Human Rights

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Wood is committed to respecting internationally recognised human rights in accordance with the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Labour Organisation (ILO) Fundamental Conventions, and applicable laws and regulations wherever we operate.

We are fully aligned with our commitment of care for our employees and to the creation of an inspired culture, where all of our people will be treated with dignity and mutual respect, irrespective of cultural, religious or philosophical standings.

Respect for human rights is one of the cornerstones of our behaviours at Wood. We look to build a working community in which everyone can contribute, feel included and feel comfortable to 'Speak Up'.

Purpose:

This policy documents and affirms Wood's commitment to respecting human rights and is supported by a range of global policies, including, but not limited to, the following:

- Code of Conduct
- Equal Opportunities
- Bullying and Harassment
- Supply Chain Code of Conduct
- Business Ethics Reporting and Anti-Retaliation

Together, these policies address how Wood conducts business around the world to maintain high standards of ethics and integrity and promote the respect and dignity with which everyone working for Wood will be treated.

Scope:

This policy applies to all individuals, suppliers, contractors, business partners and clients working for or with Wood across our global organisation.

Policy Requirements:

Wood will respect internationally recognised human rights by:

- Taking a zero-tolerance approach to human rights abuses of any kind in our operations and value chain, including in particular, child labour, forced labour, bonded labour, involuntary labour, human trafficking and all forms of worker exploitation.
- Undertaking appropriate due diligence measures to identify, prevent, mitigate and address human rights risks within our operations and value chain.
- Ensuring that employment is freely chosen and that workers are free to leave employment in accordance with applicable laws and contractual arrangements.
- Supporting fair, transparent and ethical recruitment and employment practices that protect workers' rights and help prevent modern slavery, human trafficking and worker exploitation.
- Ensuring that Wood complies with all applicable wage, working-time and working age laws, and other local laws or regulations affecting the employer-employee relationship and the workplace.
- Ensuring that no one working for Wood will suffer retaliation for seeking to invoke their rights under applicable labour and employment laws or for reporting suspected non-compliance with those laws.
- Committing to developing a working environment that is safe and free from harassment, discrimination, victimisation and bullying, and in which people treat each other with mutual respect and dignity.
- Ensuring that everyone is entitled to all the rights and freedoms set forth in the UDHR, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political,

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jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

- Ensuring freedom of association and recognising the right of employees to join a trade union.
- Ensuring everyone has the right to freedom of peaceful assembly and association whilst ensuring that no one can be compelled to belong to any association.
- Taking appropriate steps to ensure allegations of harassment or discrimination are fully investigated and ensuring that reporters are not retaliated against as a result of raising any allegation or complaint, as per our Bullying and Harassment policy and Business Ethics Reporting and Anti-Retaliation policy.
- Providing mechanisms through which concerns can be raised safely and ensuring that those who raise concerns in good faith are protected from retaliation.
- Taking appropriate action to remediate adverse human rights impacts that Wood has caused or contributed to.

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Position Chief Human Resources Officer

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