










Worley Worker Welfare Principles

We respect the fundamental human rights of the people we engage with. We are committed to maintaining the highest standards of business conduct and prioritizing the safety, wellbeing, and welfare of people. Our Worker Welfare Principles, which apply to our people, contractors and suppliers, are outlined below.

	<p>Workers are treated with dignity, respect, and fairness</p> <p>Workers, irrespective of their nationality, gender, ethnicity, social and legal status, race, religion, or other protected status, are treated with dignity, respect, and fairness, and are not subject to harassment, discrimination, abuse, or inhuman or degrading treatment.</p>
	<p>Workers are free from forced, trafficked, and child labor</p> <p>Workers are not subject to forced, coerced, trafficked, bonded, child, or involuntary labor of any form.</p>
	<p>Recruitment practices are ethical, legal, voluntary, and free from discrimination</p> <p>Workers shall be recruited through ethical and legal means, whereby all recruitment shall be free from discrimination and all forms of involuntary labor, slavery, and trafficking. Companies should commit to responsible recruitment in their operations and prohibit the payment of fees by the worker. Conditions of employment shall be transparent and agreed upon in writing before commencing work in a language that is understood by the worker.</p>
	<p>Freedom to change employment is respected</p> <p>Workers are free to refuse their contract, cancel and change their employment, and, where appropriate, return home travel at the end of their employment contract should be provided.</p>
	<p>Working conditions are safe and healthy</p> <p>Workers have a safe and healthy work environment, subject to a robust health and safety management system that is compliant with all governing health and safety laws and regulations and is aligned with applicable international standards and industry best practices. This includes access to safe and clean transportation and welfare amenities on project sites, and the promotion of transparent and external reporting regarding health and safety incidents.</p>
	<p>Living conditions are safe, clean, and habitable</p> <p>Workers, when provided with accommodation, have living conditions that are safe, clean, hygienic, and habitable, where consideration is given to their physical and mental health and wellbeing.</p>
	<p>Access to documentation and mobility is unrestricted</p> <p>Workers always have access to passports and personal documentation. Workers have freedom of movement outside normal working hours, unless there are legitimate safety or security issues that might threaten the health, safety, or wellbeing of the worker.</p>
	<p>Wage and benefit agreements are respected</p> <p>Workers are paid their agreed wages regularly and on time. Workers will receive all benefits to which they are entitled in accordance with contractual arrangements.</p>
	<p>Worker representation is respected</p> <p>Workers have the right to freedom of association. In countries where the right to freedom of association is restricted under law, companies should recognize the right of workers to develop alternative means for independent and free association and to communicate and promote their rights and welfare.</p>
	<p>Grievance mechanisms and access to remedy are readily available</p> <p>Workers have, and are aware of, the means to report grievances or any activity that is inconsistent with these Principles without fear of retaliation, retribution, or dismissal, and to have them addressed in a prompt, fair, and consistent manner.</p>