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# Our Sustainability Approach 2026-2030



# Sustainability in our strategy

## Our vision

**Deliver solutions that transform the world**

**Wood is a company critical to the world's demand for energy security and home to the solutions for energy transition and sustainable materials.**

Wood's vision and strategy has sustainability at its core. We are committed to embedding sustainability in key business decision-making, to ensure that we deliver long term value for all of our stakeholders.

As a member of the United Nations Global Compact (UNGC), our sustainability approach is founded on the UNGC's 10 principles and focuses on contributing to the UN Sustainable Development Goals.



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# Our material sustainability topics

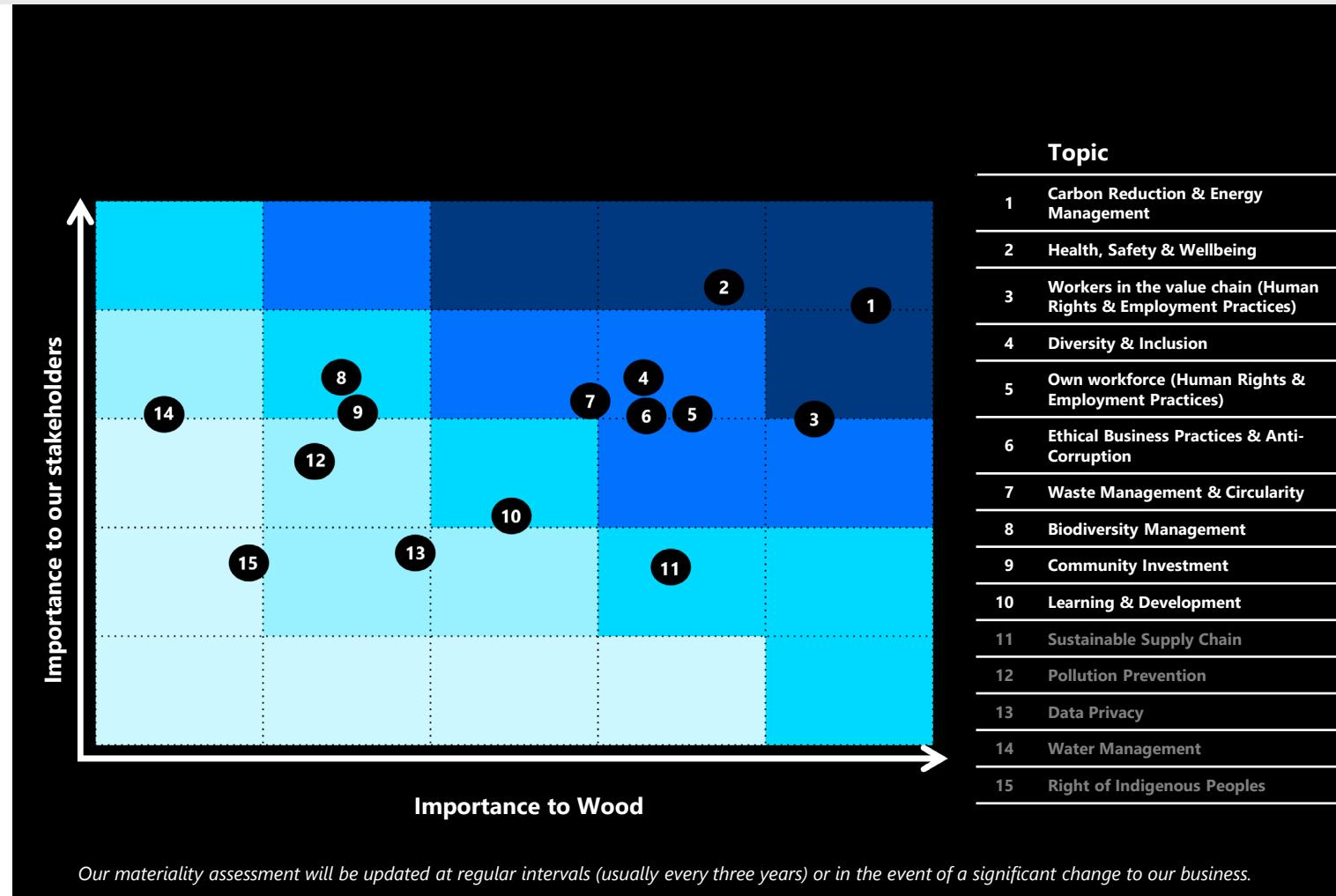
**We focus on the issues that are most material to our stakeholders and impact on our business.**

In 2025, we undertook a high-level materiality assessment to inform our sustainability approach for 2026 onwards.

Our assessment considered SASB Standards (Oil & Gas – Services) and UN Sustainable Development goals, as well as other environment, social and governance (ESG) and sustainability reporting standards such as GRI.

The assessment consisted of a combination of desktop analysis and research of industry and stakeholder issues, consideration of risk registers and high-level engagement with employee stakeholders. This was combined with a light-touch double materiality approach which considered the impact of our business on society and the environment.

This output of the assessment was a matrix of material sustainability topics (shown opposite) that will guide our approach for 2026 onwards.



# Our sustainability aims & targets



## Planet



## Profit



### Aims

**Ensure the safety, security, health and wellbeing of our people**

**Protect, respect and enhance human rights, equality and inclusion**

**Contribute to our local communities, actively supporting decent work and opportunity for all**

**Protect and preserve the natural environment and promote biodiversity**

**Fight climate change by decarbonising our own and our clients' carbon footprint**

**Reduce resource consumption and promote the benefits of a circular economy**

**Promote fairness and transparency in business practice and performance disclosure**

**Partner with our supply chain to deliver sustainable growth and development**

**Deliver sustainable innovation and solutions through partnership and ingenuity**

### Targets

Zero incidents that result in fatality or permanent impairment.

Improve gender balance with 40% female representation in senior leadership roles by 2030.

Contribute \$10 million to our Global Cause by giving our time, energy, resources and funding by 2030.

40% reduction in Scope 1 and 2 GHG emissions by 2030, compared to a 2019 base year.

Double revenue from sustainable solutions in energy transition and sustainable materials markets by 2030, from a 2021 baseline.

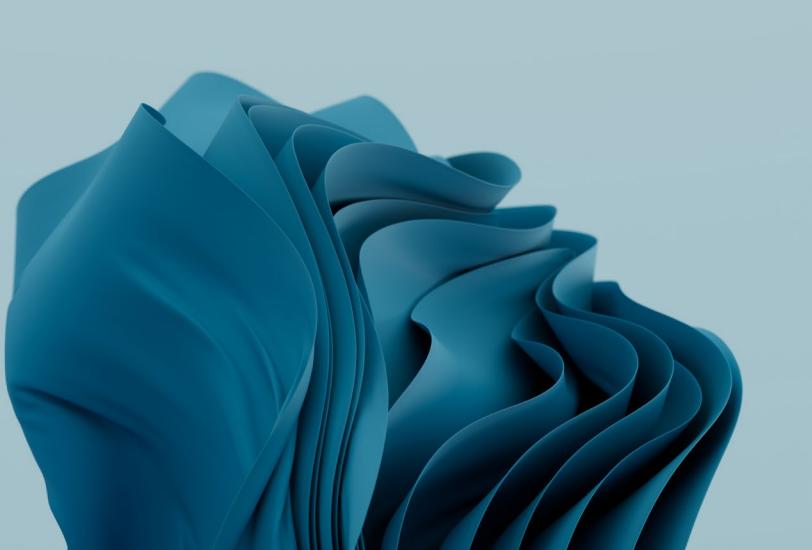
100% of Wood labour suppliers sign up and comply with the Building Responsibly Principles.

100% of our total suppliers sign up and comply with the Building Responsibly Principles by 2030.

### SDG Alignment



# Our sustainability governance framework



**Wood's Board has accountability for sustainability matters, providing oversight over our sustainability approach, including risks and opportunities, and performance against key metrics and targets.**

The Board undertakes a review of Wood's sustainability approach and performance annually, which includes:

- Overseeing and reviewing Group risks, opportunities, strategies, policies and procedures in relation to sustainability
- Reviewing Group-level sustainability goals, targets and key performance indicators, and monitoring performance against them
- Monitoring and reviewing compliance with regulations and standards, and overseeing the effectiveness of external reporting of sustainability and environment, social and governance (ESG) performance
- Reviewing sustainability disclosures made in Wood's financial statements
- Considering how ESG targets link to the Group's remuneration plans

# Policies & standards supporting sustainability

## People

### **Employees:**

- Code of conduct
- Human rights policy
- Equal opportunities policy
- Bullying and harassment policy
- Health, Safety, Security and Environment (HSSE) policy
- Diversity and inclusion policy
- Flexible working policy
- Global mobility policy
- Reward policy
- People development policy

### **Community & social:**

- Community investment policy
- Supplier code of conduct
- Tax strategy

### **Human rights:**

- Human rights policy
- Supplier code of conduct
- Diversity and inclusion policy
- Data protection policy

## Planet

### **Environment & climate:**

- HSSE policy
- Environmental management standards
- Supplier code of conduct

## Profit

### **Anti-corruption & anti-bribery:**

- Code of conduct
- Supplier code of conduct
- Anti-bribery and anti-corruption policy
- Ethics reporting & anti-retaliation policy
- Commercial intermediary policy
- Conflicts of interest policy
- Competition law compliance policy
- Sanctions, export controls and anti-boycotts policy
- Gifts and hospitality policy

## Embedding sustainability in our business

We have a number of key policies and standards that provide a governance framework to support our business to deliver our sustainability aims and manage related risks and opportunities.

Many of these policies are available on [our website](#) alongside our key sustainability disclosure resources including our Annual Report, Modern Slavery & Human Trafficking Statement, Gender Pay Gap Report and ESG Datasheet.

# Future focus



## People

Learning and development  
Diversity and inclusion



## Planet

Carbon reduction & energy management  
Waste & circularity management



## Profit

Workers in the value chain  
Supplier human rights compliance

## Evolving our sustainability approach

We recognise the importance of taking a long-term view to evolve our sustainability approach to ensure that it continues to meet the needs of our business and stakeholders.

The materiality assessment undertaken in 2025 showed us that the topics opposite are increasing in importance to our stakeholders. Whilst we continue to deliver against our current sustainability targets, our focus will also be on assessing the further actions we can take in these areas to deliver meaningful change.

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