

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

Wood respects and enforces the principles established in the Universal Declaration of Human Rights, which sets out the basic absolute rights and freedoms applicable to all people, whilst recognising the inherent value of all individuals.

Respect for human rights is one of the cornerstones of our behaviours at Wood creating an inspired culture where 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 upholding basic human rights. This policy is supported by the following global policies:

- Code of Conduct
- Equal Opportunities
- Bullying and Harassment
- Supply Chain Code of Conduct
- Modern Slavery & Human Trafficking Statement

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, vendors and clients working for or with Wood across our global organisation.

Policy Requirements:

Our worldwide operations will be carried out in accordance with the Universal Declaration of Human Rights 1948, (UDHR), and the United Nations Guiding Principles on Business and Human Rights.

www.un.org/en/universal-declaration-human-rights

www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf

We will apply the UDHR in relation to our operations by:

- Ensuring that no forced, bonded or involuntary labour is used in the production of Wood products or services.
- Ensuring that the overall terms of employment with Wood are voluntary.
- Ensuring that Wood complies with all applicable wage and working-time 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 employment legislation or reporting suspected non-compliance under said employment legislation.
- Committing to developing a working environment which is free from harassment, including 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, 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 redress allegations of harassment or discrimination and ensuring that complainants are not retaliated against, nor individuals victimised as a result of the raising of any allegation or complaint, as per our Bullying and Harassment policy and Business Ethics Reporting and Anti-Retaliation policy.

- Not employing child labour, forced labour, or condoning child labour, or forced overtime.



Name Catherine Liebnitz

Position Chief Human Resources Officer

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