

Code of Conduct Supplement
for Operations in France

This French Supplement to the Wood Code of Business Conduct (“Code”) applies to all directors, officers, employees and others acting on behalf of Wood in France (“French Personnel”). French Personnel must comply with both the Code and the French Supplement, except in the case of a conflict between the two documents, in which case the terms of this French Supplement prevail.

If you have any questions on the French Supplement or the Code, or on ethics matters generally, you should contact your Region Compliance Counsel or the Wood Legal department.

1. Use of Ethics Helpline

As described in the Code, potential, suspected or actual breaches of the law or the Code may be reported by speaking to your line manager or your team leader or your local People & Organization (“P&O”) Business Partner or, if you are not comfortable doing that, by contacting Wood Ethics and Compliance, Wood Legal or the Business Ethics Helpline.

French Personnel should only use the ethics helpline in compliance with the French Supplement. All French Personnel may use the following ethics helpline number: 0800-902500.

French Personnel should only use the ethics helpline to report certain types of complaints or allegations, and you must rely upon other reporting channels to report all other allegations. More specifically, French Personnel should only use the ethics helpline to report allegations regarding:

- Financial, accounting, internal accounting controls, auditing and banking irregularities, corruption and fraud
- Anti-competitive practices
- Discrimination and harassment in the workplace

You may make reports anonymously, and we will maintain the confidentiality of employees submitting complaints in good faith to the fullest extent permitted by law. Reports submitted on a named basis will enable Wood to communicate more effectively with you, which may result in Wood more effectively investigating the concerns raised.

2. Handling of personal information

We will destroy any non-relevant information received in connection with any report to the ethics helpline used in France. Information related to an ethics helpline report will be destroyed within two months following:

- The completion of an investigation



- The satisfaction of any internal reporting requirements
- At the conclusion of any associated judicial, regulatory or disciplinary proceedings (including appeals) arising from the report

whichever is later.

You may access your personal information and, where it is incorrect, correct the information or object to the processing of such information, subject to any limitations imposed by law. If you wish to do this, please contact a member of the Legal department.

French Personnel are entitled to access information relating to them contained in a report, although ordinarily they will not be furnished with the name of the employee submitting the report, if provided.

3. General

We encourage all French Personnel to report known, suspected or potential misconduct, or breaches of the law or the Code; however, there will be no retaliation against anyone who chooses not to report.

Wood will not retaliate or cause retaliation against anyone who has made a good faith report regarding any known, suspected or potential misconduct, or breaches of the law or the Code, even if such report appears or is later found to be inaccurate.

