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Building Responsibly

Our Journey

[woodplc.com](https://www.woodplc.com)

Wood's Engagement with Building Responsibly

A group of leading engineering and construction companies working together to raise the bar in promoting the rights and welfare of workers across the industry

February 2017

Building Responsibly launched with six founding companies and the support from Humanity United

June 2018

Launch of the 10 Worker Welfare Principles

JACOBS

FLUOR

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MULTIPLEX
Built to outperform.

VINCI



MCDERMOTT

TechnipFMC

SBM
OFFSHORE

BSR

HUMANITY
UNITED



BUILDING
RESPONSIBLY

Worker Welfare Principles

Building Responsibly developed these Principles to serve as the global standard on worker welfare for the engineering and construction industry. They address key areas of worker vulnerability to raise standards and level the playing field so that competitiveness is not at the expense of the worker. Given differing local and national requirements and external guidelines, these Principles establish a common, global baseline for the treatment of workers in the engineering and construction industry. By collectively committing to and promoting these Principles, we can foster a business environment that advances the safety, security, and welfare of all people—especially those working in the construction sector.

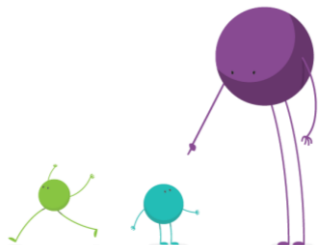
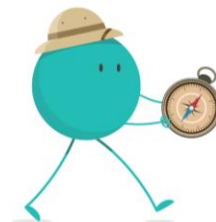
Building Responsibly members are committed to acting ethically and with integrity in all their business dealings with respect to worker welfare by supporting and adopting the following Principles:

- Workers Are Treated with Dignity, Respect, and Fairness**
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.
- Workers Are Free from Forced, Trafficked, and Child Labor**
Workers are not subject to forced, coerced, trafficked, bonded, or involuntary labor of any form.
- Recruitment Practices Are Ethical, Legal, Voluntary, and Free from Discrimination**
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 prior to commencing work in a language that is understood by the worker.
- Freedom to Change Employment Is Respected**
Workers are free to refuse their contract, cancel and change their employment, and, where appropriate, return home at the end of their employment contract without penalty.
- Working Conditions Are Safe and Healthy**
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 practice. This includes access to safe and clean transportation and welfare amenities on project sites, and the provision of transparent and external reporting regarding health and safety incidents.
- Living Conditions Are Safe, Clean, and Habitable**
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 well-being.
- Access to Documentation and Mobility Is Unrestricted**
Workers have access to passports and personal documentation at all times. Workers shall have freedom of movement outside normal working hours, unless there are legitimate safety or security issues that might threaten the health, safety, or well-being of the worker.
- Wage and Benefit Agreements Are Respected**
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.
- Worker Representation Is Respected**
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.
- Grievance Mechanisms and Access to Remedy Are Readily Available**
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.

Embedding the Principles

Our Code of Conduct

Setting the expectation of our employee business and personal conduct

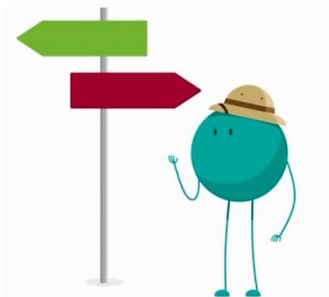


Supply Chain Code of Business Conduct

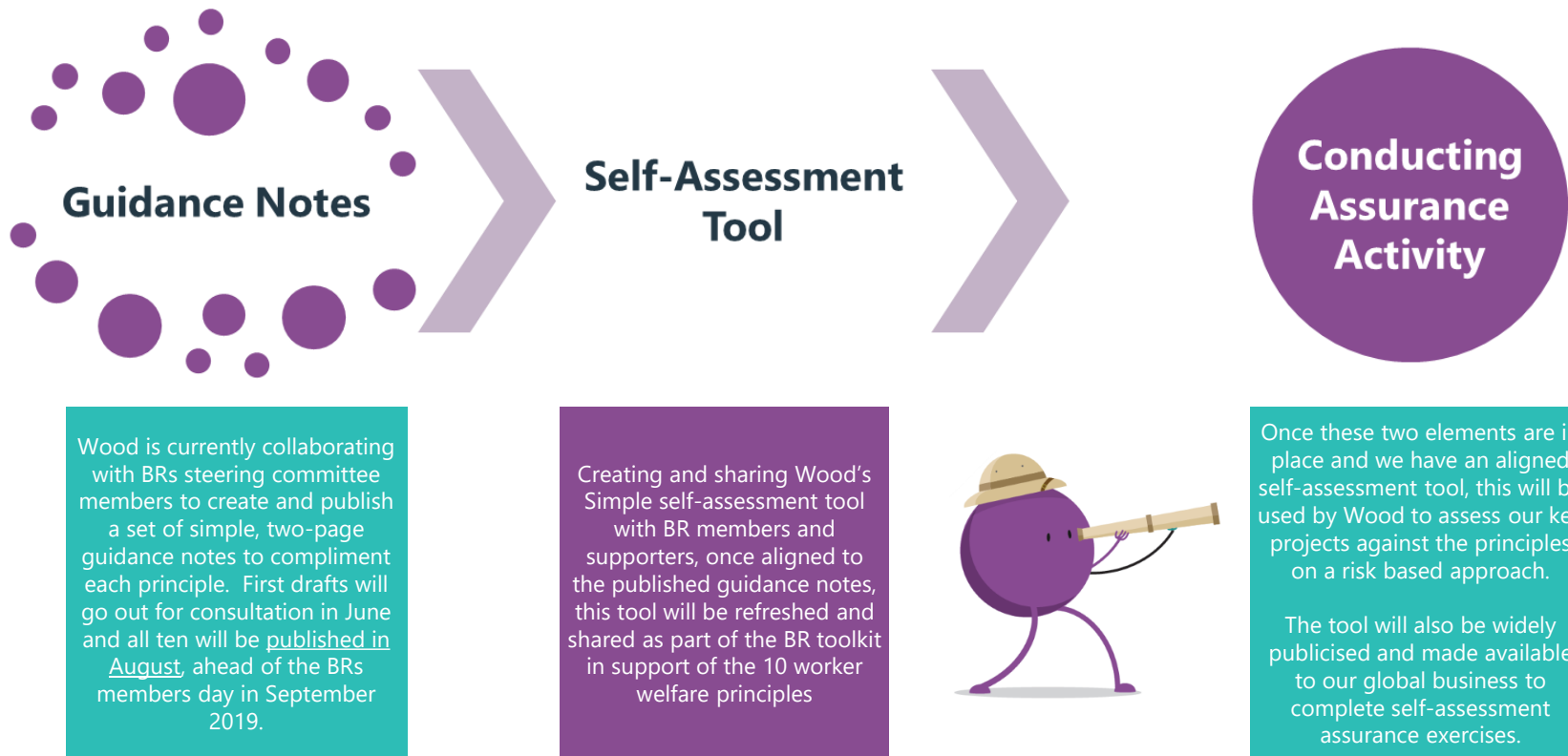
Setting the expectation of our supply chain partners

Engaging our Leadership

Promoting the principles across our business, driving operational and functional recognition and support for the principles



Collaboration towards Action



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