

Code of Conduct Memorandum

Subject:	Anti-Harassment, Non-Discrimination, Respect for Each Other & Worley Code of Conduct-Expectations
To:	All Worley Personnel
From:	Andrew Wood
Date:	09 July 2019

As the new Worley organization is formed, I would like to take this opportunity to communicate our expectations of behaviors that make us a great company. All our People are bound to comply with the Worley Code of Conduct (“Code”). It sets out the standard of behavior expected of you and anyone who acts for Worley. The Code and the related policies must be observed by you and any People you supervise, as well as any Partners you may have engaged. The Code is a guide to the everyday business behavior that we expect from you. When in doubt, please review the Code in its entirety for more complete information. A full copy of the Worley Code of Conduct can be downloaded from worley.com/code-of-conduct.

Our reputation for safe, honest and ethical conduct is one of our most important assets. We are absolutely committed to complying with the law and conducting our business to the highest standards. We expect all our People and Partners to uphold this commitment and safeguard our reputation every day.

Regardless of intent, the following types of behaviors and conduct are unacceptable in the workplace:

1. Discrimination, harassment or intimidation. We will not tolerate sexual advances, bullying, hostility, abusive language, physical violence or the threat of physical violence.
2. Giving, offering or receiving bribes, facilitation payments or kickbacks.
3. Failure to respect diversity across our Company. This includes race, ethnicity, gender, sexual orientation, socio-economic status, culture, age, physical ability, skill level, family status, religious or political beliefs and work style.
4. Working in a manner that puts the safety or health of yourself or others at risk.
5. Abuse of both legal and illegal drugs and alcohol.

Any individual who is found to have violated the Code of Conduct expectations will be subject to disciplinary action, up to and including immediate termination of employment. It’s simple - do the right thing and behave in a professional and ethical manner.

If you know of any violation, you must report it to your supervisor, Human Resources or through the Ethics Helpline. We will not tolerate any retaliation for making a good-faith report of a possible violation of these requirements. It is important that we have a culture in which we can discuss ethical concerns freely and openly. The Ethics Helpline number (in the US) is +1 886 557 0683 or on the internet at www.worleyethics.com.

This summary cannot cover every potential situation. If you have further questions regarding ethical behavior and these expectations, please email compliance@worley.com

Andrew Wood
Chief Executive Officer

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Acknowledgement

Employee Name: _____
(Print)

Employee Signature: _____ Date: _____

By signing above, I acknowledge receipt of this Memorandum regarding Worley' expectations regarding employee behavior and conduct in the workplace. During my employment with Worley, I commit to uphold Worley' expectations of me, as set out in this Memorandum, and understand that any failure on my part to meet these expectations will subject me to disciplinary action, up to and including immediate termination of my employment.