

Corporate Responsibility

INTRODUCTION

The Group acknowledges its responsibilities to the communities in which it operates. The Group aims to be recognized as an industry leader in Corporate Responsibility and to this end has embarked on a journey of continuous improvement.

For many years, the Group has engaged in a broad range of local Corporate Responsibility initiatives across its businesses. These initiatives include sponsorships, financial contributions to not-for-profit organizations, Group personnel volunteering their time, programs to reduce the Group's impact on the environment, disaster relief and engaging in pro-bono projects.

1. CORPORATE RESPONSIBILITY STATEMENT

In 2012, the Group revised and updated its Corporate Responsibility Statement to more clearly articulate the Group's commitment and aspirations of Corporate Responsibility leadership.

The Group adheres to the following commitments:

WorleyParsons is committed to working with our customers and suppliers to achieve results that grow our company, reward our shareholders and our people and contribute to our communities. We acknowledge our responsibilities to the communities in which we operate.

Governance, Ethics and Transparency

We maintain the highest standards of corporate governance and ethics, and report our governance performance annually.

We conduct our business in an open, honest and ethical manner as described in our Code of Conduct and our integrity framework, OneWay™.

We integrate corporate responsibility in our business planning and decision making and measure, monitor and report our corporate responsibility performance on a regular basis.

Our People

Our people are our greatest asset and we support them by providing a work environment that is positive and safe and by committing to their ongoing development.

We promote a diverse and inclusive workplace as outlined in our Diversity and Inclusion Policy.

We are committed to being recognized as a leader in health and safety performance and have a goal of Zero Harm.

We apply fair labor practises and comply with applicable national and local labor laws of the countries and communities we work in.

We do not employ or condone the employment of forced or child labor.

Human Rights

We will respect the basic rights of the people we deal with and will not be complicit or engage in activities that solicit or encourage human rights abuse.

Community

We are committed to making a positive impact in the communities and environments in which we operate. Our people will be involved in community based initiatives, creating benefits for both the community and our people.

Our locations will support programs and initiatives specific to their locations, and wherever possible, in conjunction with our customers. We will support local businesses, train and employ local people, and utilize other local resources wherever we can.

Fair Operating Practises and Supply Chain

We will actively strive to implement socially responsible supply chain practises and anti-corruption practises working closely with our clients and suppliers as partners.

We expect our suppliers to operate with similar values as ours and will encourage them, where necessary, to adopt similar corporate responsibility policies as our own.

Environment

We recognize the importance of operating sustainably and commit to continually identify opportunities for improving our environmental performance.

We believe that all our people are responsible for performing their work in an environmentally sustainable manner. We will continue to deliver profitable sustainability to our clients through our EcoNomics™ service offering.

2. MILESTONES

During the Reporting Period, the Group reached a number of Corporate Responsibility milestones, including:

- revising the Group's Corporate Responsibility Statement to reflect and strengthen the Group's vision to be a leader in Corporate Responsibility;
- becoming a signatory to the United Nations Global Compact, a strategic policy initiative for businesses that are committed to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labor, environment and anti-corruption;



WE SUPPORT

- enhancing the Group's website to include additional news and reports regarding Corporate Responsibility;
- initiating the tracking of contributions and volunteer hours in community and environmental activities;
- reviewing the Group's methodology for measuring water usage; and
- continuing to deliver sustainability-enhancing services to the Group's customers through the Group's EcoNomics™ service offering.

During the year ending 30 June 2013, the Group intends to:

- commence external Corporate Responsibility reporting using the internationally recognized Global Reporting Initiative framework;
- update Corporate Responsibility indicators and set target baselines for the Group;

- implement Group-wide Corporate Responsibility initiatives and examine establishing a WorleyParsons Foundation to focus funds donated by the Group and its personnel on significant development projects in less developed parts of the world and responses to natural disasters; and
- develop broader communications across locations regarding Corporate Responsibility.

3. CORPORATE RESPONSIBILITY INDICATORS

The Group measures and focuses on those areas that are important to the long term success of its business.

Contributions by Group personnel and the Group's business operations are measured in terms of dollar contributions and volunteer time contributions.

The Group again completed a response for the Carbon Disclosure Project in 2012. The Group's energy consumption and greenhouse gas emissions were measured to assist the Group to reduce its energy consumption and to reduce its greenhouse gas emissions.

The Group uses the US OSHA (United States Occupational Safety and Health Administration) reporting requirements for Total Recordable Case Frequency Rate (TRCFR) and Lost Workday Case Frequency Rate (LWCFR).

The Group's Corporate Responsibility indicators for the Reporting Period and the year ended 30 June 2011 are:

INDICATORS	2012	2011
Contributions by operations	\$2.67 million	Not Available
Contributions by personnel members	\$1.95 million	Not Available
Volunteer hours by personnel members	23,748 hours	Not Available
TRCFR	0.12	0.11
LWCFR	0.03	0.02

As data for greenhouse gas emissions and energy consumption is not available until the October after the end of the relevant financial year, the table below shows those indicators for the year ended 30 June 2011 and the year ended 30 June 2010.

INDICATORS	2011		2010	
	PER PERSONNEL MEMBER ¹	TOTAL ²	PER PERSONNEL MEMBER ¹	TOTAL
Greenhouse gas emissions tCO ₂ -e	2.24	97,840	2.33	69,997
Energy consumption MWh	4.10	263,949	5.56	166,878

1 Personnel includes employees and contractors.

2 Totals include gas emissions from, and energy consumed by, the Exmouth Power Station, Australia.

4. ACTIVITY HIGHLIGHTS

The Group undertook various community engagement and environmental activities over the Reporting Period, including:

- providing \$2.67 million of support to various Corporate Responsibility initiatives;
- raising \$1.95 million of Group personnel contributions for various not-for-profit organizations;
- participating directly in over 340 community based and environmental projects across 16 countries;
- contributing \$350,000 of educational sponsorships across 10 location programs in the United States, Australia, Canada, Indonesia and South Africa;
- matching \$800,000 of Group personnel fundraising programs;
- supporting local community action groups through the Group's DeltaAfrik Foundation in Nigeria; "Make a Difference" campaign in Indonesia; and "We Care" program in Canada;
- providing pro-bono project management services in Australia and Canada;
- providing ongoing support to the Australian Indigenous community by: hosting Indigenous business forums; providing sponsorship to enable Indigenous students to attend the Indigenous Australian Engineering Summer School program providing internship; and sponsoring art exhibitions and cultural festivals;
- engaging in carbon reduction activities, including car-pooling initiatives, print-on demand systems and the provision of public transportation passes to Group personnel;
- engaging in bush regeneration, tree planting and beach clean-up activities across a number of countries;
- achieving ISO 14001: Environmental Management Systems certification in six Group offices; and
- developing an internally verified greenhouse gas inventory tool that tracks internal environmental activities.

Corporate Responsibility continued

THE KENYA PROJECT, CANADA

Graduates from the New Grad Program and senior management from the Calgary office participated in the Village of Hope pro-bono project in Kenya. As part of this project, these personnel were involved in designing, purchasing, constructing and installing a solar and water distribution system for a Kenyan orphanage. They raised CAD30,000 (\$28,989) and 20 personnel contributed to a total of 1,000 volunteered hours.

"The risk of fire due to kerosene lanterns, poor sanitation and water borne diseases in our village in Kenya was eliminated through the installation of solar power and water distributions system. We are very grateful of WorleyParsons for making this project happen." Sergio Bersaglio, Executive Director, Village of Hope – Africa.



Calgary graduates and Brian Faulkner, Senior Vice President, Calgary Operations on the Village of Hope Kenya site

MALARIA AND CHOLERA PREVENTION AWARENESS, NIGERIA

The Group's DeltaAfrik Charitable Foundation (DCF) in Lagos, Nigeria runs a number of programs including providing computers for schools and a malaria and cholera prevention awareness campaign that highlights the methods to prevent these diseases. The Group provided the participants with free distribution of anti-malaria drugs, practical water treatment solutions and treated mosquito nets.

"The water in this community is very dirty and salty so we all doubted it could ever become clean. DCF with the water treatment solution has demonstrated to us how to clean our water, now our women are very glad, thank you." Community leader, Ibeno, Akwa Ibom, Nigeria.



WorleyParsons DeltaAfrik personnel at a Malaria and Cholera Prevention Awareness campaign

ANTI-CHILD ABUSE PUBLICATION, TRINIDAD

WorleyParsons Trinidad contributed TTD\$50,000 (\$7,568) towards an educational illustrative book that the Heroes Foundation published. Its primary purpose is to bring awareness and sensitivity towards the unfortunate reality of abused children, and to equip young people with information that will give them the "confidence to confide" as needed, in an effort to lessen the frequency of these events.

"We are pleased to have WorleyParsons come on board to augment the sponsorship of the book. The additional copies that WorleyParsons' contribution has enabled will permit us collectively to be comforted by the fact that the Heroes Foundation can now positively influence the lives of even more young people, through the wider distribution of this book. This action speaks to the commitment that WorleyParsons has made towards having a positive impact on communities in Trinidad and Tobago." Philip Kentwell, High Commissioner of Trinidad and Tobago.



Mr Sean Kellman, Location Director Caribbean Operations, WorleyParsons Trinidad, Mr. Philip Julien, Founder and Chairman, the Heroes Foundation (and Improve Director, WorleyParsons Trinidad), Mr. Philip Kentwell, High Commissioner, Australia