

Students of Kelicha Pada (India), where WorleyParsons provided school infrastructure, solar power systems and the digging of bore wells.

# Corporate Responsibility

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.

The Group is committed to contributing to the development of local communities through local employment and corporate responsibility projects. The key drivers for success in these projects have been the Group's overarching support and the willingness of our personnel to volunteer their time and make donations in support of their local corporate responsibility activities.

For the year ended 30 June 2015 (Reporting Period), the Group engaged in a broad range of projects across its business with a strong focus on community projects that require technically skilled volunteers. Other activities include fundraising for not-for-profit organizations, scholarships, sponsorships, training, programs to reduce the Group's impact on the environment and programs promoting improved diversity and inclusion.

The Group has reported an increased number of activities, across more countries, involving more of our people than in previous years. While there was a solid performance of contributions by our operations and personnel, the overall value of these contributions has reduced. Volunteer hours for internal programs and community skilled volunteering programs has also reduced.

## CORPORATE RESPONSIBILITY POLICY

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. Our Corporate Responsibility policy outlines our commitments to: **Governance, Ethics and Transparency, Our People, Human Rights, Community, Fair Operating Practices and Supply Chain, and the Environment.**



## WORLEYPARSONS FOUNDATION

The WorleyParsons Foundation objectives are to:

- support the execution of high impact strategic community projects;
- become a vehicle for direct corporate investment, fundraising and volunteering;
- expand opportunities for Group personnel to be directly or indirectly involved in foundation activities; and
- raise awareness of WorleyParsons' corporate responsibility credentials with its stakeholders.

The WorleyParsons Foundation recognizes and acknowledges the volunteering and participation in activities that help promote the key themes of education, skilled volunteering and enterprise development.

Foundation Awards were given to the individuals responsible for 38 outstanding corporate responsibility activities across 18 countries aligned to the key themes.

Four WorleyParsons Foundation projects commenced in this Reporting Period which will continue into the next Reporting Period:

- collaboration with the Red Cross for disaster recovery in the Philippines, with a pilot project commencing for large scale skilled remote volunteering;
- capability development of Robogals preparedness for global expansion, so they can scale their model to introduce careers in science and technology to schoolgirls across the world;
- project delivery of community bore well water, solar power and school buildings for families in Kelicha Pada village, India; and
- project delivery of a shelter house for preschool children for the community of Island of Queullín, Chile.

### MILESTONES

During the Reporting Period, the Group reached a number of corporate responsibility milestones, including:

- expanding the WorleyParsons Foundation by supporting more projects and community partners, governed by the WorleyParsons Foundation Council;
- launching a global diversity and inclusion program with a new set of Diversity and Inclusion Expectations across the business focusing on six key areas; diverse and inclusive workplace, recruitment and promotion, closing pay gaps, accountability and engagement, flexibility and community and created a new policy to support this;
- setting gender diversity targets for the Board, executive leadership teams and employees;
- setting an environmental carbon emissions reduction target;
- establishing strategic partnerships and collaborations promoting skilled volunteering opportunities for our people;
- providing for the first time, limited assurance on 2015 non-financial performance commitments covered in this report;

- continued the Group's corporate responsibility reporting process using the internationally recognized Global Reporting Initiative 4.0 Framework;
- fulfilled the Group's third year obligations as 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; and
- continued to deliver sustainability-enhancing services to the Group's customers through the Group's advisory service offering.



### ACTIVITY HIGHLIGHTS

The Group undertook various corporate responsibility activities over the Reporting Period, including:

- participating directly in and reporting over 533 corporate responsibility activities across 30 countries, involving over 15,000 Group personnel;
- supporting local communities through the network of corporate responsibility champions across 78 offices as well as ongoing participation in the Group's own programs: DeltaAfrik Foundation in Nigeria, We Care program in Canada and various corporate responsibility and local social committees;
- contributing over \$442,000 towards educational programs over 40 offices;
- providing scholarships amounting to \$52,829;
- group matching \$547,108 of Group personnel fundraising programs in Canada, the United States, Australia, Chile and India;
- donating 328 liters of blood across 16 offices and 700 participants to local health organizations and hospitals;
- reducing the carbon footprint across a number of offices by behavioral change programs, encouraging use of public transport, flexible work options from home, recycling and FollowMe smart printing;
- engaging in bush regeneration, waste and recycling programs and trail clean-up activities across a number of countries; and
- participating in and contributing to various workshops and forums on diversity, anti-corruption, Indigenous issues, ethical supply chain, mega-trends including the United Nations Global Compact, and global road safety partnerships.

### DIVERSITY AND INCLUSION HIGHLIGHTS

The Group undertook various diversity and inclusion activities over the Reporting Period, including:

- establishing and progressing six key areas of the Diversity and Inclusion Expectations;
- implementing a framework to set diversity priorities for FY2016;
- developing global standards relating to recruitment and promotion and flexible work to promote equal opportunity and diversity;
- developing training packages to support the Diversity and Inclusion Expectations and new standards;
- launching a global campaign for International Women's Day inviting locations to schedule events, resulting in 22 events across 18 locations;
- implementing internal career 'boot camps' and leadership training aimed at providing women with skills, tools and networks to achieve their potential as leaders;
- collaborating with customers on events focused on gender equality and diversity;
- strengthening the Women of WorleyParsons network to over 770 members across 37 offices, via ongoing engagement and a committed steering committee which meets regularly to discuss local activities and progress; and
- providing ongoing support for Australian Indigenous community internship opportunities.

## CORPORATE RESPONSIBILITY INDICATORS

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

The Group uses the 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 also measures online training hours.

The Group's corporate responsibility indicators for the Reporting Period and the year ended 30 June 2014 were:

INDICATORS <sup>1</sup>	2015	2014
Contributions by operations <sup>2</sup>	\$2.32 million	\$3.09 million
Contributions by personnel members <sup>2</sup>	\$1.56 million	\$1.75 million
Volunteer hours by personnel members (community/internal) <sup>2</sup>	16,302 hours	18,091 hours
TRCFR	0.12	0.10
LWCFR	0.01	0.03
Online training hours	33,774 hours	nm <sup>3</sup>

1 Definitions and clarifications, refer: <http://www.worleyparsons.com/InvestorRelations/corporateresponsibility/Documents/CRDefinitions.pdf>

2 For corporate responsibility activities

3 Not measured

The Group completed a response for the Carbon Disclosure Project (CDP) for FY2014 which was reported in June 2015. The Group's energy consumption and greenhouse gas emissions were recorded to assist the Group to measure and reduce its energy consumption and to reduce its greenhouse gas emissions. The data collection and analysis stimulated energy and carbon reduction measures in the global energy efficiency program in selected offices. The Company also completed a CDP response in respect of its water use for FY2014.

The Company is registered under the Australian National Greenhouse and Energy Reporting (NGER) Act 2007 as the controlling corporation for the Group as prescribed by section 12 of the NGER Act. The Company lodged its NGER Report for FY2014 in October 2014. This report contained information in relation to greenhouse gas emissions, energy production and energy consumption from the operation of facilities under the operational control of the Group. The Company intends to lodge its NGER Report for the Group for FY2015 in October 2015.

An energy target has been set for the first time for FY2016, at a 2.5% reduction of total carbon dioxide equivalents (tCO<sub>2</sub>-e) against base year FY2014.

Data for greenhouse gas emissions and energy consumption for the year ended 30 June 2014 and the year ended 30 June 2013, were:

INDICATORS	2014		2013	
	PER PERSONNEL MEMBER <sup>1</sup>	TOTAL <sup>2</sup>	PER PERSONNEL MEMBER <sup>1</sup>	TOTAL <sup>2</sup>
Greenhouse gas emissions tCO <sub>2</sub> -e	2.85	101,415	2.54	101,085
Energy consumption MWh	7.18	255,738	7.25	288,601

1 Personnel includes employees and contractors.

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

For the Reporting Period, the Group's measurable objective for increasing gender diversity was to increase the representation of women at all levels of its organization over time. The Group's progress towards achieving that objective, along with the proportion of women employees within the Group, women in senior executive positions and women non-executive directors as at the end of the Reporting Period, is set out in the table below:

MEASURES	2015	2014	2013
Women employees <sup>1</sup>	~24%	~25%	~25%
Women senior executives <sup>2</sup>	~18%	~18%	~15%
Women non-executive directors <sup>3</sup>	~25%	~25%	~22%

1 This includes both the Group's employees and contractors.

2 For the 2015 and 2014 reporting periods, "senior executives" means all members of the Group Leadership Team including the CEO and all executives reporting directly to a member of that team. For the 2013 reporting period, "senior executives" means all members of the Executive Committee (including the CEO) and all executives reporting directly to a member of that committee.

3 The Company has chosen to report the percentage of women non-executive directors rather than the percentage of women board members, because it has only one executive director, the CEO, who is counted as a senior executive.

For future reporting periods, the Board has set the following measurable objectives for achieving gender diversity:

MEASURES	OBJECTIVES
Women employees <sup>1</sup>	Increase the proportion of women employees to 30% by 2020
Women senior executives <sup>2</sup>	Increase the proportion of women senior executives to 25% by 2020
Women non-executive directors	Increase the number of women non-executive directors to three by 2020

1 This includes both the Group's employees and contractors.

2 "Senior executives" comprise all employees at the CEO-1 CEO-2, CEO-3 and CEO-4 levels.

## ASSURANCE

Independent assurance supports our commitment to transparency and accountability. To provide confidence to our stakeholders in our reporting: Ernst & Young has provided limited assurance, in accordance with the ISAE3000 standard, over selected corporate responsibility performance data in our 2015 Annual Report. You can access this assurance statement at <http://www.worleyparsons.com/InvestorRelations/corporateresponsibility/Documents/FY15AssuranceStatement.pdf>.

**CORPORATE RESPONSIBILITY CONTINUED**

AWARDS	
	<ul style="list-style-type: none"> <li>In October 2014, WorleyParsons was recognized with a high commendation for 'The Most Ambitious Company in Gender Diversity' category at the Engineers Australia Women in Engineering Gender Diversity Awards.</li> </ul>
	<ul style="list-style-type: none"> <li>In October 2014, WorleyParsons Canada was recognized for the second consecutive year by Mediacorp Canada as one of the 'Top 100 Employers in Canada' for 2015. The advisory board compared WorleyParsons to other organizations which offer progressive and forward-thinking programs. The award is based on best practices in recruitment, engagement and retention.</li> </ul>
	<ul style="list-style-type: none"> <li>In November 2014, WorleyParsons United Kingdom was presented with the prestigious 'Payroll Giving Silver Award 2014' for fostering a culture of philanthropy and committed giving in the workplace by making Payroll Giving available to employees. The National Payroll Giving Excellence Awards showcase the best Payroll Giving schemes in the UK.</li> </ul>
	<ul style="list-style-type: none"> <li>In December 2014, WorleyParsons Chile was recognized by the Australia-Chile Chamber of Commerce as 'Company of the Year'. The Group was recognized for its ongoing participation and support of the chamber.</li> </ul>
	<ul style="list-style-type: none"> <li>In February 2015, WorleyParsons in Western Australia proudly received the Australian Red Cross Blood Service Award for West Australia's 'Highest Total Corporate Blood Donations' in 2014. The donations have saved 426 lives.</li> </ul>
	<ul style="list-style-type: none"> <li>In February 2015, WorleyParsons Calgary in Canada was honored with a prestigious 'Spirits of Gold Award' from the United Way of Calgary and Area. The award was based on fundraising, participation, engagement and education initiatives. WorleyParsons has supported United Way for more than 20 years and in 2014, the office giving campaign raised more than \$430,000, with an overall participation rate of 51%.</li> </ul>
	<ul style="list-style-type: none"> <li>In March 2015, WorleyParsons was awarded the status of a 'National Community Partner' with Australian Red Cross. This collaboration is the first of its kind and demonstrates commitment to our communities and support for skilled volunteering. It also showcases our global reach of knowledge, and should position WorleyParsons as an industry leader amongst our peers in large scale 'pro bono' services, focusing on disaster recovery.</li> </ul>
	<ul style="list-style-type: none"> <li>In April 2015, WorleyParsons Europe received the GOLD MEDAL Award for its 'approach to occupational safety and health' from the Royal Society for the Prevention of Accidents (RoSPA). Receiving this award for a sixth consecutive year is testament to WorleyParsons commitment towards Health, Safety &amp; Environment and underpins our journey towards Zero Harm.</li> </ul>
	<ul style="list-style-type: none"> <li>In May 2015, WorleyParsons was rated at the level of 'Leading' for the 2014 financial reporting cycle by the Australian Council of Superannuation Investors. The 'Leading' rating is the highest of the five categories and demonstrates to investors that the Company takes investor issues seriously and gives investors valuable information to better inform their investment decision.</li> </ul>

## CORPORATE RESPONSIBILITY

### Developing local enterprises, South Africa



South Africa is in its third year of the Enterprise Development Program, which provides mentoring and support for 10 young local businesses throughout the region. WorleyParsons has provided this skills transfer on an ongoing basis through the availability of its technical experts within South Africa.

The success of the initiative has seen a combined turnover growth of the 10 businesses by 204% and the creation of over 100 permanent and temporary jobs in South Africa.

*"This program is a leading example amongst our peers and customers in the construction and engineering industries. A great effort showcasing what corporate responsibility is about at WorleyParsons."* Beulah Joseph, Broad Based Black Economic Empowerment and Transformation Manager, WorleyParsons South Africa

The third year running for the Enterprise Development Program.

### COMMUNITY PARTNERSHIPS/ SPONSORSHIPS

Top contributions amounting to more than \$10,000 by Group business operations through company matching, financial support and sponsorships during the Reporting Period were:

- United Way and associated charities, Canada and United States
- Black Swan State Theatre Company, Australia
- Ebola Containment Trust Fund, Nigeria
- Red Deer College Foundation, Canada
- Project Maya, Kelicha Pada village, India
- Robogals, Australia
- The Mustard Seed, Canada
- CareerTrackers Indigenous Internship Program, Australia
- American Heart Association, United States
- Australian Red Cross, Australia
- The Billion Child Foundation, South Africa
- Minerals Education Trust Fund, South Africa
- Great Barrier Reef Foundation, Australia
- MS Society, United States
- Riverlea Primary School, South Africa
- Unity for Autism, Canada
- Engineers Without Borders, Australia, Singapore and Timor-Leste
- Alberta Cancer Foundation, Canada
- Woods Homes, Canada
- Monash University, Australia
- Veterans Association of Atyrau Region, Kazakhstan
- Habitat for Humanity, Canada and United States
- Island of Queullín, Chile
- Devnar Foundation for the Blind, India.

Top contributions by Group personnel members amounting to more than \$5,000 through fundraising campaigns, community based and environmental projects during the Reporting Period were:

- United Way and associated charities, Canada and United States
- American Cancer Society, United States
- Alberta Cancer Foundation, Canada
- Movember Charities, Australia
- Red Cross, Global, Saudi Arabia
- Multiple Sclerosis Society of Canada, Canada
- Stollery Children's Hospital Foundation, Canada
- National Breast Cancer Foundation, Australia
- Melbourne City Mission, Australia
- Woods Homes, Canada
- The Calgary Drop-In & Rehab Centre, Canada
- Teleton, Chile
- Give Where You Live, Australia
- Prime Minister's National Relief Fund, India
- Oman Cancer Association, Oman
- Beyond Blue, United Kingdom.

### COMMUNITY PRO-BONO AND VOLUNTEERING

Top pro-bono and volunteering hours by our personnel to community projects and activities during the Reporting Period were:

- United Way and associated charities, Canada and United States
- Oman Cancer Association, Oman
- American Cancer Society, United States
- Foodbanks, Australia, Canada, United Kingdom and Spain
- Engineers Without Borders, Australia, Singapore and Timor-Leste
- Red Cross Blood Service, Australia and India
- Hospital bloodbanks, Brunei, China, Oman, Qatar and United States
- Miller-Keystone Blood Center, United States
- Abu Dhabi Blood Bank, United Arab Emirates
- Inn of the Good Shepherd, Canada
- The Calgary Drop-In & Rehab Centre, Canada
- Junior Achievement of Southeast Texas, United States
- Melbourne City Mission, Australia
- Habitat for Humanity, United States
- Project Maya, Kelicha Pada village, India
- Woods Homes, Canada
- MS Society, United States
- Give Where You Live, Australia
- Thusong Youth Centre, South Africa
- Boys & Girls Clubs of Calgary, Canada.

## The WorleyParsons Foundation and the Chilean office build a preschool



WorleyParsons Chile personnel have spent over 30 years volunteering in an isolated island community of Queullín, in the south of Chile. Annual visits from the Chile leadership team and WorleyParsons volunteers organize workshops and activities with the local community. Gifts collected from the Chilean office are distributed to the community. This is an event the children look forward to every year.

Recent financial support from the Australian Embassy and the WorleyParsons Foundation has enabled construction of a Preschool that allows the youngest children to learn and to gather in a common space.

*"We as an embassy are very proud to be associated with the tremendous work you and your colleagues have undertaken on the island over so many years." Timothy Kane, the Australian Ambassador to Chile, Colombia, Ecuador and Venezuela*

Construction of a preschool will allow children to learn and to gather in a common space.

## The WorleyParsons Foundation and the Mumbai office provide basic needs in India



WorleyParsons India began Project Maya in December 2014 in the rural village of Kelicha Pada as a way to empower this disadvantaged community and help them transform the small village to a model village for sustainable growth. Following a feasibility study in the village, employees in Mumbai identified severe water shortages, inadequate access to power, and education to be top priorities where WorleyParsons could help.

Collaboration between the WorleyParsons Foundation and WorleyParsons India offices will ensure the success of this project. In addition to the \$12,000 of local fundraising by WorleyParsons staff, \$22,000 of WorleyParsons Foundation support will allow for construction to commence on school infrastructure, solar power systems and the digging of bore wells for water infrastructure.

*"The community is poor and State funds difficult to come by. We are so excited that through the support of WorleyParsons India, the dream of a developed village will now be realized." Sanjay Bhoje, village head man, Kelicha Pada Village*

WorleyParsons India and the WorleyParsons Foundation are supporting the development of Kelicha Pada village in Maharashtra, India.

## Robogals - boosting the number of girls studying science and engineering



As part of its commitment to increasing the number of women entering the engineering profession, the WorleyParsons Foundation has pledged further financial and mentoring support to Robogals - the student led organization encouraging the study of science and engineering by high school girls.

Robogals, with its origins from the University of Melbourne, has expanded to a global network of 31 chapters across six countries over the past seven years. To date, 34,200 students have been introduced to the potential of careers in engineering and technology through the Robogals programs.

Inspiring future female engineers.

## Motivating Omani women in the workplace



WorleyParsons Oman organized the first Women in the Workplace program, inspired by the response from the International Women's Day 2015. The goal of the workshop was to empower and instill confidence in participants to design and charter their own career.

24 women employees took part in the two-day program covering topics such as: examples of successful Omani women, balancing home and work life, understanding communication differences between men and women and short and long term goal setting.

*"This course has built my confidence and showed me a way to develop my talent. I became more self-motivated and empowered in order to keep on with building my career and achieve my extreme goals." Participant in the program.*

Sabria Al-Balushi and Julia Calleja motivating women in the WorleyParsons Oman office.

## WorleyParsons Russia ignites spirits through Paramusic Festival



The Paramusic Festival for Physically Challenged Children is an event described by its organizers as 'the triumph of talent and spirit of young artists, who have been able to cope well with themselves and their situation'.

The festival took place over two full days in December 2014, with support from five WorleyParsons staff from the Moscow office. In the months leading up to the event, staff volunteered their time to assist with the preparation of the remarkable festival. The WorleyParsons Moscow office also contributed financially towards the preparation of the event.

*"WorleyParsons employees found it a privilege to create a once in a lifetime experience for these special artists." Ekaterina Nadezhinskaya, WorleyParsons Russia employee*

WorleyParsons Russia organized and funded the Paramusic Festival for Physically Challenged Children.

## The right to sight campaign, South Africa



This initiative has been running for many years and has changed the lives of underprivileged children throughout South Africa. Our most recent location was the Riverlea Primary School in Johannesburg where 1,200 students and staff had their eyes tested, 308 of whom needed spectacles.

These were funded by WorleyParsons and donated to the recipients free of charge. This life changing initiative goes a long way towards removing the barriers to learning and reducing the high South African pedestrian fatality rate.

*"This is one of the many ways in which WorleyParsons demonstrates its commitment to safety and uplifting communities in which we work." Beulah Joseph, Broad Based Black Economic Empowerment and Transformation Manager, WorleyParsons South Africa*

Uplifting communities through sight.

## Walking for cancer with WorleyParsons Oman



Every year, the Oman Cancer Association organizes the Cancer Walkathon to boost awareness of their initiatives and to change lives. This year was the 10th annual Walkathon, and the third year that WorleyParsons Oman has actively participated. With the overwhelming support of management, staff walked to the motto of "Together let's exemplify the WorleyParsons values and walk for the cure".

In October 2014, over a hundred WorleyParsons Oman employees and their families, including the Managing Director Michael Dunn, participated in the Walkathon and donated over \$5,000 to the Oman Cancer Association. In recognition and appreciation of their support, WorleyParsons Oman was presented with an award by the WorleyParsons Foundation.

*"Each step all of us take is a step closer to a cure for all those with cancer." Dr C Radhakhrisnan, Corporate Responsibility Lead, WorleyParsons Oman*

Walkathon for the Oman Cancer Association.

## Building by women for women, Canada



The women of WorleyParsons were invited to participate in the first Habitat Sarnia Lambton Women Build. A home built by women for women! This particular house will be home to two Down syndrome adult clients of Lambton County Developmental Services.

Women Build is about empowering women to discover for themselves that they have what it takes to build a Habitat home. Over 234 hours, 16 enthusiastic WorleyParsons women, undertook the task of installing siding on the home. The team had to fundraise \$3,750 in order to participate in this build.

*"The most rewarding moment of volunteering for the Habitat for Humanity Women's Build was realising that I physically helped make a house a home." Lesley Pike, HSE Coordinator, WorleyParsons Canada*

Women Build is about empowering women.