

Modern Slavery and Human Trafficking statement



Wood Group is an international energy services company; headquartered in Aberdeen, Scotland and operating in over fifty countries.

Wood Group understands the fundamental importance of ethical trading and is committed to the requirements of the Modern Slavery Act 2015 ('The Act') and to taking all reasonable steps to ensure slavery and human trafficking is not present in any part of our business or supply chains.

This statement is made by John Wood Group PLC and each of its UK subsidiaries (*listed below) that are required to make such a statement in accordance with the Act.

A handwritten signature in black ink, appearing to read "D Kemp".

David Kemp
Chief Financial Officer

31st March 2017

*UK subsidiaries: Wood Group UK Ltd, Wood Group Kenny UK Ltd, Wood Group Intetech Ltd, Wood Group Industrial Services Ltd, The Automated Technology Group Ltd, Sgurr Energy Ltd, Offshore Design Ltd, Mustang Engineering Ltd.

Policy

Shared core values are at the heart of our business, they define who we are, how we work, what we believe in and what we stand for. We are proud of our reputation, built over many years, which depends on us doing the right thing. Integrity is our cornerstone; it helps us earn the respect of our people, customers and suppliers worldwide.

Wood Group is committed to protecting and enhancing the human dignity of all Wood Group personnel and everyone who has dealings with Wood Group. Wood Group respects and enforces the principles established in the Universal Declaration of Human Rights (UDHR) which sets out a common standard of achievement for all people and all nations.

Our Human Rights Policy documents and affirms Wood Group's commitment to upholding basic human rights, setting out Wood Group's application of the UDHR in terms of working conditions (ensuring no forced or involuntary labour is used in the production of Wood Group products or services); Harassment and Discrimination; Freedom of Association and Child Labour. All Wood Group personnel are expected to comply with the terms of this policy.

We promote a positive ethical work environment for all our employees wherever they work. Our Business Ethics Policy sets the high ethical standards we expect of our business operations, our people and every company that we work with. Our policy sets out the importance of conducting business ethically and legally throughout our global organisation.

Due Diligence

We will raise awareness of Wood Group requirements and promote compliance. To do this we will include clauses in new supplier contracts and agreements obligating our suppliers to comply, and have their own supply chains comply, with Wood Group's Business Ethics Policy and all applicable anti-slavery laws.

Training

All our people complete Business Ethics training and complete an annual acknowledgement that they have read and understood our Business Ethics Policy. We expect all our people to apply these standards in their day-to-day business and report any issues creating concern on a confidential or anonymous basis at any time. We have an ethics helpline which is administered by an independent third party, available 24 hours a day, seven days a week, providing support in numerous languages.

To ensure an appropriate understanding of the risks of modern slavery and human trafficking, CIPS (Chartered Institute of Procurement & Supply) Ethical eLearning training will be rolled out in 2017 to procurement and supply chain team members, to raise awareness of how to identify and deal with any potential modern slavery issues in the supply chain.

Continuous Improvement

We will continue to monitor the Group's supply chain to assess the risk of slavery and human trafficking being present and develop measures to further mitigate against any such risk.