



Worley Ethics Helpline (EthicsPoint)

What is the Worley Ethics Helpline?

Worley has established the Ethics Helpline to provide an effective means of reporting ethics and Code of Conduct issues. Our Ethics Helpline is powered by an application called EthicsPoint, which is a simple and confidential reporting tool provided by NAVEX. The Worley Ethics Helpline, and your use of the EthicsPoint resource, are an important part of our compliance program and efforts to ensure the effective and ethical operation of our business. This benefits not just our reputation as an ethical company, but our personnel, customers and shareholders, and everyone with a stake in the long-term success of our mission.

How do I access EthicsPoint?

www.worleyethics.com has instructions on accessing EthicsPoint and submitting reports via a web portal or by phone. This site can be accessed from any computer or internet enabled device.

Why should I use EthicsPoint?

We all have an obligation to report violations of our Code of Conduct. EthicsPoint is a simple reporting tool to allow easy and anonymous reporting of behaviour that is detrimental to Worley and its stakeholders. Our compliance efforts work best if we all apply the rule "if you see something, say something." You may also report Code of Conduct issues to your management, or to a member of the compliance and legal team. However, we recognize the importance of having an anonymous reporting option that goes directly to the compliance team. We would rather you report anonymously than keep the information to yourself. Don't be afraid to report any ethical concerns you have – if you suspect that behavior is unethical, please speak up. No retaliation will be permitted against those who report breaches of the Code of Conduct or who raise ethical concerns.

Where do these reports go? Who can access them?

Reports are entered directly on the EthicsPoint secure server to preserve confidentiality and security. EthicsPoint makes these reports available to Worley's Chief Compliance Officer or their delegate who will review the nature of the report and assign an appropriate person to investigate. The design of the EthicsPoint system and report distribution rules do not allow implicated parties to receive notifications or have access to reports in which they have been named. Reports are reviewed, investigated and actioned pursuant to relevant Worley standards, and in a manner consistent with applicable law. No retaliation will be permitted against those who genuinely report ethical concerns. Worley protects whistle-blowers as outlined in the Ethics Investigations Standard.

Are Reports Confidential and Anonymous?

Reports are treated confidentially. You have the option to submit a report anonymously, whether by phone or through the web portal. Please ensure that the body of an anonymous report does not contain details that unintentionally reveal your identity. You may submit a report from a work phone or computer, or from any personal or other non-work phone, computer or device if you are more comfortable submitting a report outside of work.

Who can use EthicsPoint?

Current and former Worley personnel (including their family members), contractors, suppliers and other parties (including their personnel) having dealings with Worley, may use EthicsPoint to submit a report. We intend for EthicsPoint to be accessible to and used by any party entitled to submit a report of a violation or apparent violation under our applicable standards or applicable law.