

# Inclusion and diversity



**The rich diversity of experience, expertise, backgrounds and beliefs we bring together globally, differentiates our business, powers our progress and enables our success.**

**Diversity enables us to offer different skills, ideas, approaches and expertise to the business and our customers. We believe that by embracing this diversity and the richness of contribution all our people can give, everyone working for Wood has the opportunity to reach their maximum potential.**

**Our aim is to create the best working environment and establish a culture where employees are highly engaged and feel supported by the company and their line manager. At Wood, our focus on inclusion & diversity (I&D) is fundamental to our efforts in creating a great working environment and culture. This is supported by driving personal ownership and a focus on educating ourselves and each other, empathising with our colleagues and engaging in activities and conversations relating to inclusion and diversity.**

## **Purpose:**

This policy sets out how Wood aims to ensure we create a great working environment through I&D in our business.

## **Scope:**

This policy applies to all Wood people (and potential people) across our global organisation and is reviewed annually.

## **Policy Requirements:**

This policy provides minimum standards for the various activities of I&D. It addresses minimum expectations, key methods, and governance.

**Leadership & allies:** We create leadership champions who drive Wood's I&D activities. We have allies at all levels of Wood who champion those in underrepresented groups

**Culture & inclusion:** We foster a work environment and culture where inclusion is delivered structurally and behaviorally, through policies, training, and communication plans.

**Employee life cycle:** We aim to attract and retain key talent from the full spectrum of the global talent pool, unlocking diverse talent and matching people to the best opportunities for their growth within Wood, aligned to representation targets.

**Employee networks:** We empower our employee network structures which facilitates employee voice and feedback loop. We continuously evolve our approach based on internal and external inputs

**Measurement & evaluation:** We have effective and reliable methods in place to monitor and measure progress on I&D activities, including key demographic data, setting targets to improve representation in key areas and measuring engagement outcomes.

## **Measurement**

Measuring of progress will be undertaken on a quarterly basis through the ELT reporting process with additional review of progress monitored through ELT People Days. Oversight for I&D progress will be provided by the Board through the Nomination Committee. Success will be measured through statistical analysis, informal feedback and via our employee survey.

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