

Respectful Workplace Behavior Policy

We are committed to creating a safe, respectful, and inclusive workplace in which everyone is treated with dignity and respect. We do not tolerate any form of bullying, harassment, sexual harassment, sexual assault, discrimination, racism, vilification, violence, and victimization.

We will:

- Provide clear expectations and guidance to our people on how to create a safe, respectful, and inclusive work environment.
- Raise awareness amongst our people on what constitutes disrespectful and harmful behaviors, including but not limited to bullying, harassment, sexual harassment, sexual assault, discrimination, racism, vilification, violence, and victimization.
- Ensure our people know the process for reporting disrespectful and harmful behaviors and the support and protections available to them.
- Create a work environment where our people feel empowered and supported to speak up, report and take action if they experience, observe or are made aware of any disrespectful or harmful behaviors.
- Treat all reports of disrespectful or harmful behavior fairly, seriously, sensitively and confidentially. Any form of retaliation from reports made will not be tolerated.
- Ensure that appropriate and proportionate action is taken on a timely basis where people engage in disrespectful or harmful behaviors or behaviors which create a hostile work environment.
- Promote appropriate standards of respectful behaviors and conduct at all times.

Our leaders are accountable for providing visible leadership for this policy.

This policy applies to all our people (staff, contract and temporary), including joint ventures, partnerships and companies in which Worley has a participating interest.

Any form of disrespectful or harmful conduct and behavior does not have to rise to the level of illegality under applicable local laws in order to violate this Policy.

This Policy is to be read in conjunction with the Code of Conduct.

The responsibility for application of this policy rests with us all.

Chris Ashton
Chief Executive Officer

September 2023