.23

**Unit**

kg CO2e per kWh

**Emissions factor source**

International Energy Agency

**Comment**

Country (and where appropriate State) Specific factors have been applied as per GHG protocol. The above is a global average This petrol usage is for owned transport vehicles

---

**Fuels (excluding feedstocks)**

Diesel

**Heating value**

HHV (higher heating value)

**Total fuel MWh consumed by the organization**

78955

**MWh fuel consumed for self-generation of electricity**

**MWh fuel consumed for self-generation of heat**

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

**MWh fuel consumed for self-cogeneration or self-trigeneration**

<Not Applicable>

**Emission factor**

0.25

**Unit**

kg CO2e per kWh

**Emissions factor source**

International Energy Agency

**Comment**

Country (and where appropriate State) Specific factors have been applied as per GHG protocol. The above is a global average Our Diesel is primarily for use in site generation for electricity at our industrial sites. We are in the process of improving our processes in energy management and so we have estimated the above. We also have diesel use in owned vehicles.

---

**Fuels (excluding feedstocks)**

Propane Gas

**Heating value**

HHV (higher heating value)

**Total fuel MWh consumed by the organization**

1896

**MWh fuel consumed for self-generation of electricity**

1896

**MWh fuel consumed for self-generation of heat**

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

**MWh fuel consumed for self-cogeneration or self-trigeneration**

<Not Applicable>

**Emission factor**

0.214

**Unit**

kg CO2e per kWh

**Emissions factor source**

International Energy Agency

**Comment**

Country (and where appropriate State) Specific factors have been applied as per GHG protocol. The above is a global average Our propane use is primarily for use in site generation for electricity at our industrial sites. We are in the process of improving our processes in energy management and so we have estimated the above.

**C9. Additional metrics**

**C9.1**

**(C9.1) Provide any additional climate-related metrics relevant to your business.**

**C10. Verification**

**C10.1**

**(C10.1) Indicate the verification/assurance status that applies to your reported emissions.**

	Verification/assurance status
Scope 1	No third-party verification or assurance
Scope 2 (location-based or market-based)	No third-party verification or assurance
Scope 3	No emissions data provided

**C10.2**

**(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?**

In progress

**C11. Carbon pricing**

**C11.1**

**(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?**

No, but we anticipate being regulated in the next three years

**C11.1d**

**(C11.1d) What is your strategy for complying with the systems you are regulated by or anticipate being regulated by?**

For our offices and sites impacted by a carbon pricing system, we will incorporate the requirements into our overarching carbon management strategy.

**C11.2**

**(C11.2) Has your organization originated or purchased any project-based carbon credits within the reporting period?**

No

## C11.3

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### (C11.3) Does your organization use an internal price on carbon?

No, and we do not currently anticipate doing so in the next two years

## C12. Engagement

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### C12.1

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#### (C12.1) Do you engage with your value chain on climate-related issues?

Yes, our suppliers  
Yes, our customers

### C12.1a

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#### (C12.1a) Provide details of your climate-related supplier engagement strategy.

##### Type of engagement

Compliance & onboarding

##### Details of engagement

Code of conduct featuring climate change KPIs

##### % of suppliers by number

100

##### % total procurement spend (direct and indirect)

##### % of supplier-related Scope 3 emissions as reported in C6.5

##### Rationale for the coverage of your engagement

We strive to partner with suppliers who share the same vision as us on climate related issues. Our minimum and preferred requirements for suppliers and contractors are set out in the Supply Chain Code of Conduct. The areas covered include corporate governance and ethics, labor/workplace management, occupational health and safety, environment, suppliers and community engagement. We favour suppliers and contractors who share our commitment to: • supporting corporate responsibility; • supporting human rights and fair employment practices; • maintaining and improving the work environment so that it is safe and healthy for all staff and visitors; • conducting their business operations in a way that protects and sustains the environment; • adopting similar principles and practices to those in the code in selecting, monitoring and managing their own suppliers and contractors; and • understanding their responsibility to the local communities on which they have an impact and from which they profit. All our project procurement and contracting teams operate from the guidance provided in our policies and standards for procurement and contracts, by which goods and services are acquired by Worley. We are a signatory of the United Nations Global Compact and we align our practices with the ten universally accepted principles in the areas of human rights, labour standards, environment and anticorruption. We favour suppliers who align with this expectation.

##### Impact of engagement, including measures of success

All our suppliers (landlords, business travel providers, etc.) are provided with our Supply Chain Code of Conduct.

##### Comment

---

##### Type of engagement

Compliance & onboarding

##### Details of engagement

Climate change is integrated into supplier evaluation processes

##### % of suppliers by number

100

##### % total procurement spend (direct and indirect)

##### % of supplier-related Scope 3 emissions as reported in C6.5

##### Rationale for the coverage of your engagement

The environmental rating of a building has an impact on our consumption. We strive to partner with landlords who are proactive in improving their building rating and implementing emissions reduction activities as this will directly help us reduce our energy consumption.

##### Impact of engagement, including measures of success

Our property leasing selection guide states that consideration of the building sustainability should be included alongside other considerations such as financial, customer, etc. In addition, we strive to partner with landlords who share the same vision as us when it comes to investing in emissions reduction activities. We maintain good relationships with our building managers and landlords and actively pursue activities to continually improve the environmental rating of the building.

##### Comment

---

##### Type of engagement

Compliance & onboarding

##### Details of engagement

Included climate change in supplier selection / management mechanism

---

**% of suppliers by number**

100

**% total procurement spend (direct and indirect)**

**% of supplier-related Scope 3 emissions as reported in C6.5**

**Rationale for the coverage of your engagement**

We perform responsible business assessments to strengthen customer and project due diligence. We want to know that our customers and other business partners take a responsible approach to business as seriously as we do, before we agree to proceed to work with them. Responsible business assessments were introduced in 2018. They are now embedded across our business within our sales processes and risk assessments for new projects and contracts.

**Impact of engagement, including measures of success**

One of the five areas where we assess the risk profile of customers and projects is carbon emissions. We make decisions to proceed with bids and work with customers after we have considered the possibility of business disputes and referred reputation damage, and have an appropriate level of risk management in place. This protects the interests of all of our stakeholders: investors, customers, employees and communities. We have a supplier portal accessed from our company website, which tracks key information (such as supplier performance and key metrics) on our suppliers and contractors, including some information on their sustainable practices. Suppliers self-register and provide information on their performance in corporate governance and ethics, labor/workplace management, occupational health and safety, environment, and community engagement.

**Comment**

---

**Type of engagement**

Compliance & onboarding

**Details of engagement**

Included climate change in supplier selection / management mechanism  
Climate change is integrated into supplier evaluation processes

**% of suppliers by number**

100

**% total procurement spend (direct and indirect)**

**% of supplier-related Scope 3 emissions as reported in C6.5**

**Rationale for the coverage of your engagement**

Our procurement teams can play a very influential role on projects, managing the supply of materials, equipment and contractors for projects. Supporting local suppliers, contractors and workers aids the development of skills and capabilities, and provides economic benefits to the local community.

**Impact of engagement, including measures of success**

During the contracting stage, integrating the economic, environmental and social development objectives into tender documents and contracts ensures that contractors and suppliers understand all project constraints and goals. These proactive actions minimize the risk of uncertainties resulting from climate change.

**Comment**

---

**Type of engagement**

Engagement & incentivization (changing supplier behavior)

**Details of engagement**

Run an engagement campaign to educate suppliers about climate change

**% of suppliers by number**

**% total procurement spend (direct and indirect)**

**% of supplier-related Scope 3 emissions as reported in C6.5**

**Rationale for the coverage of your engagement**

In order to promote opportunities for local and under-represented groups, we have adapted our procurement processes to track, manage and promote the inclusion of local communities.

**Impact of engagement, including measures of success**

The procurement team can support economic development by: • providing training and delivering supplier information sessions for small local companies that may not have the required experience and skills to work on large engineering, procurement and construction management projects but are interested in opportunities; • creating small bid packages to allow local firms to bid on work; • creating a project-specific procurement website for firms to upload their capabilities and learn about opportunities; • allowing for training and skills development to be incorporated into work packages; and • using a bid scoring system that can help provide employment for the local community.

**Comment**

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C12.1b

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**(C12.1b) Give details of your climate-related engagement strategy with your customers.**

**Type of engagement**

Education/information sharing

**Details of engagement**

Run an engagement campaign to educate customers about the climate change impacts of (using) your products, goods, and/or services

**% of customers by number**

**% of customer - related Scope 3 emissions as reported in C6.5**

**Portfolio coverage (total or outstanding)**

<Not Applicable>

**Please explain the rationale for selecting this group of customers and scope of engagement**

The work we do with our customers presents us with the greatest opportunity to reduce carbon emissions, therefore our offering to customers is a key area of focus as they navigate the energy transition. We have a selection of inhouse tools that help to provide insight into the environment and climate related impacts which we make available to our customers.

**Impact of engagement, including measures of success**

These tools support our customers in improving the energy efficiency of their existing operations and help them to transition to lower emissions intensity outcomes. Through our SEAL tool, we aim to provide safe and sustainable engineering design. Our Sustainable Solutions tool is in pilot phase and provides the tools to enable our people to engage with customers on opportunities to reduce carbon emissions on their projects. Global rollout is planned before end of 2020.

**C12.3**

**(C12.3) Do you engage in activities that could either directly or indirectly influence public policy on climate-related issues through any of the following?**

Direct engagement with policy makers

Funding research organizations

Other

**C12.3a**

**(C12.3a) On what issues have you been engaging directly with policy makers?**

Focus of legislation	Corporate position	Details of engagement	Proposed legislative solution
Other, please specify (Energy intensive industries)	Neutral	We have participated in Australian government workshops relating to the country's Low emissions technology roadmap. We have also completed paid studies into options to abate emissions from difficult to abate energy intensive industries.	Confidential contribution.
Other, please specify (Low emissions technology)	Support	In June 2020 we provided a submission in response to the Australian Federal Government Low Emissions Technology Roadmap.	In this submission, we gave recommendations on how Australia can use technology to decarbonize its energy systems and build low emissions energy intensive industries, with outcomes including implementation of large-scale renewables, integration of hydrogen, and moving to a circular economy.
Other, please specify (Offshore clean energy infrastructure)	Support	In February 2020 we provided a submission in response to the Australian Federal Government "Offshore clean energy infrastructure regulatory framework" discussion paper.	Supportive of development of the industry and shared insights from our international experience in offshore wind industry.

**C12.3d**

**(C12.3d) Do you publicly disclose a list of all research organizations that you fund?**

No

**C12.3e**

**(C12.3e) Provide details of the other engagement activities that you undertake.**

1. Worley's CEO is part of a business network in Australia group called the B-Team Climate Leaders Coalition which provides a forum for CEOs to share about climate change commitments and learn from each other on the journey to achieving their commitments. The group has a working group sitting beneath it which investigates related issues and reports back to the group.
2. Strategic investment in social and environmental programs via the Worley Foundation, including:
  - Worley provided financial and in kind support to the New York Academy of Science/Global STEM Alliance to hold an Energy Transition Contest. This year, we've helped students around the world connect and learn about the energy transition through a digital learning platform hosted by The New York Academy of Sciences/Global STEM Alliance.
  - as a Trailblazer10 Corporate Supporter of the Antarctic Science Foundation, providing financial and skilled volunteering support for scientific research in the Antarctic, Sub Antarctic and Southern Ocean. This polar research is helping the world anticipate and adapt to climate change, as well as contributing to the protection and conservation of the unique Antarctic ecosystem, from the smallest shell-building protist to the blue whale.
3. Maintained active ISO 14001 Environmental Management System certification for some of our offices/locations.

**C12.3f**

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**(C12.3f) What processes do you have in place to ensure that all of your direct and indirect activities that influence policy are consistent with your overall climate change strategy?**

The external (global) communications approval process applies for any publications or conference speaking engagements prior to these occurring. Ultimately the Global Director of Corporate Affairs reviews and is responsible for the co-ordination of all Worley's publications and engagements, check for compliance and alignment to strategy.

**C12.4**

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**(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).**

**Publication**

In mainstream reports

**Status**

Complete

**Attach the document**

**Page/Section reference**

**Content elements**

Governance  
Strategy  
Risks & opportunities  
Emissions figures  
Emission targets  
Other metrics

**Comment**

---

**Publication**

In voluntary communications

**Status**

Complete

**Attach the document**

**Page/Section reference**

<https://www.worley.com/>

**Content elements**

Governance  
Strategy  
Risks & opportunities  
Emissions figures  
Emission targets  
Other metrics

**Comment**

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**C15. Signoff**

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## C-FI

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**(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.**

### C15.1

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**(C15.1) Provide details for the person that has signed off (approved) your CDP climate change response.**

	Job title	Corresponding job category
Row 1		Please select

## SC. Supply chain module

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### SC0.0

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**(SC0.0) If you would like to do so, please provide a separate introduction to this module.**

Worley is a leading global provider of professional services headquartered in Australia [ASX: WOR], delivering project and asset services in the energy, chemicals and resources sectors around the world. In April 2019, WorleyParsons acquired the Energy, Chemical and Resources division of Jacobs Engineering Group Inc. (ECR) to form Worley, which approximately doubled the size of the business. We now operate in 49 countries and have 51,855 people across the globe.

We solve complex problems and deliver projects safely, and to a world-class standard. Our relationships and partnerships support the delivery of sustained economic, social and environmental progress for communities across the world.

Our people represent many nationalities and cultures and speak many languages. We continually look for opportunities to make a difference in the communities in which we work. We are agile and innovative and go the extra mile to deliver new and better solutions: we deliver project projects, provide expertise in engineering, procurement and construction and offer a wide range of consulting and advisory services.

The global energy transition forms the backbone of our strategy. Worley has considerable expertise in new energy projects, having delivered over 2250 energy transition projects in solar, wind, geothermal, renewable fuels, waste to energy, hydrogen, distributed energy & storage, electrification & energy efficiency and carbon capture & storage.

### SC0.1

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**(SC0.1) What is your company's annual revenue for the stated reporting period?**

	Annual Revenue
Row 1	11300

### SC0.2

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**(SC0.2) Do you have an ISIN for your company that you would be willing to share with CDP?**

Yes

### SC0.2a

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**(SC0.2a) Please use the table below to share your ISIN.**

	ISIN country code (2 letters)	ISIN numeric identifier and single check digit (10 numbers overall)
Row 1	AU	000000WOR2

## SC1.1

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**(SC1.1) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.**

**Requesting member**

National Grid PLC

**Scope of emissions**

Scope 1

**Allocation level**

Business unit (subsidiary company)

**Allocation level detail**

Advisian is the consulting arm of Worley. It is the Advisian UK Leeds, London and Bristol offices who primarily provide consulting services to National Grid. Delivery is expanding as we enter in to 2020, with the Worley engineering team delivering multiple projects. These are currently in their infancy and as such emissions are calculated from products utilised by staff working within National Grid projects in these three offices and not for Worley company wide.

**Emissions in metric tonnes of CO<sub>2</sub>e**

25.2

**Uncertainty (±%)**

50

**Major sources of emissions**

Direct mobile fuel combustion within Company & leased vehicle and Stationary Gas emissions from office buildings.

**Verified**

Yes

**Allocation method**

Allocation based on the number of units purchased

**Please explain how you have identified the GHG source, including major limitations to this process and assumptions made**

Core direct emissions (Scope 1) emissions were identified by assessing potential sources in stationary combustion, mobile combustion, process emissions and fugitive emissions. Due to the nature of work we undertake (we are primarily a services company), our sources of Scope 1 emissions are relatively limited. The emission sources captured for National Grid are listed below: Scope 1: Direct mobile fuel combustion within Company & leased vehicle and Stationary Gas emissions from office buildings.

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**Requesting member**

National Grid PLC

**Scope of emissions**

Scope 2

**Allocation level**

Business unit (subsidiary company)

**Allocation level detail**

Advisian is the consulting arm of Worley. It is the Advisian UK Leeds, London and Bristol offices who primarily provide consulting services to National Grid. Delivery is expanding as we enter in to 2020, with the Worley engineering team delivering multiple projects. These are currently in their infancy and as such emissions are calculated from products utilised by staff working within National Grid projects in these three offices and not for Worley company wide.

**Emissions in metric tonnes of CO<sub>2</sub>e**

7.47

**Uncertainty (±%)**

50

**Major sources of emissions**

Purchased electricity.

**Verified**

Yes

**Allocation method**

Allocation based on the number of units purchased

**Please explain how you have identified the GHG source, including major limitations to this process and assumptions made**

Core indirect GHG emissions (Scope 2) were identified by assessing potential sources which consume of energy in the form of electricity. Due to the nature of work we undertake (we are primarily a services company), our sources of Scope 2 emissions are relatively limited. The emission sources captured for National Grid is listed below: Scope 2: Purchased electricity. The UK based staff have worked from home since March 2020. As such there is some uncertainty regarding the total electricity usage in the reported figures. No Scope 3 emissions have been recorded for air travel, purchased goods and services, or upstream transportation and distribution.

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## SC1.2

**(SC1.2) Where published information has been used in completing SC1.1, please provide a reference(s).**

UK Government GHG Conversion Factors for Company Reporting, 2020, Version 1.0.

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## SC1.3

**(SC1.3) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?**

Allocation challenges	Please explain what would help you overcome these challenges
Diversity of product lines makes accurately accounting for each product/product line cost ineffective	Allocation is required because emissions are only quantified and reported for Worley and generally not recorded in detail for client-specific project work. Ideally, we would prefer to avoid or minimize allocation if possible. This is because we recognize that allocation adds uncertainty to emissions estimates and can result in inaccuracies when an activity or facility produces a wide variety of products that differ significantly in their GHG contribution. It is important to note that we are able to capture data for individual clients if it is included as part of the overall service to be provided. It would help to receive clarification from our clients on how much they value this information, so that we can work with them to develop solutions.

**SC1.4**

**(SC1.4) Do you plan to develop your capabilities to allocate emissions to your customers in the future?**

Yes

**SC1.4a**

**(SC1.4a) Describe how you plan to develop your capabilities.**

Our capabilities will continue to develop as we progress with our ongoing commitment to reduce our Scope 1 and 2 emissions to zero by 2030. Our road map to net zero is currently under development and will set out our key strategic milestones for the next decade to ensure we meet our Scope 1 and 2 net zero. Particular highlights within the 2019-20 year include reducing carbon emissions across a number of offices through behavioral change programs, office consolidation, encouraging use of public transport, flexible work options from home, recycling and FollowMe smart printing.

In addition to our internal capability development, we will also continue to work with our customers to deliver low-carbon projects key to the energy transition. We have developed and are now rolling out the use of our Sustainable Solutions tool for use on all our projects to identify opportunities to improve sustainability from the grass roots. As of FY20, Worley had delivered over 2250 energy transition projects in solar, wind, geothermal, renewable fuels, waste to energy, hydrogen, distributed energy & storage, electrification & energy efficiency and carbon capture & storage.

Our medium term horizon is focused on pivoting our business into the energy transition. We will continue to leverage our deep technical expertise in the power and energy markets to support our existing and new customers as they embrace New Energy as part of the global energy transition and shift towards low emissions solutions. Investments in New Energy will see us broadening our capabilities in response to the markets we seek to address. In the long term, our overarching strategy will see us working alongside our customers in the new world.

To provide a more robust specific detailed report for individual projects, we would like to open a discussion with National Grid to explore cost-effective ways of monitoring and recording this information with the potential for including this for future project work.

**SC2.1**

**(SC2.1) Please propose any mutually beneficial climate-related projects you could collaborate on with specific CDP Supply Chain members.**

**Requesting member**

National Grid PLC

**Group type of project**

Other, please specify (Assessing products or services life cycle footprint to identify efficiencies)

**Type of project**

Other, please specify (Assessing products or services life cycle footprint to identify efficiencies)

**Emissions targeted**

Actions that would reduce both our own and our customers' emissions

**Estimated timeframe for carbon reductions to be realized**

1-3 years

**Estimated lifetime CO2e savings**

4

**Estimated payback**

1-3 years

**Details of proposal**

Our capabilities will be developed as we progress with our ongoing commitment to reduce our emissions and actively monitor our GHG emissions as a global company. We have exceeded our target of a 5% reduction of total carbon dioxide equivalents (CO2e) against base year FY18. This was mainly through business relocation, improvement in our monitoring of staff numbers actively working on National Grid projects and through our efforts in reducing our individual vehicle usage. We are currently undertaking an analysis of our consumption data and will evaluate the suitability of a new target moving forward. To provide a more robust specific detailed report for individual projects, we would like to open a discussion with National Grid to explore cost-effective ways of monitoring and recording this information and the potential for including this for future project work.

SC2.2

---

(SC2.2) Have requests or initiatives by CDP Supply Chain members prompted your organization to take organizational-level emissions reduction initiatives?

No

SC3.1

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(SC3.1) Do you want to enroll in the 2020-2021 CDP Action Exchange initiative?

No

SC3.2

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(SC3.2) Is your company a participating supplier in CDP's 2019-2020 Action Exchange initiative?

No

SC4.1

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(SC4.1) Are you providing product level data for your organization's goods or services?

No, I am not providing data

Submit your response

---

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I am submitting to	Public or Non-Public Submission	Are you ready to submit the additional Supply Chain Questions?
I am submitting my response	Investors Customers	Public	Yes, submit Supply Chain Questions now

Please confirm below

I have read and accept the applicable Terms