



# ESG datasheet 2024

wood.

# Introduction

This ESG data sheet is intended to contain all non-financial information relevant to sustainability and ESG topics.

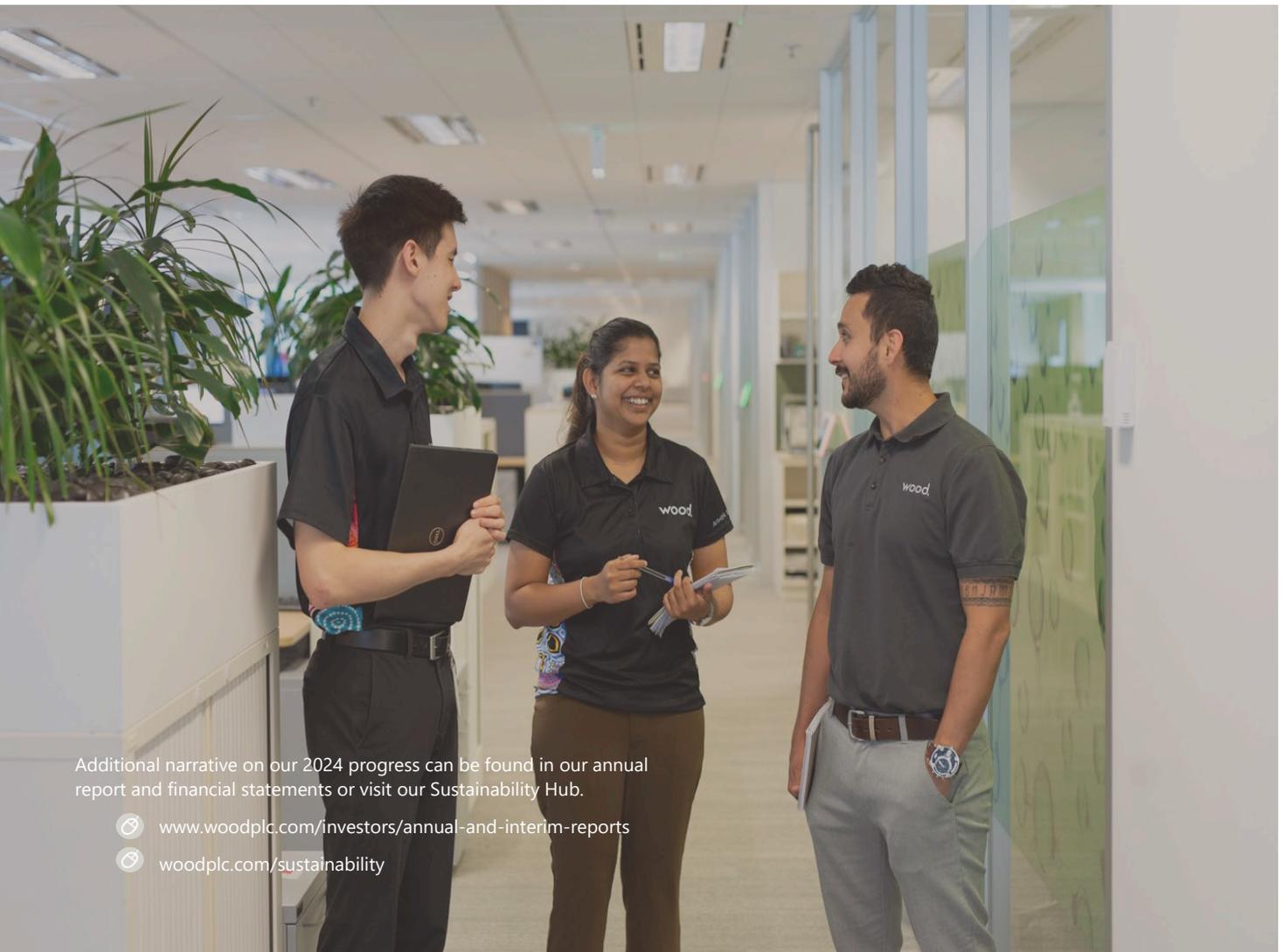
The information in this sheet is structured around our People, Planet and Profit framework and each section contains the relevant data we are in a position to report on and details the scope and context of each disclosure. Our sustainability programme remains relatively early in its journey and in many instances our data reporting methods and systems are evolving. We take guidance from global frameworks and seek to continually develop our disclosures in line with those frameworks and topics material to our business.

All information contained in this ESG datasheet relates to John Wood Group PLC (trading as Wood) and for the reporting period 1 January 2024 to 31 December 2024 (unless otherwise stated).

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With a focus on the key environmental, social and economic issues material to Wood and its stakeholders, we seek to deliver measurable impact through our contribution to sustainable development by improving lives, preserving the environment and delivering sustainable growth.



Additional narrative on our 2024 progress can be found in our annual report and financial statements or visit our Sustainability Hub.

- [www.woodplc.com/investors/annual-and-interim-reports](http://www.woodplc.com/investors/annual-and-interim-reports)
- [woodplc.com/sustainability](http://woodplc.com/sustainability)

# Sustainability goals and KPIs

The nine aims of our people, planet and profit framework link our sustainability goals and KPIs to the issues material to our business and seek to contribute to sustainable development and deliver sustainable value to our key stakeholders.

Aims	Our goals	Unit of measure	2023	2024	Additional notes
<b>People</b> Improving lives with our three aims in contribution to social sustainability: <ul style="list-style-type: none"> <li>• Ensure the safety, security, health and wellbeing of our people</li> <li>• Protect, respect and enhance human rights, equality and inclusion</li> <li>• Contribute to our local communities, actively supporting decent work and opportunity for all</li> </ul>	To improve gender balance with 40% female representation in senior leadership roles by 2030.	% achieved	35	37	For more information see our 2024 Annual Report and Financial Statements, page 67.
	To contribute \$10 million to our Global Cause by giving our time, energy, resources and funding by 2030.	% achieved (cumulative)	46	53	Cumulative percentage complete to date against our goal of \$10million.
	Leadership engagement events focused on safety visits by senior managers.	# engagements	6,587	5,439	Number of leadership engagement events conducted has exceeded the target set each year since 2020.
	Zero incidents that result in fatality or permanent impairment (FPI).	#	1	0	For more information see our 2024 Annual Report and Financial Statements, page 62-63.
<b>Planet</b> Preserving the environment with our three aims in contributing to environmental sustainability: <ul style="list-style-type: none"> <li>• Fight climate change by decarbonising our own and our clients' carbon footprint</li> <li>• Protect and preserve the natural environment and promote biodiversity</li> <li>• Reduce resource consumption and promote the benefits of a circular economy</li> </ul>	To reduce Wood's scope 1 and 2 carbon emissions by 40% by 2030, from 145,083 tonnes CO2e in our base year of 2019. <sup>a</sup>	% achieved	71	75	For more information see our 2024 Annual Report and Financial Statements pages 84-85.
	To ensure all Wood offices are single use plastic free by 2025.	% achieved	17	59	59% of our locations are SUP-free. For more information see our 2024 Annual Report and Financial Statements, page 85.
	To double revenue from sustainable solutions in energy transition and sustainable materials by 2030, from a 2021 baseline.	% achieved (cumulative growth from baseline year)	15	5	For more information see our 2024 Annual Report and Financial Statements, page 26 and 79.
<b>Profit</b> Delivering sustainable growth with our three aims in contributing to economic sustainability: <ul style="list-style-type: none"> <li>• Ensuring we remain ethical in all that we do by promoting fairness and transparency in business practice and performance disclosure</li> <li>• Deliver sustainable innovation and solutions through partnership and ingenuity</li> <li>• Partner with our supply chain to deliver sustainable growth and development</li> </ul>	Consistently ranked in the Top Quartile ESG investment ratings within our sector group by 2025.	Narrative	Achieved	Achieved	Awarded "AA Leader" rating from MSCI in 2024 for a 10th consecutive year, within the top 25% for Energy, Equipment and Services. For more information see our 2024 Annual Report and Financial Statements, page 54.
	100% of Wood labour suppliers sign up and comply with the Building Responsibly Principles by 2025.	% achieved	73	87	For more information see our 2024 Annual Report and Financial Statements, page 89.
	100% of our suppliers sign up and comply with the Building Responsibly Principles by 2030.	% achieved	22	37	For more information see our 2024 Annual Report and Financial Statements, page 89.

# Environment

## Greenhouse Gas (GHG) Emissions <sup>a</sup>

GHG Reporting Boundary: Operational Control

Reporting metric	Unit of Measure	Source	2021	2022	2023	2024
Scope emissions		<b>Scope 1 <sup>b</sup></b>				
	tCO <sub>2</sub> e	Natural Gas	4,841	4,471	3,610	2,079
	tCO <sub>2</sub> e	Onsite Fuel	7,793	1,983	1,427	1,094
	tCO <sub>2</sub> e	Company Vehicle	23,211	21,814	21,575	18,812
	tCO <sub>2</sub> e	Biogenic CO <sub>2</sub> Emissions <sup>c</sup>	-	-	-	-
	tCO <sub>2</sub> e	Total Scope 1	35,845	28,268	26,612	21,985
		<b>Scope 2 (location based) <sup>d</sup></b>				
	tCO <sub>2</sub> e	Purchased Electricity	38,917	33,209	20,899	19,057
	tCO <sub>2</sub> e	Steam	87	140	162	117
	tCO <sub>2</sub> e	Total Scope 2 (location based)	39,004	33,349	21,061	19,174
		<b>Scope 2 (market based) <sup>d</sup></b>				
	tCO <sub>2</sub> e	Purchased Electricity	22,623	17,280	15,047	13,684
	tCO <sub>2</sub> e	Steam	87	140	162	117
	tCO <sub>2</sub> e	Total Scope 2 (market based)	22,710	17,420	15,209	13,801
		<b>Scope 3 <sup>e</sup></b>				
	tCO <sub>2</sub> e	Purchased Goods & Services	718,847	1,512,251	2,266,727	206,438
	tCO <sub>2</sub> e	Capital Goods	129,062	153,931	284,148	17,574
	tCO <sub>2</sub> e	Fuel & Energy Related Activities	16,970	18,089	14,459	11,672
	tCO <sub>2</sub> e	Upstream Transportation & Distribution	9,024	16,246	20,414	1,115
	tCO <sub>2</sub> e	Waste Generated In Operations	66,548	61,404	42,773	41,027
	tCO <sub>2</sub> e	Business Travel	12,437	26,751	50,741	51,656
	tCO <sub>2</sub> e	Employee Commuting	77,882	104,481	45,922	41,785
	tCO <sub>2</sub> e	Downstream Leased Assets	258,715	48,975	-	-
	tCO <sub>2</sub> e	Biogenic CO Emissions <sup>c</sup>	-	-	-	-
	tCO <sub>2</sub> e	Total Scope 3	1,289,485	1,942,128	2,725,184	371,267 <sup>f</sup>
Emissions of ozone-depleting substances (ODS) <sup>g</sup>	-	-	-	-	-	-
Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions <sup>h</sup>	-	-	-	-	-	-
Emissions intensity calculations <sup>i</sup>	tCO <sub>2</sub> e	Scope 1&2 (location based) /\$100,000 revenue	1.44	1.13	0.86	0.75
		Scope 1&2 (market based) /\$100,000 revenue	1.12	0.84	0.75	0.65
Total Energy Consumed	tCO <sub>2</sub> e	All energy sources	281,387	231,130	172,078	148,379
Breakdown of energy consumption by Fuel source	MWh	Diesel	44,195	25,622	33,905	29,020
	MWh	Motor Gasoline	81,922	71,871	59,659	52,030
	MWh	Liquefied Petroleum Gas (LPG)	166	72	316	330
	MWh	Natural Gas	24,071	22,579	18,226	10,561
	MWh	Fuel Oil	-	19	46	-
	MWh	Kerosene	-	-	68	-
	MWh	Purchased Electricity(renewable)	66,440	69,722	25,222	22,554
	MWh	Purchased Electricity (non-renewable)	64,086	40,428	33,735	33,230
	MWh	Steam	507	817	901	654
Energy intensity calculations	MWh	Total MWh/\$100,000 revenue	5.41	4.23	3.09	2.70
	MWh	Total MWh/FTE <sup>j</sup>	8.64	6.50	4.87	4.26
<b>Reduction of GHG Emissions</b>						
Natural gas & fuel savings from site closures & SQFT reductions	tCO <sub>2</sub> e	Scope 1	-	-	(709)	1,463
Electricity savings from Site closures & SQFT	tCO <sub>2</sub> e	Scope 2	-	-	(2,110)	2,582
Global procurement of renewable electricity <sup>k</sup>	tCO <sub>2</sub> e	Scope 2	-	-	(53)	0
Changes in activity levels	tCO <sub>2</sub> e		-	-	125	(976)
Efficiencies & other	tCO <sub>2</sub> e	Scope 1 & 2	-	-	(1,121)	2,966
Scope 3 emissions (increase)/reductions	tCO <sub>2</sub> e	Scope 3	-	-	(783,056)	2,353,917

# Environment continued

## Environmental impact <sup>1</sup>

Reporting metric	Unit of Measure	Incident type	2021	2022 <sup>n</sup>	2023	2024	
Total Environmental Incidents	#	All Incidents	98	93	75	88	
Environmental incident frequency rate by 200,000 man hours	#	All Incidents	0.14	0.14	0.11	0.15	
Incidents by severity rating	Actual	Low	98	93	75	88	
		Severity	Medium	0	0	0	0
		High	0	0	0	0	
	Potential	Total	98	93	75	88	
		Severity	Low	95	89	75	88
			Medium	2	4	0	0
			High	1	0	0	0
Total	98	93	75	88			
Accidental releases by number of incidents	#	Hydraulic Oil	45	46	35	57	
	#	Hydrocarbon	16	1	1	3	
	#	Fuel	15	14	8	15	
	#	Grey Water	8	1	0	0	
	#	Other	11	20	31	10	
	#	Carbon monoxide	0	0	0	3	
	#	All incidents	95	82	75	88	
Accidental releases by unit	Litres	Hydraulic Oil	691	1,027	101	170	
	Litres	Hydrocarbon	45	20	12	6	
	Litres	Fuel	676	1,212	110	221	
	Litres	Grey Water	37	20	0	0	
	Litres	Other	20,367	34,144	51	1,518	
	Litres	Run-Off Water <sup>n</sup>	500,000	0	0	0	
	Litres	All incidents (litres)	521,816	36,423	274	1,915	
Cubic meters	Carbon monoxide	0	0	0	3		
Environmental fines received	\$		0	0	0	0	
Environmental prosecutions	#		0	0	0	0	
<b>Overview of 2024 International management system certification to ISO 14001 for environment</b>							
Number of locations covered by standard certification	#		54	58	38	26	
Employee population covered by standard certification	FTE		9,989	12,177	13,427	9,493	
% of global employee base covered by standard certification	%		25	30	38	28	

# Social

## Occupational health and safety <sup>1</sup>

Reporting metric	Unit of measure	2021	2022 <sup>o</sup>	2023	2024
<b>Fatalities - workforce</b>	#	1	0	1	0
Employee	#	1	0	1	0
Contractor	#	0	0	0	0
<b>Lost Time Incidents (LTI) - workforce</b>	#	15	18	25	18
Employee	#	12	16	14	13
Contractor	#	3	2	11	5
<b>Lost Time Incident Rate (LTIR) - workforce</b>	LTI per 200,000 work hours	0.02	0.03	0.04	0.03
Employee	LTI per 200,000 work hours	0.03	0.03	0.03	0.03
Contractor	LTI per 200,000 work hours	0.01	0.01	0.05	0.03
<b>Total Recordable Incidents (TRI) - workforce</b>	#	122	115	118	79
Employee	#	82	75	64	51
Contractor	#	40	40	54	28
<b>Total Recordable Incident Rate (TRIR) - workforce</b>	TRI per 200,000 work hours	0.18	0.17	0.18	0.13
Employee	TRI per 200,000 work hours	0.17	0.15	0.14	0.11
Contractor	TRI per 200,000 work hours	0.19	0.25	0.27	0.18
<b>All Injuries - workforce</b>	#	653	480	436	349
Employee	#	436	334	247	230
Contractor	#	217	146	189	119
<b>All Injury Rate (AIR) - workforce</b>	AIR per 200,000 work hours	0.95	0.72	0.67	0.59
Employee	AIR per 200,000 work hours	0.92	0.66	0.54	0.52
Contractor	AIR per 200,000 work hours	1.00	0.90	0.95	0.77
<b>Hours Worked - workforce</b>	Hours	137,339,352	133,423,251	131,026,426	119,029,726
Employee	Hours	94,156,945	101,150,801	91,168,292	88,130,529
Contractor	Hours	43,182,407	32,272,450	39,858,134	30,899,197
<b>High Potential Incidents - workforce</b>	#	46	31	48	28
Employee	#	21	21	26	14
Contractor	#	25	10	22	14
<b>Occupational Health - workforce</b>	#	12	39	28	20
Employee	#	12	34	27	17
Contractor	#	0	5	1	3
<b>Vehicle Incidents - workforce</b>	#	309	227	143	124
Employee	#	251	188	99	90
Contractor	#	58	39	44	34
<b>Near Miss Incidents - workforce</b>	#	291	231	318	201
Employee	#	147	143	148	118
Contractor	#	144	88	170	83

## Community value generated by Wood <sup>P</sup>

Reporting metric	Unit	2021	2022	2023	2024
Total Community Investment Donations	\$million	1.38	1.78	5.62	1.12

# Social continued

## Employee data <sup>9</sup>

Reporting metric	Headcount type	Employee	Contractors	Total FTE
<b>Headcount by region 2024</b>				
Americas	FTE	10,772	676	11,448
Australia & AsiaPac	FTE	7,545	693	8,238
Europe, Middle East & Africa	FTE	13,341	1,788	15,129
<b>Total headcount (Dec 2024)</b>		<b>31,658</b>	<b>3,157</b>	<b>34,815</b>

Reporting metric	Unit	2021	2022	2023	2024
<b>Headcount by gender - number of employees</b>					
Percentage female - Overall	%	20	20	20	22
Percentage male - Overall	%	80	80	80	78
Percentage female - Leadership team <sup>f</sup>	%	33	32	35	37
Percentage male - Leadership team <sup>f</sup>	%	67	68	65	63
Percentage female - Executive Leadership Team (ELT) <sup>s</sup>	%	33	29	22	25
Percentage male - Executive Leadership Team (ELT) <sup>s</sup>	%	67	71	78	75
Percentage female - Board of directors	%	40	44	44	40
Percentage male - Board of directors	%	60	56	56	60

Reporting metric	Unit	Apprentices	Graduates	Other	Total
<b>Early career hires by function 2024</b>					
Consulting	HC	0	99	21	120
Group Functions	HC	0	23	1	24
Investment Services	HC	3	3	7	13
Operations	HC	21	99	32	152
Projects	HC	0	238	120	358
<b>Total early career hires</b>	<b>HC</b>	<b>24</b>	<b>462</b>	<b>181</b>	<b>667</b>
<b>Early career hires by geography 2024</b>					
Australia	HC	0	64	23	87
Azerbaijan	HC	0	4	0	4
Canada	HC	0	4	0	4
Germany	HC	0	1	0	1
India	HC	0	140	100	240
Iraq	HC	0	13	11	24
Ireland	HC	0	1	0	1
Italy	HC	0	12	0	12
Kazakhstan	HC	0	3	0	3
Malaysia	HC	0	10	0	10
Norway	HC	0	3	3	6
Papua New Guinea	HC	0	1	0	1
Qatar	HC	0	2	0	2
Saudi Arabia	HC	0	17	5	22
South Africa	HC	0	5	0	5
Spain	HC	0	12	15	27
Thailand	HC	0	7	0	7
United Arab Emirates	HC	0	64	1	65
United Kingdom	HC	24	96	23	143
United States	HC	0	3	0	3
<b>Total early career hires</b>	<b>HC</b>	<b>24</b>	<b>462</b>	<b>181</b>	<b>667</b>

# Governance

## Governance and economic impact

Reporting metric	Unit of measure	2021	2022	2023	2024
Corporate income tax paid †	\$million	73.5	81.9	97.7	79.3
Current tax charge	\$million	75.2	173.7	48.7	71.6
Employee Remuneration inc. Social Security & pension contributions †	\$million	3,169.6	3,130.0	2,714.8	2,783.9

## Ethics and compliance †

Reporting metric	Unit of measure	2021	2022	2023	2024
<b>Communication and training about anti-corruption policies and procedures</b>					
Employees completing mandatory Ethics & Compliance computer-based training †	#	4,586	390	5,084	4,568
Europe	#	1,582	0	1,079	1,406
US and Canada	#	1,543	0	1,555	1,245
Asia Pacific	#	1,006	191	1,450	996
South and Central America	#	131	79	589	312
Middle East and Africa	#	281	120	411	609
Russia	#	25	0	0	0
Completion rate for mandatory Ethics & Compliance computer-based training	%	100	100	100	100
<b>Confirmed incidents of corruption and actions taken</b>					
Confirmed incidents of corruption	#	16	0	0	0
Confirmed incidents in which employees were dismissed or disciplined for corruption	#	8	0	0	0
Public legal cases regarding corruption brought against the organization or its employees during the reporting period	#	0	0	0	0
<b>Overview of all concerns raised</b>					
Concerns raised through the Ethics Helpline and to Wood's Ethics & Compliance Team	#	139	136	141	135
Substantiated concerns raised through the Ethics Helpline and to Wood's Ethics & Compliance team	#	49	24	26	17
Termination of employment resulting from the investigation of a concern raised through the Ethics Helpline and to Wood's Ethics & Compliance Team	#	8	2	5	1

# Notes

- a Wood has elected to report emissions data for the period 1 October to 30 September rather than aligned to our financial year in order to reduce reliance on estimated data. We have adopted an operational control approach to boundary setting as described in the GHG Protocol and all data relating to our target is given using the market-based methodology of calculation. We have used accepted methods of calculation based on the WRI Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (revised edition). National conversion factor guidelines (e.g. Environmental Protection Agency, Environment Canada, DEFRA) have been utilised where appropriate. 2024 conversion factors have been utilised throughout the 2024 reporting period.
- b Activities for which the Company own or control including combustion of fuel & operation of facilities.
- c Biogenic CO<sub>2</sub> emissions are not relevant to our business operations.
- d Purchase of electricity, heat, steam and cooling purchased for own use.
- e Scope 3 categories material to Wood – Purchased Goods and Services; Capital Goods; Fuel and Energy Related Activities; Upstream Transportation and Distribution; Waste Generated in Operations; Business Travel; Employee Commuting (including emissions relating to our employees working from home); and until 2022, Downstream Leased Assets.
- f The reduction in scope 3 emissions from the prior year is largely due the replacement of Quantis factors with EORA for the calculation of purchased goods & services, capital goods and upstream transport & distribution, following the retirement of the GHG Protocol Scope 3 Evaluator Tool in August 2023.
- g Wood does not produce, import or export ozone-depleting substances.
- h Under our boundary of operational control this section does not apply to Wood.
- i Wood does not currently measure intensity metrics by business unit, facility, country.
- j Full Time Equivalent (FTE).
- k Wood procures renewable electricity in the UK, USA, Italy and Spain and are working to expand this across our global portfolio.
- l Wood's health, safety and environmental data is accurate at the time of publication. Incidents are subject to potential reclassification over time and where deemed appropriate to do so.
- m Environment reporting includes data from Wood's Built Environment Consulting business up to the date of disposal in late September 2022.
- n The data in 2021 relates to a single incident where a release of grey & sewage water to ground occurred due to a failure of check valve in a kitchen area.
- o Health and Safety reporting includes data from Wood's Built Environment Consulting business up to late August prior to the date of disposal in late September 2022.
- p Contributions based upon Wood's central community fund donations, as well as business wide voluntary reporting of time, resource and monetary donations. Volunteer time has been calculated using a Wood internal rate and prior year employee remuneration and headcount.
- q We are progressing our commitment to enable employees across Wood to self-disclose their ethnicity and to report on ethnicity in senior leadership (to align with the Parker Review recommendation). Employees in nine countries can now self-disclose with more being enabled. We do not currently have the ability to report global headcount by age.
- r Leadership team inclusive of three levels of leadership under ELT.
- s ELT inclusive of the executive directors.
- t Corporate income tax and withholding tax paid by the group.
- u Includes wages and salaries, social security costs, pension costs and share-based charges.
- v Ethics & Compliance includes data from Wood's Built Environment Consulting business up to the date of disposal in late September 2022.
- w In 2024, mandatory computer-based training entitled Leading with Integrity was assigned to more than 4,500 individuals who are in leadership roles or manage people.

