

An aerial photograph of a dense forest of evergreen trees, likely spruce or fir, with varying shades of green. The trees are packed closely together, creating a textured, layered appearance. The lighting suggests a bright day, with some trees appearing more vibrant than others.

wood.

Designing the future

Sustainability Review 2022

Delivering on sustainable development

Reporting and scope

Produced by John Wood Group PLC (operating as Wood), this review covers all companies and subsidiaries, including joint ventures over which Wood has management control as operator, but not those deemed as independently managed. Written in collaboration with internal and external stakeholders, this review provides an accurate summary of our progress in 2022.

Various disclosures have been reviewed by an independent third party as part of disclosure in Wood's Annual Report and Accounts, or as part of functional or operational audits. Annual third party verification of our scope 1, 2 and 3 emissions has been completed on our 2022 carbon data, with a verification statement made available on our sustainability website. We recognise the importance of independent validation and will work towards increasing our efforts on this in future reporting.

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 Visit our sustainability website: woodplc.com/sustainability

 Read more on our data and reporting, including third party verification statements at: woodplc.com/sustainability/data-and-reporting

Delivering solutions to transform the world



Delivering solutions to transform the world.

The world around us is changing and in the last year alone, we have witnessed a continual rise in global temperatures which is undoubtedly fueling extreme weather events and deepening the climate crisis. The lasting impact of the COVID-19 pandemic has led to increasing disparity on the equality agenda, exacerbated by the war in Ukraine and economic uncertainty around the globe. How we respond as a collective society will determine the future of generations to come.

We recognise the opportunity a robust sustainability approach presents, and through the revision of our group strategy in 2022, we have ensured sustainability sits at the heart of our business. Sustainability is now woven throughout our decision making to ensure we deliver sustainable solutions, for people, planet, and shared prosperity.

Our focus throughout 2022 continued to be on delivering value to our clients through our people concurrently ensuring their health and wellbeing which assures sustainable delivery; this has been a significant priority for us as a leadership team. We have also continued our relentless focus on the reduction of carbon emissions across the value chain, aligning our business planning with this in mind.

Following the sale of our E&I business, we took stock of where we were in our sustainability programme using this time to revisit our approach to ensure alignment with our refreshed business strategy which we presented at our capital markets day. Realigning our business means we needed to revisit our risks to ensure they do not hinder our ability to deliver on our opportunities. The ESG lens is an important tool in screening risk across our business landscape which is why we took the step of creating the role of Vice President of ESG Governance. The remit of the role acknowledges the rapidly evolving sustainability related regulation and governance associated with it however, our focus remains the same: to improve lives, preserve the environment and deliver sustainable growth.

Focused on Improving Lives

Our Inspired Culture strategic pillar is about making Wood a great place to work; Prioritising employee wellbeing, doing the right thing, putting sustainability at the heart of our business, and empowering sustainable development.

Embracing the value diversity of thought brings to our organisation, our diversity and inclusion platforms continue to celebrate the diversity we bring together, with our employee networks being a place where employees can connect, learn, share views, tell us what we are doing well and recommend improvements to make Wood an even better place to work. Important to our strategy, we know that more diverse and inclusive workplaces deliver more successful businesses and are vital to social development.

Emerging from the pandemic, the health and in particular mental health of our people is increasingly important delivering a sustainable business. Without global action on mental health, it's recognised we cannot achieve the sustainable development goals, with links between mental health and virtually every key issue in international development. We remain committed to applying the best available mental health approaches to benefit our Wood community, and now have over 300 trained wellbeing champions across our organisation.

As a people business, we remain committed to the protection and enhancement of human rights, both in our own business and wider supply chain. Extending the principles of Building Responsibly to our supply chain partners ensures we create ethical partnerships that help to reduce our exposure to potential human rights violations. In 2022 we made significant progress towards our worker welfare goals, increasing engagement with our supply chain partners and further embedding the principles of Building Responsibly in our operations.

Focused on preserving the environment



Focused on Preserving the Environment.

Fighting climate change by decarbonising our carbon footprint & supporting our clients to do the same remains a top priority as we continue towards a 'net zero' future. With a renewed strategic focus on decarbonisation and sustainable materials, Wood has both the people, and passion to deliver the change needed critical to the tackling the climate change crisis and fair transition to net zero. As a people organisation, we recognise the need and urgency to take everyone on the journey to a healthier planet.

In 2022, we reduced our scope 1&2 emissions by a further 20%, achieving a 65% reduction to date from our 2019 baseline. Delivering to our customers, much of the work we do across our businesses reduces the carbon intensity of our clients' assets, with 20% of Wood's revenue in 2022 classified as delivering sustainable solutions across energy and materials markets.

As important as the solutions we deliver, how we choose to deliver our services to our customers' demands behavioural change across the organisation. Wood's approach to sustainability is focused on creating a more sustainable culture that will embed sustainable practice in delivering value to all our stakeholders.

Our role in solving the climate crisis, works in parallel with tackling the nature crisis. Listening to our stakeholders, in 2022 we continued to prepare our business for a global focus on nature, reflected in our revised materiality assessment and expected publication of the Task Force on Nature Related Financial Disclosures (TNFD) on nature and biodiversity issues. Encouraging responsible resource consumption across Wood and education on nature related topics, we will expand our understanding and capacity to support the nature agenda in keeping pace with global efforts to better preserve the planet we share.

Focused on Delivering Sustainable Growth.

Remaining a trusted and respected partner of choice for all our stakeholders is vital to delivering a sustainable business. Ensuring we maintain a responsible approach to business, includes our efforts to deliver sustainable solutions to our clients and remain transparent on the work we do, the opportunities we harness, and our ability to keep pace with the transition to a low carbon economy. Taking everyone on the journey to net zero, we recognise our responsibility to support local economies through community investment, job creation and tax contribution.

We want to be a force for good whilst we travel at pace on our journey to net zero; the brilliance of our people and more focus towards our impact to biodiversity is paramount to navigating the complexity of delivering to our customers and achieving our ambitious goals. Well positioned for sustainable growth, increasing the percentage of work we deliver from sustainable solutions will remain a strategic imperative for Wood, enabling our net zero ambitions and supporting our client's own sustainability journey.

We have the industry expertise, knowledge, and passionate people it takes to make a difference in the world, today and for sake of tomorrow. Placing sustainability at the heart of our everyday actions, as Team Wood we will continue to seize the opportunity sustainability presents, to improve lives, protect our planet and deliver sustainable growth.

Mike Collins

Executive President of Business Sustainability & Assurance

Advancing our sustainability goals in 2022

Reducing our emissions

65%

Reduction in our scope 1&2 emissions against our 2019 baseline

[Read more on page 11](#)

Purchasing renewable energy

55%

Of our purchased electricity now comes from certified renewable energy sources

[Read more on page 11](#)

Contributing to our global cause

15%

Achieved to date against our goal to raise \$10million by 2030

[Read more on page 9](#)

ESG rating performance

AA

In MSCI ESG Ratings (on a scale of AAA-CCC)

[Read more on 15](#)

Improving gender balance

32%

Female representation in senior leadership achieved towards our goal of 40% by 2030

[Read more on page 8](#)

Reducing single use plastics

25%

Of our offices assessed, with 7% single use plastic free to date.

[Read more on page 13](#)

Tackling climate issues

B

Score achieved in CDP Climate Change

[Read more on page 11](#)

Inspiring our colleagues to be inclusive every day

100%

Roll out of conscious inclusion training to 36,000 employees

[Read more on page 8](#)

Proud member of the UN Global Compact since 2009



Our aims

People

Our three aims to improve lives and contribute to social sustainability:

1

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

2

Protect, respect and enhance human rights, equality and inclusion

3

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

Planet

Our three aims to preserve the environment and contribute to environmental sustainability:

4

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

5

Protect and preserve the natural environment and promote biodiversity

6

Reduce resource consumption and promote the benefits of a circular economy

Profit

Our three aims to deliver sustainable growth and contribute to economic sustainability:

7

Ensuring we remain ethical in all that we do by promoting fairness and transparency in business practice and performance disclosure

8

Deliver sustainable innovation and solutions through partnership and ingenuity

9

Partner with our supply chain to deliver sustainable growth and development

Improve lives

We are committed to respect, nurture and develop the people and places we impact, to improve lives and contribute to sustainable development.



Our three aims to improve lives and contribute to social sustainability:

1

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

2

Protect, respect and enhance human rights, equality and inclusion

3

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

Learn more about the social issues material to Wood on our sustainability website and people homepage. For each of the issues identified as material to our business, we discuss the importance to Wood, any key policies and commitments we have in place, and how we seek to address each topic.

Demonstrating our contribution to sustainable development, we showcase the solutions Wood provides and how we choose to deliver our services.

 Read our latest materiality assessment: [woodplc.com/sustainability/materiality](https://www.woodplc.com/sustainability/materiality)

 Visit our people page: [woodplc.com/sustainability/people](https://www.woodplc.com/sustainability/people)

1

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

People sit at the heart of our business and our most valued resource. Creating a safe, secure and healthy workplace is fundamental to protecting our people, business and communities

Our goals in this area

10% improvement in Total Recordable Incident Rate (TRIR) compared to the prior year.

Annual goal to conduct a set number of leadership engagement events focused on safety visits by senior managers.

Zero SIF Actual Injury Incidents
(incidents that resulted in fatality, life threatening or life altering, injury or illness)



Our progress in 2022

As part of annual improvement plans, we routinely establish both leading and lagging targets to continually improve our management of health, safety and security in the workplace. In 2022, we reported two SIF actual injury incidents, however, we saw a 6% reduction in the number of injuries compared with 2021, resulting in our TRIR performance marginally improving to 0.17, compared to 0.18 in 2021.

The pandemic continued to impact our leaders' ability to undertake physical site visits, however combined with the use of remote solutions the number of engagements exceeded our target of 2,589.

3,289

leadership engagement visits

Wood's security team are focused on improving the company's resilience and continue to provide a geopolitical advisory capacity across the business, delivering guidance on global events and their anticipated ramifications for Wood regionally and locally. Developing Wood's crisis, emergency and business continuity plans, in 2022 the team focused on aiding lower-level management to strengthen emergency management and business continuity capabilities following the release of the Emergency Management Standard in 2021.



Learn more about our approach to safety and security and visit: [woodplc.com/sustainability/people/safety-and-security](https://www.woodplc.com/sustainability/people/safety-and-security)

Formalising a global wellbeing network including the existing "We Care" group in 2022, we hope to better connect our employees and enable them to better interact and engage on health and wellbeing topics. In addition, Wood's employee assistance programme (EAP) continued to play a key role in our commitment to the wellbeing of our people. Despite the sale of Wood's E&I business, we continued to grow our network of wellbeing champions globally. 2022 saw Wood start to collaborate with other industry organisations in support of mental health with the CEO speaking at the World's Biggest Mental Health Check In.

327

wellbeing champions globally

Learn more about Health and Wellbeing at Wood on our sustainability website: [woodplc.com/sustainability/people/health-and-wellbeing](https://www.woodplc.com/sustainability/people/health-and-wellbeing)

2

Protect, respect and enhance human rights, equality and inclusion

We seek to deliver a fair transition to a low carbon future that leaves nobody behind. Respecting human rights is fundamental to the sustainability of our business and Wood is committed to the protection and enhancement of internationally proclaimed human rights.

Our goals in this area

100% of Wood labour suppliers sign up and comply with the Building Responsibly Principles by 2025.

100% of our suppliers have Building Responsibly Principles embedded into their supply chains by 2030.

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



Our progress in 2022

Wood remains committed to working fairly, transparently, and ethically through all that we do.

We made significant progress towards our worker welfare targets in 2022. In particular:

- Updating our Supply Chain Code of Conduct to require compliance with the Building Responsibly principles by all new suppliers and their supply own chains
- Reviewing 10,000 supply chain suppliers to identify those supplying labour. Engaging with 88 labour suppliers identified to provide training and to assure commitment to the Building Responsibly principles
- Revised our supplier governance rules and pre-qualification and monitoring process.

In 2022, we developed our Supply Hub as part of a revised sustainability hub intended as a platform to educate our suppliers on Wood, our expectations as well as key policies, documents and targeted training. 40% of our identified labour suppliers completed general awareness training made available through our supplier hub.

40%

Labour suppliers completed our human rights training

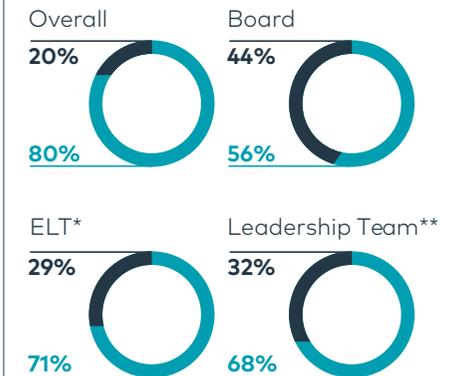
Read more on our approach to human rights at: [woodplc.com/sustainability/people/human-rights](https://www.woodplc.com/sustainability/people/human-rights)

Working towards our 2030 gender balance goal, in 2022 we reported 32% female leaders in our business, down from 33% in 2021; the sale of the Built Environment business resulted in a

reduction in female leaders,, however we remain focused on developing

female P&L leaders across Wood. We will continue to embed our inclusion and diversity strategy across Wood, as well as our focus on gender balance in our early careers' population, which in 2022 saw a 48% intake of female employees.

Gender split at 31 December 2022



Key: ● Male ● Female

*inclusive of the executive directors

** inclusive of three levels of leadership below ELT

Read more on our approach to diversity, equity and inclusion at: [woodplc.com/sustainability/people/diversity-equity-and-inclusion](https://www.woodplc.com/sustainability/people/diversity-equity-and-inclusion)

To learn more about how Wood invests in our people by visiting our people development homepage: [woodplc.com/sustainability/people/people-development](https://www.woodplc.com/sustainability/people/people-development)

3

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



Guided by our values, our commitment to understand, engage and evolve as a community partner is embedded in the culture we seek to inspire. Creating shared value aligned to our business goals and sustainability aspirations we aim to positively contribute to our shared communities.

Our goals in this area

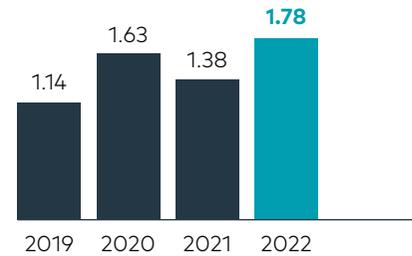
To contribute \$10 million to our Global Cause by giving our time, energy, resources and funding by 2030.



Our progress in 2022

In calculating our total community impact and charitable donations, we include the value of resources donated, the monetised value of our volunteered time and direct donations from both employees and Wood. In 2022, our total charitable donations came to \$1,782,402.

Total charitable donations \$m



In 2022, Wood's chosen global cause remained education in alignment with SDG 4 on quality education and our focused cause to raise \$10 million by 2030. From our baseline year of 2020, in 2022 Team Wood reached a total of \$1.53m and 15% of our goal.

\$1.53m

Global cause donations to date



Read more on our global cause action in 2022 in our annual report and accounts [woodplc.com/sustainability/people/community-investment](https://www.woodplc.com/sustainability/people/community-investment)

Driving action on our global cause, Wood's annual 'Global Cause Challenge' celebrated its fourth successful year of community fund support in 2022 and our ongoing focus on education. Open to all employees, since launching in 2019, the challenge has supported over 93 employee led initiatives, with more than \$970,000 in funding support, across 9 countries.

93

employee led activities

9+

countries

\$970,000

in seed funding donated

We continued to celebrate employee fundraising through our employee matched funding scheme, supporting over 60 charitable or not profit organisations closest to the hearts of our employees. In 2022, we were pleased to see an increase in employee fundraising efforts and applications for support, as our employees utilised community investment activities to reconnect.

Read more on our community efforts at: [woodplc.com/sustainability/people/community-investment](https://www.woodplc.com/sustainability/people/community-investment)

Preserve the environment

We have a responsibility to the environment and our stakeholders to manage our operations safely, and avoid harm to people and the planet we share. Taking accountability for our actions, we strive to reduce our impact on the world around us.



Our three aims to preserve the environment and contribute to environmental sustainability:

4

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

5

Protect and preserve the natural environment and promote biodiversity

6

Reduce resource consumption and promote the benefits of a circular economy

Learn more about the environmental issues material to Wood on our sustainability website and planet homepage. For each of the issues identified as material to our business, we discuss the importance to Wood, any key policies and commitments we have in place, and how we seek to address each topic. Demonstrating our contribution to sustainable development, we showcase the solutions Wood provides and how we choose to deliver our services.

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 Visit our planet page: [woodplc.com/sustainability/planet](https://www.woodplc.com/sustainability/planet)

4

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

Cutting carbon emissions, as the leading cause of climate change, is pivotal to slowing the warming of our planet. Doing our part to reduce global greenhouse gas (GHG) emissions, Wood is committed to a net-zero future by 2050 and delivering our contribution to a low carbon future.

Embedded in our strategy, we seek to deliver decarbonisation through reducing our own footprint and helping our clients meet their own sustainability goals.

Our goals in this area

To reduce Wood's scope 1 and 2 carbon emissions by 40% by 2030 on our journey towards 'net-zero'.



Read more on our carbon reduction efforts in our latest annual report and accounts 2021: [woodplc.com/ar22](https://www.woodplc.com/ar22)

Visit our climate action homepage to learn more about our approach on decarbonisation and our efforts to tackle climate change visit: [woodplc.com/sustainability/planet/climate-action](https://www.woodplc.com/sustainability/planet/climate-action)

Our progress in 2022

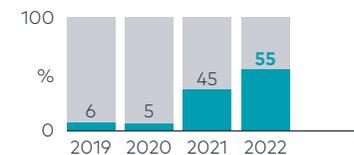
Wood's carbon target to reduce our scope 1&2 emissions by 40% by 2030 is aligned to achieving a well below 2-degree global warming scenario, on our journey towards net zero. Focused on the behavioural change required to meet global net zero ambitions, to date we have achieved a 65% reduction of our scope 1 and 2 emissions from our 2019 baseline, with 20% of this achieved in 2022. This reduction has been achieved without the use of carbon offsets. Through a period of growth for the business in 2022, and a continuing return to the office for many employees post pandemic, we anticipate our reduction pace to slow as we begin to see increased project activity and business travel.

65%

Reduction in scope 1&2 GHG emissions since 2019

Our Climate Change Focus Team has continued to make strides through action to increase our electricity procurement of certified renewable sources which now stands at 55%, compared to 45% in the prior year.

Grid vs renewable electricity usage



Rationalising the size of our real estate portfolio and increasing workplace density also accounted for an 8% reduction in emissions in 2022.

Recognising the need to engage our suppliers on climate issues and Wood's carbon reduction goals, in 2022, as part of the launch of our sustainability hub and supplier support hub we issued an in-house online climate change training course to both our internal supply chain teams and top tier suppliers. To date, 45% of our Supply Chain colleagues and 82% of our Tier 1 Suppliers have completed the course.

82%

Tier 1 suppliers completed carbon training in 2022.

Our annual reporting references a range of widely recognised sustainability frameworks. This includes our annual submission to CDP Climate Change demonstrating our evolving action on climate change and alignment to the Task Force on Climate Related Financial Disclosures (TCFD) recommendations. We continue to retain our B score and seek to further improve our score in CDP Climate Change through ongoing validation of our carbon footprint and raising ambition around our carbon goals and emissions disclosure.

Resulting from the sale of the Built Environment Consulting Business, an exercise to re-baseline Wood's carbon footprint will be completed in early 2023, following GHG Protocol guidelines.

Visit our data and reporting homepage to access our 2022 carbon footprint verification and latest CDP Climate Change and TCFD disclosures: [woodplc.com/sustainability/data-and-reporting](https://www.woodplc.com/sustainability/data-and-reporting)

5

Protect and preserve the natural environment and promote biodiversity

Biodiversity and the continued variety and variability of life on earth is vital to the functioning of ecosystems and ensuring our planet remains habitable.

Alongside the pressing climate agenda, the protection of nature and prevention of biodiversity loss is quickly scaling up the sustainability agenda. Unsustainable use of our planet's natural resources lies at the heart of global deforestation and the destruction of natural habitats; with over half the world's GDP dependant on nature, the importance of biodiversity the protection of life on earth has never been more important to business.

Our goals in this area

Although Wood does not currently have a defined biodiversity goal, our 2022 materiality assessment highlighted the growing importance of it to our business and stakeholders and as such it is an area we continue to monitor.



Our progress in 2022

The United Nations Biodiversity Conference (COP 15) in Montreal emphasised the need for action and for biodiversity to be put on a path to recovery by 2030.

Wood recognises the urgency and scale of the ecological crisis our world is facing. Understanding the complexity of factors affecting biodiversity, one which cannot be quantified through a single goal, we are taking steps to explore our environmental impacts and dependencies across our business. Recognising that climate change and biodiversity are interlinked, with climate change being one of the biggest drivers of biodiversity loss and ecosystem degradation, we believe we can only solve one if we address both together.

Currently, Wood's environmental standards set the minimum requirements for our business on environmental protection, including habitat procedure and protection of sensitive environments. Our project sites are required to include land and biodiversity aspects and impacts, as part of environmental assessments in compliance with our global mandatory standards.

To support implementation, Wood's Environmental Standards Self Assessment Tool is designed to aid compliance with the group wide standards, assessing against a maturity scale designed to drive continuous improvement.

Refreshing our materiality assessment in 2022, our stakeholders highlighted the importance of biodiversity and the protection of our ecosystems, with this moving higher up our list of prioritised material issues.

With no ready-made blueprint currently available to measure and report a companies biodiversity impacts, our focus in 2023 will be to understand our biodiversity losses and gains across the business, including how best to adapt our reporting to meet standardisation and transparency demands, including the Taskforce on Nature-related Financial Disclosures (TNFD). increased focus on biodiversity, in line with TNFD

 Learn more on our approach to protecting the natural environment and the solutions we deliver for our clients by visiting: [woodplc.com/sustainability/planet/natural-capital-and-biodiversity](https://www.woodplc.com/sustainability/planet/natural-capital-and-biodiversity)

6

Reduce resource consumption and promote the benefits of a circular economy

By taking responsibility for the choices we make, and our impact on the environment, we strive to manage resources and reduce waste across all our operations. We seek to adopt and promote the principles of circular economy, designing out waste and pollution whilst utilising energy and water responsibly across Wood.

Our goals in this area

To ensure all Wood offices are single use plastic free by 2025.



Our progress in 2022

Responding to current and upcoming legislation in the regions where we operate, our single use plastic goal responds to the challenge of our 'throwaway' society and the global movement to eliminate or reduce reliance on single use plastics in our everyday lives. With no set definition of what is meant by the term single use plastic (SUP), Wood set a boundary taking guidance from the European Union Directive 2019/904 for the reduction of the impact of certain plastic products on the environment. Having established a clear boundary, we have begun to understand our plastic footprint through the roll out of our SUP assessment tool across Wood.

In 2022, 25% of our office locations completed our SUP assessment, with 7% of those plastic free. With performance including offices now divested as part of the sale of the Built Environment Consultancy Business, we expect to complete all remaining SUP assessments in 2023, as we evolve towards action plans for locations yet to eliminate certain plastics.

25%

Office locations completing a SUP assessment.

Working with often limited operational control, our SUP goal has allowed us to deliver measurable, positive impact where we can, and encourage sustainable behaviour in our use of resource.

Engaging our plastic working group in 2022 has led to several successful activities that have aided delivery of our progress to date, including:

- Deployment of an assurance tracking tool, giving greater visibility of progress across the business and;
- Development and of SUP Guidance material.
- Creation of a 'plastic alternative database' to support local offices in providing replacement product options and suitable local sustainable suppliers.

 Read more on Wood's plastic reduction target on our dedicated sustainability goals page: [woodplc.com/sustainability/our-sustainability-goals](https://www.woodplc.com/sustainability/our-sustainability-goals)

Challenging behaviours is also a vital part in the step towards reducing waste across all our operations. In 2022, Wood joined the annual global movement 'Plastic Free July' with the opportunity to inspire our people to consider their everyday plastic usage, sharing options, simple tips and quick ways to make a difference to plastic consumption every day as well in the workplace in July.

It is evident that post-pandemic times has led to unforeseen setbacks and challenges in the transition away from SUP. 2023 will see a focus in completing all benchmarking assessment and move onto the next phase of location specific elimination plans.

 Learn more on our approach to resource management and the solutions we deliver for our clients by visiting: [woodplc.com/sustainability/planet/resource-management](https://www.woodplc.com/sustainability/planet/resource-management)

Deliver sustainable growth

Meeting the needs of our key stakeholders, we seek to deliver sustainable value and solutions through the pillars of our strategy and our mission to be remarkable people, trusted by clients to design, build and advance the world.



Our three aims to deliver sustainable growth and contribute to economic sustainability:

7

Ensuring we remain ethical in all that we do by promoting fairness in business practice and performance disclosure

8

Deliver sustainable innovation and solutions through partnership and ingenuity

9

Partner with our supply chain to deliver sustainable growth and development

Learn more about the economic issues material to Wood on our sustainability website and planet homepage.

For each of the issues identified as material to our business, we discuss the importance to Wood, any key policies and commitments we have in place, and how we seek to address each topic. Demonstrating our contribution to sustainable development, we showcase the solutions Wood provides and how we choose to deliver our services.

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 Visit our profit page: [woodplc.com/sustainability/profit](https://www.woodplc.com/sustainability/profit)

7

Ensuring we remain ethical in all that we do by promoting fairness and transparency in business practice and performance disclosure



Remaining a trusted and respected partner of choice for all our stakeholders is vital to delivering a sustainable business. Wood is committed to operating with ethics and integrity in all that we do.

Aligned to our values, we strive to create a culture of care for our people, empowered to 'speak up' when things seem unethical or unjust. Our code of Conduct is our guide to doing the right thing.

Our goals in this area

Consistently ranked in the Top Quartile Environment, Social and Governance (ESG) investment ratings within our sector group by 2025.



Our progress in 2022

Our Code of Conduct (the 'code') continues to be the foundation of Wood's Ethics & Compliance (E&C) programme, guiding our commitment to sustain a visible, strong and continually improving ethical culture.

In 2022, our Board of Directors approved an updated version of the code, introducing new leadership and a renewed focus and commitment to ethical conduct. In recognition of the power of a combined Legal and Ethics & Compliance function, a new function called Legal, Ethics and Compliance (LEC) was formed with the Chief Ethics & Compliance Officer now reporting to the General Counsel and Company Secretary. Key areas of focus in 2022 included:

1. ABAC programme

Developing an E&C Blueprint in 2022, articulating E&C's purpose and providing a corporate vision of the culture the company strives to foster.

2. Trade compliance

Supported by the Trade Compliance Counsel and working closely with our commercial teams, we overseen the winding-up of all 40 of Wood's contracts for work in Russia. Performing a sanctions risk assessment, we found Wood's risk profile to be moderate, helping to inform our sanctions improvement programme for 2023/24.

 Read more on work to advance ethics and compliance in our latest annual report and accounts 2022: [woodplc.com/ar22](https://www.woodplc.com/ar22)

3. Data protection programme

Supporting compliance with new data privacy laws, new policies rolled out in 2022 to include the Monitoring Standard, the Data Retention Standard in collaboration with the Data Governance Committee and the Supplier Contracts Data Privacy Offboarding procedure.

4. Training and communications

Anti-bribery and anti-corruption computer-based mandatory training assigned to 400 personnel in high-risk roles reached 100% completion in 2022. Delivery of ABAC-related Ethics Moments to site-based employees in high-risk countries also reached an additional 4000 employees.

100%

Completion of targeted ethics and compliance training

In 2022, Wood received a rating of AA (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment. Awarded for the eighth consecutive year, the "AA Leader" rating places Wood within the top 25% for Energy, Equipment and Services.

MSCI ESG RATINGS



Disclaimer Statement

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8

Deliver sustainable innovation and solutions through partnership and ingenuity



Sustainable innovation holds the key to a cleaner, fairer and healthier world. Connecting environmental and social factors into smart design and operations has the power to help us achieve greater, more sustainable economic performance.

Through our key markets of energy and materials, we have identified two solutions that will drive growth across those markets - decarbonisation and digitalisation.

We believe net zero and data –driven performance are not just important to our clients, but to realising our vision to deliver solutions that transform the world.

Our goals in this area

Doubling client support aligned to the energy transition and more sustainable infrastructure by 2030.



Our progress in 2022

Through the lens of decarbonisation and digitalisation as cross-cutting growth drivers in our key markets. In 2022 we continued to advance and evolve our support towards the energy transition through the revision of our business strategy across energy and materials and formalising support for decarbonisation and digitisation through the pillars of our strategy:

- Inspired culture
- Performance excellence
- Profitable growth

Launching our new strategy to the market in late 2022, considerable work was done to embed new sector taxonomy to Wood's revenue generation in order to better capture in more detail, the revenue generated from activities across the energy transition. Broadly aligned to the EU Taxonomy, the work completed will inform our strategy and progress towards our goal to double client support aligned to the energy transition. Much of the work we do across our businesses reduces the carbon intensity of our clients' assets with around 22% of our revenue coming from sustainable solutions at the time of launching our strategy.

22%

Revenue from sustainable solutions

As we develop and embed our strategy, we will refine our reporting on sustainable solutions.

Demonstrating partnership and collaboration on energy transition, in 2022 we announced:

- Wood's partnership with C-Capture, developers of world-leading chemical processes for carbon dioxide removal, who have secured £1.7m in funding from the BEIS £1 billion Net Zero Innovation Portfolio (NZIP). The funding is part of the £20 million Carbon Capture, Usage and Storage (CCUS) Innovation 2.0 programme aimed at accelerating the deployment of next-generation CCUS technology in the UK.
- A framework agreement with Luxcara, one of the most experienced renewable energy asset managers in Europe to work together to identify, structure and stress-test new energy transition investment opportunities, including floating offshore wind, hydrogen, bio-methanol and batteries.

 To read more on our commitment to sustainable innovation and partnership visit: [woodplc.com/sustainability/profit/sustainable-innovation-and-partnership](https://www.woodplc.com/sustainability/profit/sustainable-innovation-and-partnership)

 To read more on our revised strategy visit: [woodplc.com/_data/assets/pdf_file/0026/216647/Wood-investor-factsheet-Nov-2022.pdf](https://www.woodplc.com/_data/assets/pdf_file/0026/216647/Wood-investor-factsheet-Nov-2022.pdf)

9

Partner with our supply chain to deliver sustainable growth and development

We want to work with suppliers that share our vision of a more sustainable world, align with our goals and demonstrate strong awareness and action on sustainable development.

Partnering with our supply chain partners, we aim to collaborate with contractors and suppliers to create innovative solutions that support sustainable delivery of our operations.

Our focus on sustainability in our supply chain is aligned to our goals on human rights and carbon reduction. Influencing our suppliers to act on these issues, ensures we continue to protect and respect the people and places we impact, whilst working together on a shared vision of a low carbon future.

Our goals in this area

100% of Wood labour suppliers sign up and comply with the Building Responsibly Principles by 2025.

100% of our suppliers have Building Responsibly Principles embedded into their supply chains by 2030.



Our progress in 2022

Working towards our worker welfare goals, we made significant progress in 2022 through our internal sustainability and supply chain working group, action included:

- Updating our Supply Chain Code of Conduct to mandate compliance with the Building Responsibly principles for all new suppliers; the revision included a requirement to mandate compliance with our code of conduct throughout their own supply chain
- Reviewing over 10,000 suppliers to identify those providing labour supply
- Engaging with the 88 labour suppliers identified to provide training on human rights and assure commitment to the Building Responsibly principles. Over 50% completed our in-house developed training.
- Over 300 internal colleagues completed human rights training with a further 272 completing our foundation training on sustainability.
- Completion of the revision of supplier governance rules and our pre-qualification and monitoring process.

Recognising the significant progress and approach to modern slavery through our internal employee recognition programme, our supply chain team were awarded the Inspire Award for Excellence in Sustainability & Ethics for improving visibility over our suppliers and our management of risk to the business.

Creating a more sustainable supply chain, in late 2022 we kicked off a gap analysis against the ISO 20:400 Sustainable Procurement Guideline. The outcome of this will form an action plan which will help us embed Sustainable requirements through our Source to Contract and Purchase to Pay processes.

Launching our new sustainability hub in 2022, we created a supply support hub to better facilitate supplier engagement and learning. Deployment of external carbon training, similar to training issued on human rights was completed by 82% of our tier 1 suppliers and by 45% of our 450 internal supply chain colleagues.

82%

Tier 1 suppliers completed our carbon training

Both our human rights and carbon training material was designed to inform and build awareness on each topic, articulate Wood's goals and expectations, and where our people and suppliers can play their part.

Read more on our approach to sustainable procurement visit: woodplc.com/sustainability/profit/sustainable-procurement

Visit our supplier support hub to view our external training modules and more: woodplc.com/sustainability/profit/supplier-support-hub

How we report



Following recognised reporting frameworks and standards, Wood's sustainability performance is aligned to the issues material to our business in delivering Wood's contribution

and commitment to sustainable development.

We conduct periodic materiality assessments to inform our strategic direction over a three-year period, or where there is significant change in the business. This approach makes sure we focus on the topics most valuable to our business and stakeholders.

Wood's latest materiality assessment was conducted in the first half of 2022.

 Details on our materiality assessment and to download our latest assessment visit: [woodplc.com/sustainability/materiality](https://www.woodplc.com/sustainability/materiality)

The ESG Data sheet contained in this appendix contains all Wood's non-financial data disclosures relevant to our sustainability programme; in addition, our sustainability hub and dedicated data and reporting website contains all the reporting standards and frameworks that Wood supports, this includes:

- United Nations Communication on Progress (CoP)
- Global Reporting Initiative (GRI) index
- CDP Climate questionnaire
- Task Force for Climate Related Financial Disclosures (TCFD) disclosures.

 Visit our Data and Reporting website to access Wood's key reporting disclosures: [woodplc.com/sustainability/data-and-reporting](https://www.woodplc.com/sustainability/data-and-reporting)

 To learn more about how Wood contributes to the United Nations Sustainable Development Goals (SDGs), visit our UN SDGs website: [woodplc.com/sustainability/un-sdgs](https://www.woodplc.com/sustainability/un-sdgs)

ESG datasheet

This ESG data sheet is intended to contain all non-financial information relevant to sustainability and ESG topics.

Structured around our People, Planet and Profit framework, each section contains the relevant data we are in a position to report on and details the scope and context of each disclosure. Our sustainability programme remains relatively early in its journey and in many instances our data reporting methods and systems are evolving. We take guidance from the Global Reporting Initiative (GRI) framework and seek to continually develop our disclosures in line with the relevant disclosures and topics material to our business.

All information contained in this ESG datasheet relates to John Wood Group plc (trading as Wood) and, unless otherwise stated, relates to the reporting period 1 January 2022 to 31 December 2022. Data reported within this document excludes data from Wood's Built Environment Consulting business which was disposed of in late September 2022, unless otherwise stated.

With focus on the key environmental, social and economic issues material to Wood and its stakeholders, we seek to deliver measurable impact through our contribution to sustainable development by improving lives, preserving the environment and delivering sustainable growth.

Additional narrative on our 2022 progress can be found in our Annual Report and Accounts.

 [woodplc.com/ar22](https://www.woodplc.com/ar22)

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

Demonstrating the link between the goals we set and the issues material to our business, our nine aims under people, planet and profit seek to contribute to sustainable development and deliver sustainable value to our key stakeholders.

Sustainability goals and KPIs

Aims	Our goals	Unit of measure	2021	2022	Additional notes
People Improving lives with our three aims in contribution to social sustainability:	To improve gender balance with 40% female representation in senior leadership roles by 2030.	% achieved	33	32	For more information see our Annual Report and Accounts 2022 pages 20-21 .
	To contribute \$10 million to our Global Cause by giving our time, energy, resources and funding by 2030.	% achieved	10	15	Cumulative Percentage complete to date against our goal of \$10million goal.
	Leadership engagement events focused on safety visits by senior managers.	# engagements	1,552	3,289	Number of leadership engagement events conducted exceeds the target set in 2021 and 2022.
	10% improvement in Total Recordable Incident Rate (TRIR) compared to the prior year.	% movement	▲ 6%	▼ 6%	For more information see our Annual Report and Accounts 2022 pages 74-77 .
Planet Preserving the environment with our three aims in contributing to environmental sustainability:	To reduce Wood's scope 1 and 2 carbon emissions by 40% by 2030 on our journey towards 'net-zero', from a baseline of 173,585 tonnes CO ₂ e in 2019.	% achieved	56	65	For more information see our Annual Report and Accounts 2021 pages 53-58 .
	To ensure all Wood offices are single use plastic free by 2025.	% achieved	-	7%	Currently, 7% are SUP free and 11% are substantially SUP free. Progress to date has been impacted by office closures and hybrid working as a result of the pandemic. Our focus is to ensure all offices owned or leased by Wood have an elimination plan in place to achieve our target by 2025.
	Doubling client support aligned to the energy transition and more sustainable infrastructure by 2030.	% achieved	-	Metric Development in progress	Work in 2022 focused on strategy development with the aim to provide a % delivery in future reports. For more information see our Annual Report and Accounts 2022 page 20 .
Profit Delivering sustainable growth with our three aims in contributing to economic sustainability:	Consistently ranked in the Top Quartile ESG investment ratings within our sector group by 2025.	Narrative	Achieved	Achieved	Awarded "AA Leader" rating from MSCI in 2021 for a seventh consecutive year, within the top 25% for Energy, Equipment and Services. For more information see our Annual Report and Accounts page 20 .
	100% of Wood labour suppliers sign up and comply with the Building Responsibly Principles by 2025.	Narrative	Ongoing	Ongoing	Efforts have focused on a supply chain strategy for delivery of our target. For more information see our Annual Report and Accounts page 25 .
	100% of our suppliers have Building Responsibly Principles embedded into their supply chains by 2030.	Narrative	Ongoing	Ongoing	Efforts have focused on a supply chain strategy for delivery of our target. For more information see our Annual Report and Accounts page 20 .

Greenhouse Gas (GHG) Emissions ^a

Reporting metric	Unit of measure	Source	2020	2021	2022
Scope emissions		Scope 1 ^b			
	tCO ₂ e	Natural gas	6,064	7,691	6,597
	tCO ₂ e	Onsite fuel	9,914	7,793	1,985
	tCO ₂ e	Company vehicle	41,641	31,183	29,467
	tCO ₂ e	Biogenic CO ₂ emissions ^c	-	-	-
		Total scope 1:	57,620	46,667	38,049
		Scope 2 (location based) ^d			
	tCO ₂ e	Purchased electricity	53,742	45,179	38,364
	tCO ₂ e	Steam	97	88	140.0
	tCO ₂ e	Total scope 2 (location based):	53,839	45,266	38,504
		Scope 2 (market based) ^e			
	tCO ₂ e	Purchased electricity	51,424	28,875	22,422
	tCO ₂ e	Steam	-	88	140
	tCO ₂ e	Total scope 2 (market based):	51,424	28,962	22,562
		Scope 3 ^f			
	tCO ₂ e	Purchased Goods and Services	-	881,936	1,757,068
	tCO ₂ e	Capital Goods	-	158,343	178,851
	tCO ₂ e	Fuel-and-energy related activities	-	22,585	22,431
	tCO ₂ e	Upstream transportation and distribution	-	11,071	18,876
	tCO ₂ e	Waste generated in operations	-	81,646	71,346
	tCO ₂ e	Business travel	-	15,645	33,359
	tCO ₂ e	Employee commuting	-	94,978	120,150
	tCO ₂ e	Downstream leased assets	-	258,715	48,975
	tCO ₂ e	Total scope 3:	-	1,524,919	2,251,056
	tCO ₂ e	Biogenic CO ₂ emissions ^g	-	-	-
Emissions of ozone-depleting substances (ODS) ^h	-	-	-	-	-
Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions ⁱ	-	-	-	-	-
Emissions intensity calculations	tCO ₂ e	Scope 1&2 (location based)/\$100,000 revenue ^j	1.48	1.42	1.21
	tCO ₂ e	Scope 1&2 (market based) /\$100,000 revenue	1.44	1.17	0.96

GHG Reporting Boundary: Operational Control

Reporting metric	Unit of measure	Source	2020	2021	2022
Total Energy Consumed	MWh	All energy sources	408,158	345,537	289,369
Breakdown of energy consumption by fuel source	MWh	Diesel	73,398	44,481	25,756
	MWh	Biogasoline	470	-	-
	MWh	Motor gasoline	133,571	114,717	103,519
	MWh	Liquefied Petroleum Gas (LPG)	54	166	72
	MWh	Natural Gas	32,844	38,456	33,423
	MWh	Propane Gas	177	-	-
	MWh	Purchased electricity (from renewable sources)	9,443	66,485	69,781
	MWh	Purchased electricity (from non-renewable sources)	158,201	80,725	56,272
	MWh	Steam	-	507	817
Energy intensity calculations	MWh	Total MWh/\$100,000 revenue	5.40	5.34	4.58
	MWh	Total MWh/Full Time Equivalent (FTE) ^k	10.47	8.80	8.14
Reduction of GHG Emissions ^v					
Natural gas & fuel savings from site closures & SQFT reductions ^l	tCO ₂ e	Scope 1	-	-	1,756
Impact of reduced activity	tCO ₂ e	Scope 1	-	-	5,686
Efficiencies & Other	tCO ₂ e	Scope 1 & 2	-	-	1,485
Electricity savings from site closures and SQFT reductions	tCO ₂ e	Scope 2	-	-	2,888
Global Procurement of renewable energy	tCO ₂ e	Scope 2	-	-	3,203
Scope 3 emissions (increase)/reductions			-	-	(726,137)

ESG datasheet: Environment

Environmental impact

Reporting metric	Unit of measure	Incident type	2019	2020	2021	2022
Total environmental incidents	#	All incidents	123	71	98	93
Environmental incident frequency rate by 200,000 man hours	#	All incidents	0.14	0.10	0.14	0.14
Incidents by severity rating	Actual severity	Low	122	69	98	93
		Medium	1	2	0	0
		High	0	0	0	0
	Potential severity	Total	123	71	98	93
		Low	118	69	95	89
		Medium	5	1	2	4
		High	0	1	1	0
		Total	123	71	98	93
Accidental releases by number of incidents	#	Hydraulic Oil	58	24	45	46
	#	Hydrocarbon	5	18	16	1
	#	Fuel	7	5	15	14
	#	Grey Water	3	7	8	1
	#	Other	12	7	11	20
	#	All incidents	85	61	95	82
Accidental releases by volume	Litres	Hydraulic Oil	277	299	691	1,027
	Litres	Hydrocarbon	80	1,331	45	20
	Litres	Fuel	478	312	676	1,212
	Litres	Grey Water	135	45	37	20
	Litres	Other °	1,225	50	20,367	34,144
	Litres	Run-Off Water P	-	-	500,000	0
		All incidents	2,195	2,038	521,816	36,423
Environmental fines received	\$	-	7,485	0	0	0
Environmental prosecutions	#	-	0	0	0	0
Overview of 2022						
International management system certification to ISO 14001 for environment						
Number of locations covered by standard certification	#	-	-	-	54	58
Employee population covered by standard certification	FTE	-	-	-	9,989	12,177
% of global employee base covered by standard certification	%	-	-	-	25	30

Occupational health and safety^o

Reporting metric	Unit of measure	2019	2020	2021	2022
Fatalities - workforce	#	0	2	1	0
Employee	#	0	1	1	0
Contractor	#	0	1	0	0
Lost Time Incidents (LTI) - workforce	#	40	25	15	18
Employee	#	30	21	12	16
Contractor	#	10	4	3	2
Lost Time Incident Frequency (LTIF) - workforce	LTI per 200,000 work hours	0.04	0.04	0.02	0.03
Employee	LTI per 200,000 work hours	0.04	0.04	0.03	0.03
Contractor	LTI per 200,000 work hours	0.04	0.02	0.01	0.01
Total Recordable Incidents (RI) - workforce	#	170	120	122	115
Employee	#	132	84	82	75
Contractor	#	38	36	40	40
Total Recordable Incident Frequency (RI) - workforce	TRCF per 200,000 work hours	0.18	0.17	0.18	0.17
Employee	TRCF per 200,000 work hours	0.2	0.17	0.17	0.15
Contractor	TRCF per 200,000 work hours	0.15	0.18	0.19	0.25
All Injuries - workforce	#	1,032	717	653	480
Employee	#	826	529	436	334
Contractor	#	206	188	217	146
All Injury Rate (AIR) - workforce	AIR per 200,000 work hours	1.1	1.02	0.95	0.72
Employee	AIR per 200,000 work hours	1.22	1.06	0.93	0.66
Contractor	AIR per 200,000 work hours	0.79	0.92	1.01	0.9

Reporting metric	Unit of measure	2019	2020	2021	2022
Hours worked - workforce	Hours	187,146,968	140,748,110	137,339,352	133,423,251
Employee	Hours	134,920,401	99,742,058	94,156,945	101,150,801
Contractor	Hours	52,226,566	41,008,790	43,182,407	32,272,450
High Potential Incidents - workforce	#	100	59	46	31
Employee	#	68	38	21	21
Contractor	#	32	21	25	10
Occupational Health - workforce	#	44	22	12	39
Employee	#	42	21	12	34
Contractor	#	2	1	0	5
Vehicle Incidents	#	495	339	309	227
Employee	#	407	279	251	188
Contractor	#	88	60	58	39
Near Miss Incidents - workforce	#	559	360	291	231
Employee	#	381	221	147	143
Contractor	#	178	139	144	88
Safety fines	\$	0	0	0	0
Overview of 2021 International management system certification to ISO 45001 for occupational health and safety					
Number of locations covered by standard certification	#			63	68
Employee population covered by standard certification	FTE			13,056	15,741
% of global employee base covered by standard certification	%			33	44

Community value generated by Wood^P

Reporting metric	Unit	2018	2019	2020	2021	2022
Total community investment donations	\$million	-	1.14	1.63	1.38	1.78

Employee data^Q

Reporting metric	Headcount type	Employees	Contractors	Total FTE
Headcount movement 2022				
Additions	New hires/Re-hires	920	104	1,024
	Transfers/Corrections	2,044	419	2,463
Deductions	Voluntary Leavers	375	87	462
	Involuntary Leavers	452	64	516
	Death/Retirements	28	1	29
	Transfers/Corrections	2,294	757	3,051
Closing Balance (Dec 2022)		31,785	3,788	35,573
Headcount by region 2022				
Americas	FTE	12,764	697	13,461
Australia & AsiaPac	FTE	12,787	2,544	15,331
Europe, Middle East & Africa	FTE	6,234	547	6,781
Closing Balance (Dec 2022)		31,785	3,788	35,573

Reporting metric	Unit	2018	2019	2020	2021	2022
Headcount by gender - number of employees						
Percentage female - Overall	%	16	19	22	20	20
Percentage male - Overall	%	84	81	78	80	80
Percentage female-Leadership team ^z	%	31	30	31	33	32
Percentage male-Leadership team ^z	%	69	70	66	67	68
Percentage female - Executive Leadership Team (ELT) ^y	%	33	44	33	33	29
Percentage male - Executive Leadership Team (ELT) ^y	%	67	56	67	67	71
Percentage female - Board of directors	%	40	25	33	40	44
Percentage male - Board of directors	%	60	75	67	60	56

Reporting metric	Unit	Apprentices	Graduates	Other	Total
Early career hires by function 2022					
Group functions	FTE	0	0	15	15
Consulting	FTE	1	98	52	151
Operations	FTE	14	95	65	174
Projects	FTE	1	213	110	324
Total early career hires	FTE	16	406	242	664
2022 Early career hires by country 2022					
Argentina	FTE	-	-	2	2
Australia	FTE	-	94	53	147
Brunei Darussalam	FTE	-	-	2	2
Canada	FTE	-	22	38	60
Chile	FTE	-	-	11	11
Guyana	FTE	-	-	3	3
India	FTE	-	76	19	95
Iraq	FTE	-	36	2	38
Ireland	FTE	-	-	2	2
Italy	FTE	-	24	4	28
Malaysia	FTE	-	-	1	1
Mexico	FTE	-	2	0	2
Norway	FTE	-	-	3	3
Peru	FTE	-	3	-	3
Saudi Arabia	FTE	-	-	12	12
Singapore	FTE	-	1	31	32
South Africa	FTE	-	23	0	23
Spain	FTE	-	32	2	34
Turkey	FTE	-	2	7	9
United Arab Emirates	FTE	-	19	3	22
United Kingdom	FTE	15	44	35	94
United States	FTE	1	28	12	41
Total early career hires	FTE	16	406	242	664

Governance and economic impact

Reporting metric	Unit of measure	2019	2020	2021	2022
Corporate income tax paid ^r	\$million	-	43.2	73.5	81.9
Current tax charge ^r	\$million	-	28.3	75.2	173.7
Employee Remuneration inc. Social Security & Pension contributions ^s	\$million	4,441.9	3,399.9	3,169.6	3,130.0

Ethics and compliance ^w

Reporting metric	Unit of measure	2019	2020	2021	2022
Communication and training about anti-corruption policies and procedures					
Employees completing mandatory Ethics & Compliance computer based training	#	-	4,110	4,586	390
Europe	#	-	1,368	1,582	0
US and Canada	#	-	1,516	1,543	0
Asia Pacific	#	-	642	1,006	191
South and Central America	#	-	320	131	79
Middle East and Africa	#	-	244	281	120
Russia	#	-	20	25	0
Completion rate for mandatory Ethics & Compliance Computer Based Training	%	-	100	100	100
Confirmed incidents of corruption and actions taken					
Confirmed incidents of corruption	#	-	-	16	0
Confirmed incidents in which employees were dismissed or disciplined for corruption	#	-	-	8	0
Public legal cases regarding corruption brought against the organization or its employees during the reporting period		-	-	0	0
Overview of all concerns raised					
Concerns raised through the Ethics Helpline and to Wood's Ethics & Compliance Team	#	139	147	139	136
Substantiated concerns raised through the Ethics Helpline and to Wood's Ethics & Compliance team	#	33	32	49	24

Reporting metric	Unit of measure	2019	2020	2021	2022
Termination of employment resulting from the investigation of a concern raised through the Ethics Helpline and to Wood's Ethics & Compliance Team	#	13	8	8	2

Notes

- a Wood's emissions are reported within an operational control boundary across a carbon year of 1 October to 30 September. We have used accepted methods of calculation based on the WRI Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (revised edition). National conversion factor guidelines (e.g. Environmental Protection Agency, Environment Canada, DEFRA) have been utilised where appropriate. 2021 conversion factors have been utilised throughout the 2022 reporting period. We use the GWP (Global Warming Potential, 100 years). Gases reported include CO₂, CH₄ and N₂O. Our Scope 1 and 2 emissions are broken down by Business Unit and Country in our annual CDP Climate change submission section C.7; Our Scope 3 emissions methodology used is outlined in our CDP climate change submission Section C6.5. Available from our data and reporting page. Emissions savings stated relate to initiatives providing a direct reduction in emissions sources from our base year.
- b Activities for which the Company own or control including combustion of fuel & operation of facilities.
- c Biogenic CO₂ emissions are not relevant to our business operations.
- d Purchase of electricity, heat, steam and cooling purchased for own use.
- e Purchase of electricity, heat, steam and cooling purchased for own use.
- f Scope 3 categories material to Wood – Purchased Goods and Services; Capital Goods; Fuel and Energy Related Activities; Upstream Transportation and Distribution; Waste Generated in Operations; Business Travel; Employee Commuting (including emissions relating to our employees working from home); Downstream Leased Assets.
- g Biogenic CO₂ emissions are not relevant to our business operations.
- h Wood does not produce, import or export ozone-depleting substances.
- i Under our boundary of operational control this section does not apply to Wood.
- j Wood does not currently measure intensity metrics by business unit, facility, country.
- k Full Time Equivalent (FTE).
- l In accordance with GRI Disclosure 305-5 Reduction of GHG emissions, Wood uses the inventory method to account for reductions against a 2019 base year.
- m Wood procures renewable electricity in the UK, USA, Italy and Spain and are working to expand this across our global portfolio.
- n This increase relates to a single incident where a release of grey & sewage water to ground occurred due to a failure of check valve in a kitchen area.
- o Wood's health and safety data is accurate at the time of publication. Incidents are subject to potential reclassification over time and where deemed appropriate to do so.
- p Contributions based upon Wood's central community fund donations, as well as business wide voluntary reporting of time, resource and monetary donations. Volunteer time has been calculated using a Wood internal rate and prior year employee remuneration and headcount.
- q We do not currently have the ability to report global headcount by age or ethnicity. We continue to monitor the gender balance of our leadership and management teams quarterly. We have a desire to be able to provide aggregated ethnicity reporting; this has proven complicated from a legal point of view, but we hope to be able to ask our people to submit their data on a voluntary basis in several countries to improve our disclosures in future reporting.
- r Corporate income tax and withholding tax paid by the group.
- s Includes wages and salaries, social security costs, pension costs and share based charges.
- t In 2022, mandatory computer-based training on anti-bribery and anti-corruption was assigned to nearly 400 individuals in high-risk roles in countries with a Transparency International Corruption Perceptions Index of 40 or below
- u GHG reporting includes data from Wood's Built Environment Consulting business up to the date of disposal in late September 2022.
- v Health and Safety reporting includes data from Wood's Built Environment Consulting business up to late August prior to the date of disposal in late September 2022.
- w Ethics & Compliance includes data from Wood's Built Environment Consulting business up to the date of disposal in late September 2022
- x Environment reporting includes data from Wood's Built Environment Consulting business.
- y ELT inclusive of the executive directors.
- z Leadership team inclusive of three levels of leadership under ELT

For further information visit:

woodplc.com