

# Modern Slavery and Human Trafficking Statement 2024

This statement is made by John Wood Group PLC and is made pursuant to the UK Modern Slavery Act 2015 and in compliance with the Australian Modern Slavery Act 2018, setting out the steps the company has taken to prevent modern slavery across the business and supply chain.

June 2024

**wood.**



Wood is a global leader in consulting and engineering across energy and materials markets. Our operating model is service-defined to deliver consulting, projects and operations solutions to clients across the lifecycle of their projects. We operate three global business units across those areas.

### Consulting

Is a focused, premium consultancy adding value throughout our clients' investment lifecycle in energy and materials markets.

### Projects

Delivers solutions for clients' complex, high-value capital investments in energy and materials markets.

### Operations

Provides essential services that keep the world's most critical industries performing, predominantly in energy markets.

As a global business of breadth and scale, we work across a wide variety of client partnerships and contracts globally, from initial concept and design to engineering, procurement and construction management. Our supply chain is vital to the delivery of our global portfolio. Due to the nature of the work we do our supply chain is extensive and complex, covering everything from consumables to specialist subcontractor activity.

Ensuring supply chain relationships are equitable, fair, and free from risk of human rights abuses such as modern slavery and human trafficking, is critical to our success, risk management and reputation. Respectful, fair and honest treatment of everyone we work with is a priority for the company. Our business is based on relationships and our values reflect the behaviours we stand for:

**Care:** Working safely, with a

,

|

6

# 3. Governance and leadership

Policies & processes related to modern slavery and human tr2 r3 ( )0.5 (2.8 (2f(i)2.6 (e)2.ky)-0.1232)5.88 (u3 0 D 5 B









We continue to build knowledge among our employee networks, taking an integrated approach to human rights awareness and capacity building. The following operated during 2023 to raise awareness:

<b>Mandatory Ethics Certification &amp; Training</b>	<p>All participants in Wood's Annual Bonus Plan, the outcomes of which are linked to company performance, are required to complete a Code of Conduct certification, and all other employees are expected to complete the certification. In addition, new hires are sent the Code of Conduct to sign their commitment as part of the onboarding process.</p> <p>Wood develops its ethics and compliance training and communications plan on an annual basis and the plan is reviewed by E&amp;C leadership on a monthly basis for accountability and adaptability to readjust priorities depending on internal and external circumstances. In 2023, mandatory computer-based training on gifts and hospitality and conflicts of interest (as two bribery and corruption risk areas) was assigned to more than 5,000 individuals in roles most exposed to those risks at Wood. One hundred per cent completion was attained.</p>
<b>Code of Conduct training for new starters</b>	Code of Conduct computer-based package for new starters, available through our Oracle People system.
<b>Sustainability Training</b>	General awareness training course outlining key material impacts inclusive of human rights and how they affect Wood.
<b>Responsible Officer Engagement</b>	Responsible Officers continue to participate in 1-2-1 engagement on all elements of our Code of Conduct.
<b>Human Rights Awareness Training</b>	<p>This training ensures our employees know what we mean by Human Rights and what that means within the wood organisation. It also provides insight into Building Responsibly, its worker welfare principles and how we embed these principles in Wood.</p> <p>A version of this training is also available to our suppliers through Wood's supplier support hub.</p> <p>In 2023 our HR leaders undertook training in worker welfare principles, and their role in</p>

