

wood.

Creating a better tomorrow.

Sustainability report 2021



Delivering on sustainable development

Serving as our annual communication on progress (COP), this report gives an overview of progress on Wood's sustainability strategy and goals. Containing all non-financial performance data, this report is intended to be read alongside our sustainability website to give both a quantitative and qualitative update on our progress in 2021.



Reporting and scope

Produced by John Wood Group PLC (operating as Wood), this report 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, the report has been reviewed and approved by our Executive Leadership Team and Board for publication as an accurate overview of our progress in 2021.

As a member of the United Nations Global Compact this report serves as Wood's annual COP and is developed in line with our member commitment to uphold the principles of the Global Compact. Our approach and disclosure are guided by the framework of the Global Reporting Initiative (GRI) Standards, Task Force for Climate Related Financial Disclosures (TCFD) and our contribution towards the 17 UN Sustainable Development Goals (SDGs).

Although this report has not been independently verified, 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. In 2021 this now includes third party verification of our scope 1, 2 and 3 emissions. We recognise the importance of independent validation and will work towards increasing our efforts on this in future reporting.

Contents

Introduction	2
Foreword	3
Our aims	4
Performance summary	5
People	6
Aim 1 performance summary	7
Aim 2 performance summary	8
Aim 3 performance summary	9
Planet	10
Aim 4 performance summary	11
Aim 5 performance summary	12
Aim 6 performance summary	13
Profit	14
Aim 7 performance summary	15
Aim 8 performance summary	16
Aim 9 performance summary	17
Appendix	18
How we report	20
ESG datasheet	21
Sustainability goals and KPIs	22
Environment	23
Social	25
Governance	27

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

Read more on our data and reporting, including third party verification statements at: [woodplc.com/sustainability/data-and-reporting](https://www.woodplc.com/sustainability/data-and-reporting)

Creating a better tomorrow



Taking action today to deliver a cleaner, fairer and more sustainable future.

The role of business in society has changed. The value of a company is no longer measured in profit alone, but from its wider impact on the environment and communities in which it operates. As the world adapts to a changing climate, Wood is evolving to build on the opportunity sustainability presents in the actions we take today to create a better tomorrow.

The global Covid-19 pandemic paused 'life as we knew it', teaching us all importance of community and unity at times of struggle. Shining a light on key social and environmental issues, the pandemic demonstrated our ability to change through the impact of adapting our behaviours. Capturing and retaining those lessons learned sits at the forefront of this chapter of Wood's history.

In 2021 we initiated the start of a recovery from the global pandemic, opening up our operations and emerging from those disruptions impacting our projects, supply chain and relationships. Slowly but carefully our workforce began to emerge from socially distanced work crews and remote working. But, like most of the world, we emerge to a new normal, acutely aware of the health impacts of prolonged isolation and the need to rekindle the spirit of Team Wood and togetherness. It highlighted the importance of wellbeing, working with our teams to roll back from remoteness and emerge re-energised in a post Covid environment.

Enabling a low carbon future

We have a job to do, and we have the talent to do it as the threat of Covid-19 recedes. A key tenet and an area of growth for the business is our contribution to tackling climate change. Wood has always been synonymous with the oil and gas industry, and we continue to support our clients in this sector. However, the prize is growth in services aimed at lowering the carbon footprint across the energy sector and helping customers to pivot towards a 'Net Zero' future.

Our expertise in low carbon solutions and renewable energy together with our track record in modifications, repurposing and decommissioning means we have a perfect suite of skills to support the sector and others to make a low carbon future a reality.

We realise that we must lead by example with our own ambitious targets to eliminate carbon from our operations. In 2021, our efforts to reduce Wood's carbon footprint saw us achieve a 56% reduction on our scope 1 & 2 emissions goal, based on our 2019 baseline. Exceeding our milestone target to reduce our scope 1&2 emissions by 40% by 2030. We recognise progress in 2021 is not sustainable, it has been impacted by the restrictions of the pandemic. As business begins to recover, we will reopen all of our locations, restart our relationship building across the business and we will remain focused on our commitment to net zero.

Creating a fair transition

We are a people orientated business and creating a fair transition means leaving nobody behind. Alongside the environmental challenge in transitioning to low carbon energy solutions, we see the opportunity to create a more equal, inclusive and prosperous society. We have committed to remain accountable, credible and fair in balancing the cost of change and its impact on the people and economies we influence. Our commitment to always do the right thing is integral to all that we do. Sustainability is a behavioural change, and we are committed to putting sustainability at the heart of our business. Making Wood a force for good is the heart of our strategy. Our own journey on sustainability may have only just begun, however our decades of industry expertise and knowledge places Wood at the forefront of enabling change, a challenge that sets our purpose and drives our passion to improve lives, protect our planet and create a sustainable business.

Ken Gilmartin
Chief Executive

Our contribution to sustainable development in 2021



Reducing our emissions

56%

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

[Read more on page 11](#)

Purchasing renewable energy

45%

Of our purchased electricity now comes from certified renewable energy sources

[Read more on page 11](#)

Contributing to our global cause

10%

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

33%

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

[Read more on page 8](#)

Reducing single use plastics

319

Offices conducting our single use plastic assessment

[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](#)

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



As a people business, our employees are our most valued resource and sit at the heart of everything we do. Creating a safe, secure and healthy workplace ensures we protect our people, our business and the communities we impact.

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.

Our progress in 2021

Aligned to annual functional improvement plans, in 2021 we established both leading and lagging targets to continually evolve our management of health, security and safety in the workplace. Unfortunately, our TRIR saw a marginal increase compared to 2020, although overall performance remained broadly flat and indicative of a strong focus on safety performance.

Despite restrictions on physical site visits as a result of the pandemic, we exceeded our leadership engagement target with 1,552 engagement visits conducted in 2021.

1,552

leadership engagement visits

Our group security team has responsibility for governance of the crisis, emergency, and business continuity management framework. Throughout 2021 Wood's crisis and incident management teams remained convened to manage the continuing challenges of the pandemic, including vaccination and return to the workplace policy implementation.

🔗 More information on our health, safety and security performance, including insight into our 2021 improvement plan can be found in our Annual Report and Accounts 2021: [woodplc.com/ar21](https://www.woodplc.com/ar21)

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



Wood's employee assistance programme (EAP) continued to play a key role in our commitment to the wellbeing of our people. We continued to grow our Living Well at Wood SharePoint site, available to all employees and further supported our colleagues with our growing network of over 370 wellbeing champions globally.

370

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



Respecting human rights is fundamental to the sustainability of our business. Wood is committed to the protection and enhancement of internationally proclaimed human rights. Creating a place where all our people feel they belong, are empowered and supported to succeed.

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.

To educate and inspire 100% of our colleagues to be inclusive every day, by 2021.

Our progress in 2021

Wood remains committed to working fairly, transparently, and ethically through the trusted partnerships we create. Detailing our progress on human rights in our 2021 modern slavery statement, our efforts during the year focused on the development of a supply chain strategy for delivery of our targets around the Building Responsibly Worker Welfare Principles, this included:

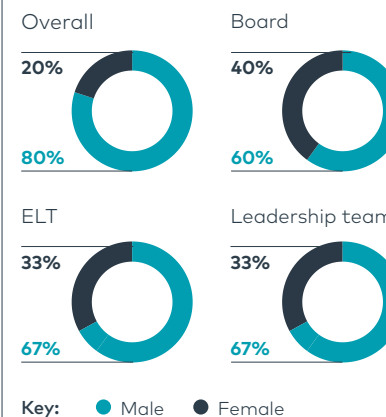
- Developing a consistent definition of 'labour supplier'
- Analysing specific worker welfare risks to develop a profile of our highest priority labour suppliers to better target our engagement
- Initiating the revision of supplier governance rules, prequalification and monitoring which will be completed in 2022
- Conducting a series of workshops with external consultancy support to identify potential barriers to the implementation of the principals
- Updating our Supplier Code of Conduct to embed the principles and updating the modern slavery guidance we provide to suppliers

🔗 Read more on our approach to human rights at: woodplc.com/sustainability/people/human-rights

🔗 Read more on our approach to diversity, equity and inclusion at: woodplc.com/sustainability/people/diversity-equity-and-inclusion

Supporting delivery of our gender balance goal, in 2021 we participated in the UN Gender Equality benchmarking group and developed functional plans across the group to increase inclusion and diversity. In 2021, female representation in senior leadership roles increased to 33% (2020: 31%).

Wood gender split at 31 December 2021



Inspiring our people to be inclusive every day, in 2021 we rolled out conscious inclusion training for over 36,000 of our colleagues.

36,000

conscious inclusion training attendees

🔗 To learn more about how Wood invests in our people and our continued drive to be an employer of choice, visit our people development homepage to learn more on our approach and efforts to attract, retain and develop our people: woodplc.com/sustainability/people/people-development

3

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



We seek to be a trusted community partner. Building strong and lasting relationships, we aim to deliver sustainable growth and opportunity for the people and places we impact. 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

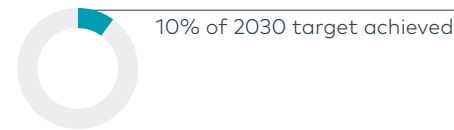
To contribute \$10 million to our Global Cause by giving our time, energy, resources and funding by 2030.

Our progress in 2021

Through the donation of time, money and resource, our employee and business charitable donations totalled \$1,380,137. Taking strides to improve our data collection, this total now includes direct monetary donations, the value of resources donated and the monetised value of volunteered time.

\$1,380,137

in charitable donations



Advancing Wood's Global Cause, Team Wood reached just over 10% of our target of \$10million by 2030 for our global causes. In 2020, prior to including the cost of volunteer time we achieved just over 3% of our 2030 target. Supporting education, our annual global cause challenge which is open to all employees seeking support for an educational cause in their location, saw our central community fund support 26 employee led activities in over nine countries with \$293,613 in seed funding donated.

26

employee led activities

9+

countries

\$293,613

in seed funding donated

In 2021, we revised our group wide sustainability action tracker to simplify our reporting process and make it easier for our people to report their actions. We know our community efforts are currently being under reported and are working hard to raise awareness of our group wide tracking solution and improve reporting across Wood on the good work our people do, each and every day to support their communities. Through the creation of business unit tactical plans in 2021 that support delivery of our sustainability goals and group strategy, we are confident we will exceed our community goal and evolve our goal in this area.

 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 manage our operations safely, to avoid harm to people and the environment around us. Wood is committed to ensuring we take accountability for our actions and strive to reduce our impact on the 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

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.

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

 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/ar21](https://www.woodplc.com/ar21)

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 2021

Across our decade of change, Wood's carbon target to reduce our scope 1&2 emissions by 40% by 2030 is focused on near term behavioural change in our people and leaders. Aligned to a well below 2-degree global warming scenario, our science-based target is the first milestone goal on our journey to next zero, in line with the global target of no later than 2050.

Delivering a reduction in emissions through the actions outlined in our carbon reduction strategy, in 2021 our scope 1&2 emissions fell by 31%. Although impacted by the global pandemic, this represents a 56% reduction from our 2019 baseline and has been achieved without the use of carbon offsets [2020: 25% reduction].

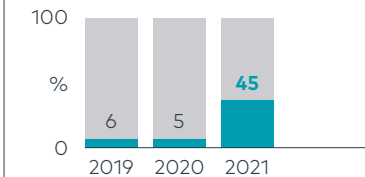
Wood's Climate Change Working Group has successfully led several reduction activities that have aided delivery of our carbon reduction strategy; in 2021, particular progress was seen on efforts to procure renewable energy, with around 45% of our purchased electricity now coming from renewable energy sources.

In early 2021, Wood migrated to a new global platform for capturing and reporting carbon emissions; this move unearthed several anomalies and systematic errors that resulted in a re-statement of our 2020 emissions as detailed in our Annual Report and Accounts 2021. Going through an audit of our full carbon data set, we successfully obtained an independent third-party validation of our 2021 carbon footprint, which is now available on our external sustainability website.

Wood's annual submission to CDP Climate Change remained an important disclosure mechanism in demonstrating our evolving action on climate change and alignment to the Task Force on Climate Related Financial Disclosures (TCFD) recommendations. In 2021, we retained our B score and continued to improve our disclosures year on year in category areas such as emissions reduction initiatives, business strategy and financial planning and risk disclosure. We 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.

Throughout 2021, discussions with our Board and Executive Leadership Team (ELT) were ongoing to develop our carbon goal ambition in light of the late 2021 publication of SBTi's new net zero standard. We anticipate this discussion to continue through 2022 as we focus our efforts on scope 3 emissions and setting goals in this area.

Grid vs renewable electricity usage



Visit our data and reporting homepage to access our 2021 carbon footprint verification and read our latest CDP Climate Change Report 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 represents the variety of all life on earth; vital to the functioning of our ecosystems, it provides a wealth of benefits to ensure our planet remains habitable.

The impact to business a loss of biodiversity and natural capital presents can include the quality and quantity of raw materials, increasing cost of commodity supply chains and the introduction of unmanaged risks in supply chain, in turn affecting future cash flow and operational continuity. It is imperative our business protects and preserves the natural environment where possible to avoid environmental damage, and the wider social inequality a disregard for the environment can cause.

Our goals in this area

No defined goals at this time but this may develop as our strategy evolves. In our most recent materiality assessment, we have highlighted Biodiversity and Natural Capital as a prioritised material topic.

Our progress in 2021

As a service provider, in many instances Wood operates under limited operational control. Our support to client operations, often through partnership and collaboration, is predominantly where we demonstrate our impact on biodiversity and protection of the natural environment.

Wood's environmental standards continue to set the minimum requirements for our business on environmental protection; in 2021 we continued to embed the standards across Wood and promote e-learning through our sustainability training academy and more targeted environmental training, aligned to our standards.

In addition to promoting our existing management controls, in 2021 we also began discussions as part of our evolving sustainability strategy, on the impact of upcoming legislation on nature related disclosures, in particular the evolving Taskforce on Nature-related Financial Disclosures (TNFD) as a risk management and disclosure reporting framework for organisations to act on nature related risks.

In 2021, the external conversation on TNFD came increasingly to the forefront of the agenda through discussions with our clients, investors and employee base. Although in many instances Wood has limited operational control through the services we provide, we are mindful of our responsibilities in this area and will seek to evolve our strategy to include an increased focus on biodiversity, in line with TNFD recommendations.

 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. In line with the principles of a circular economy, we seek to ensure we use resource to its fullest potential, extract the maximum value, and then recover and regenerate products at the end of their life cycle.

Our goals in this area

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

Our progress in 2021

As a service provider, Wood often operates with limited operational control. Focused on behavioural change in helping us to reach our carbon reduction goal, we apply the same logic to our use of resource both as individuals and Team Wood.

Listening to our employees and the global call to action, our goal to eliminate single use plastics (SUP) is an area of focus for Team Wood, where we have the ability to effect change. Responding to current and upcoming legislation in the regions where we operate, our SUP 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.

 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)


In 2021, with support from our internal waste consultants, we conducted a global review of our procurement data to help produce a preliminary baseline measure. Following the complexities encountered in quantifying an accurate and representative SUP footprint, an alternative method of benchmarking the company's SUP usage across its offices was adopted using our SUP Data Collection Tool to help assess each Wood owned or leased office location.

As there is no set definition of what is meant by the term single use plastic, a definition of what this means to Wood and the boundaries around this was established, taking guidance from the European Union Directive 2019/904 for the reduction of the impact of certain plastic products on the environment.

Upon completion of the SUP assessment each site location is assigned a 'star' to reflect its SUP status as per the below criteria.

- Gold – Direct and Indirect (Contractual Control) purchases eliminated
- Silver – Direct or Indirect (Contractual Control) purchases eliminated
- Bronze – Location assessed only. No action yet taken
- No star – Location not yet assessed

Assessments will be conducted throughout 2022 and Wood's internal business units will be responsible for the completion of assessments against each of the sites they occupy. By presenting SUP elimination by location in this way, it provides a simple and tangible method to report progress across the business and to our leadership teams on our 2025 goal to be single use plastic free.

 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

Creating sustainable value that meets the needs of all our stakeholders, whilst delivering solutions to the world's most critical challenges ensures we remain focused on the issues most material to our business, society and the environment we share.

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

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.

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

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



Ensuring we operate with ethics and integrity in all that we do, we take a responsible approach to how we conduct our business.

Creating a workplace culture, underpinned by our values and where our people choose to always 'do the right thing' is vital to ensure we remain fair and transparent, and a trusted partner in delivering sustainable business solutions.

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 2021

Engaging our employees on the importance of ethical conduct and compliance with our code, in 2021, we implemented an integrated training and communication plan comprised of a three-tiered engagement strategy.

During the year, our Ethics and Compliance (E&C) team developed a library of Ethics Moments, which enable leaders to easily prompt discussions with their teams about ethics and compliance issues. Fifty Ethics Moments were published in 2021 with the expectation of doubling this content in 2022. In addition, mandatory ethics and compliance training was deployed to nearly 4,600 mid-level managers and principals, and 100% completion was attained.

4,600

mid-level managers and principals completed ethics and compliance training

100%

completion of ethics and compliance training

Read more on work to advance ethics and compliance in our latest annual report and accounts 2021: [woodplc.com/ar21](https://www.woodplc.com/ar21)

Enabling better transparency on key sustainability topics, in 2021 we initiated an evaluation of the Global Reporting Initiative (GRI) protocols published in November 2021, as well as the SBTi Pathway to net-zero to identify areas for improvement in our disclosures. As part of the Climate Change Plan for our UK Export Finance backed term loan, in 2021 we also committed to a third-party assessment of our carbon emissions data and our progress against emissions targets.

View our carbon verification statement, as well as our performance against key reporting standards and frameworks such as GRI, CDP and TCFD visit our data and reporting homepage: [woodplc.com/sustainability/data-and-reporting](https://www.woodplc.com/sustainability/data-and-reporting)

In setting our goal to consistently rank in the top quartile ESG ratings, we seek to increase stakeholder confidence in Wood's investor proposition, supporting our growth now and in the future. In 2021, John Wood Group PLC received a rating of AA (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment. This represents a seventh consecutive year of being awarded a "AA Leader" rating, placing Wood within the top 25% for Energy, Equipment and Services.

AA

MSCI ESG Ratings assessment

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.

We recognise the need for business, government and society to work together in delivering sustainable development and drive sustainable business solutions that work towards a low carbon future.

Our goals in this area

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

Our progress in 2021

As a service provider to the energy and built environment, Wood supports the global transition from conventional energy systems to clean energy solutions through the services we deliver and the expertise we provide that seek to advance renewable energy and support our client's sustainability goals. In 2021, we continued to take steps to consolidate our position as leaders in the energy transition through:

- Establishing collaborative relationships to inform a global approach to energy transition. Wood became a steering member of the Hydrogen Council; a CEO-led initiative to accelerate the energy transition through hydrogen solutions
- Forming strategic partnerships to develop low-carbon solutions. We entered a partnership with Honeywell UOP to develop solutions for the production of carbon-neutral aviation fuel
- Making strategic hiring decisions. We appointed a Vice President of Hydrogen, Global Director of Decarbonisation and a Senior Vice President of Sustainability Solutions

 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)

In 2021 we continued to develop our strategy towards achieving our goal to double client support aligned to the energy transition and more sustainable infrastructure by 2030. Our actions to forge key partnerships, as well as contribute our expertise as part of external working groups and industry forums ensures we keep pace with the energy transition and continue to deliver the right solutions to our clients that support sustainable development.

9

Partner with our supply chain to deliver sustainable growth and development



We seek to work with suppliers that demonstrate strong social, environmental and economic awareness and strong ambition on sustainable development.

Taking a partnership approach, we aim to collaborate with our 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 2021

During 2021, Wood's supply chain team engaged with suppliers as part of a rationalisation programme aimed at streamlining Wood's relationships with suppliers to drive better value and stronger relationships. By rationalising the supply base, we set a strong foundation for the delivery of our target to ensure 100% of Wood's labour suppliers sign up to and comply with the Building Responsibly Principles.

Our strategy towards reaching our goals, as mentioned earlier as part of our aim to protect, respect and enhance human rights, equality and inclusion (page 8), is evolving in line with the guidance of ISO20400 on sustainable procurement, as we continue to develop our approach and embed sustainable practice in our procurement processes. Aligning our approach to recognised standards and frameworks, gives both credibility to our actions and assurance we are following globally recognised paths of best practice.

In 2021, recognising the importance of ESG matters, an increasing number of audits took place focused on sustainability and in particular our work on modern slavery and human rights. Alongside a third-party verification of Wood's carbon footprint in 2021, these audits help to focus the business on key actions that will evolve our approach and delivery of our goals.

Read more on our approach to sustainable procurement visit: [woodplc.com/sustainability/profit/sustainable-procurement](https://www.woodplc.com/sustainability/profit/sustainable-procurement)


Visit our evolving supplier support hub, which seeks to engage our suppliers and provide awareness material on key sustainability topics: [woodplc.com/sustainability/profit/supplier-support-hub](https://www.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.

 Details on our materiality assessment can be found at: [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 newly refreshed sustainability website and dedicated data and reporting hub contains all the reporting standards and frameworks that Wood supports, this includes our United Nations Communication on Progress (CoP), Global Reporting Initiative (GRI) index, CDP Climate report and 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 for the reporting period 1 January 2021 to 31 December 2021.

Focused on the environmental, social and economic issues material to Wood, we seek to deliver measurable impact through our contribution to sustainable development. Data reported is correct at the time of publication and may be subject to reclassification or update.

Additional narrative on our 2021 progress can be found in our annual sustainability report, as well as Wood's Annual Report and Accounts.

 [woodplc.com/ar21](https://www.woodplc.com/ar21)

 [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. Our goals are evolving milestones towards our vision of a better tomorrow.

Sustainability goals and KPIs

Aims	Our goals	Unit of measure	2020	2021	Additional notes
People Improving lives with our three aims in contribution to social sustainability:  See page 6	To improve gender balance with 40% female representation in senior leadership roles by 2030.	% achieved	31	33	For more information see our Annual Report and Accounts 2021 pages 58-63 .
	To educate and inspire 100% of our colleagues to be inclusive every day, by 2021.	% achieved	-	100	Targeted roll out of conscious inclusion training to 36,000 employees across Wood in 2021.
	To contribute \$10 million to our Global Cause by giving our time, energy, resources and funding by 2030.	% achieved	-	10	Percentage complete to date against our goal of \$10million goal.
	Leadership engagement events focused on safety visits by senior managers.	# engagements	1365	1552	Number of leadership engagement events conducted exceeds the target set in 2020 and 2021.
	10% improvement in Total Recordable Incident Rate (TRIR) compared to the prior year.	% achieved	-	▲ 2%	TRIR target set for 2021 only. For more information see our Annual Report and Accounts 2021 page 46 .
Planet Preserving the environment with our three aims in contributing to environmental sustainability:  See page 10	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	37	56	For more information see our Annual Report and Accounts 2021 pages 53-57 .
	To ensure all Wood offices are single use plastic free by 2025.	% achieved	-	Assessments ongoing	Efforts remain focused around baseline assessment before a percentage achievement can be disclosed.
	Doubling client support aligned to the energy transition and more sustainable infrastructure by 2030.	% achieved	-	Strategy still in progress	Work in 2021 focused on strategy development with the aim to provide a % delivery in future reports. For more information see our Annual Report and Accounts 2021 page 24 .
Profit Delivering sustainable growth with our three aims in contributing to economic sustainability:  See page 14	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 24 .
	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 25 .

Greenhouse Gas (GHG) Emissions ^a

Reporting metric	Unit of measure	Source	2019	2020	2021
Scope emissions		Scope 1 ^b			
	tCO ₂ e	Natural gas	8,354	6,064	7,691
	tCO ₂ e	Onsite fuel	20,209	9,914	7,793
	tCO ₂ e	Company vehicle	49,521	41,641	31,183
	tCO ₂ e	Biogenic CO ₂ emissions ^c	-	-	-
		Total scope 1:	78,084	57,620	46,667
		Scope 2 (location based) ^d			
	tCO ₂ e	Purchased electricity	101,077	53,742	45,179
	tCO ₂ e	Steam	426	97	87.5
	tCO ₂ e	Total scope 2 (location based):	101,503	53,839	45,267
		Scope 2 (market based) ^e			
	tCO ₂ e	Purchased electricity	93,084	51,424	28,875
	tCO ₂ e	Steam	2,417	-	88
	tCO ₂ e	Total scope 2 (market based):	95,501	51,424	28,963
		Scope 3 ^f			
	tCO ₂ e	Purchased Goods and Services	1,001,124	1,010,125	881,936
	tCO ₂ e	Capital Goods	425,323	421,442	158,343
	tCO ₂ e	Fuel-and-energy related activities	8,215	3,683	22,585
	tCO ₂ e	Upstream transportation and distribution	20,498	20,310	11,071
	tCO ₂ e	Waste generated in operations	-	59,124	81,646
	tCO ₂ e	Business travel	64,149	30,858	15,645
	tCO ₂ e	Employee commuting	200,844	683,861	94,978
	tCO ₂ e	Downstream leased assets	385,378	358,078	258,715
	tCO ₂ e	Total scope 3:	2,105,531	2,587,481	1,524,919
	tCO ₂ e	Biogenic CO ₂ emissions ^g	-	-	-
Emissions of ozone-depleting substances (ODS) ^h	-	-	-	-	-
Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions ⁱ	-	-	-	-	-
Emissions intensity calculations	tCO ₂ e	Scope 1&2 (location based)/\$100,000 revenue ^j	1.82	1.47	1.42
	tCO ₂ e	Scope 1&2 (market based) /\$100,000 revenue	1.76	1.44	1.17

GHG Reporting Boundary: Operational Control

Reporting metric	Unit of measure	Source	2019	2020	2021
Total Energy Consumed	MWh	All energy sources	582,771	408,158	345,537
Breakdown of energy consumption by fuel source	MWh	Diesel	51,736	73,398	44,481
	MWh	Biogasoline	487	470	-
	MWh	Motor gasoline	198,228	133,571	114,717
	MWh	Liquefied Petroleum Gas (LPG)	1,414	54	166
	MWh	Natural Gas	43,745	32,844	38,456
	MWh	Propane Gas	403	177	-
	MWh	Purchased electricity (from renewable sources)	23,480	9,443	66,485
Energy intensity calculations	MWh	Purchased electricity (from non-renewable sources)	263,279	158,201	80,725
	MWh	Steam	-	-	507
Energy intensity calculations	MWh	Total MWh/\$100,000 revenue	58.90	5.40	5.34
	MWh	Total MWh/Full Time Equivalent (FTE) ^k	10.49	10.47	8.80
Reduction of GHG Emissions					
Natural gas & fuel savings from site closures & SQFT reductions ^l	tCO ₂ e	Scope 1	-	-	2,023
Electricity savings from site closures & SQFT reductions	tCO ₂ e	Scope 2	-	-	7,268
Global procurement of renewable electricity globally ^m	tCO ₂ e	Scope 2	-	926	14,119
Scope 3 emissions reductions ⁿ	tCO ₂ e	Scope 3	-	-	-
Real estate rationalisation and savings on electricity and natural gas combined	tCO ₂ e	Scope 1&2	-	10372	-

ESG datasheet: Environment

Environmental impact

Reporting metric	Unit of measure	Incident type	2018	2019	2020	2021
Total environmental incidents	#	All incidents	120	123	71	98
Environmental incident frequency rate by 200,000 man hours	#	All incidents	0.16	0.14	0.1	0.14
Incidents by severity rating	Actual severity	Low	120	122	69	98
		Medium	0	1	2	0
		High	0	0	0	0
		Total	120	123	71	98
	Potential severity	Low	114	118	69	95
		Medium	6	5	1	2
		High	0	0	1	1
		Total	120	123	71	98
Accidental releases by number of incidents	#	Hydraulic Oil	11	58	24	45
	#	Hydrocarbon	0	5	18	16
	#	Fuel	3	7	5	15
	#	Grey Water	4	3	7	8
	#	Other	17	12	7	11
	#	All incidents	35	85	61	95
Accidental releases by volume	Litres	Hydraulic Oil	52	277	299	691
	Litres	Hydrocarbon	0	80	1331	45
	Litres	Fuel	25	478	312	676
	Litres	Grey Water	620	135	45	37
	Litres	Other °	2016	1225	50	20367
	Litres	Run-Off Water P	-	-	-	500000
	Litres	All incidents	2713	2195	2038	521816
Environmental fines received	\$	-	0	7,485.5	0	0
Environmental prosecutions	#	-	0	0	0	0
Overview of 2021						
International management system certification to ISO 14001 for environment						
Number of locations covered by standard certification	#	-	-	-	-	54
Employee population covered by standard certification	FTE	-	-	-	-	9989
% of global employee base covered by standard certification	%	-	-	-	-	25

Occupational health and safety^a

Reporting metric	Unit of measure	2018	2019	2020	2021
Fatalities - workforce	#	1	0	2	1
Employee	#	1	0	1	1
Contractor	#	0	0	1	0
Lost Time Incidents (LTI) - workforce	#	33	40	25	15
Employee	#	29	30	21	12
Contractor	#	4	10	4	3
Lost Time Incident Frequency (LTIF) - workforce	LTI per 200,000 work hours	0.04	0.04	0.04	0.02
Employee	LTI per 200,000 work hours	0.05	0.04	0.04	0.03
Contractor	LTI per 200,000 work hours	0.02	0.04	0.02	0.01
Total Recordable Incidents (RI) - workforce	#	159	170	120	122
Employee	#	135	132	84	82
Contractor	#	24	38	36	40
Total Recordable Incident Frequency (RI) - workforce	TRCF per 200,000 work hours	0.18	0.18	0.17	0.18
Employee	TRCF per 200,000 work hours	0.21	0.2	0.17	0.17
Contractor	TRCF per 200,000 work hours	0.11	0.15	0.18	0.19
All Injuries - workforce	#	1151	1032	717	653
Employee	#	927	826	529	436
Contractor	#	224	206	188	217
All Injury Rate (AIR) - workforce	AIR per 200,000 work hours	1.34	1.1	1.02	0.95
Employee	AIR per 200,000 work hours	1.46	1.22	1.06	0.93
Contractor	AIR per 200,000 work hours	0.99	0.79	0.92	1.01

Reporting metric	Unit of measure	2018	2019	2020	2021
Hours worked - workforce	Hours	172,354,737	187,146,968	140,748,110	137,339,352
Employee	Hours	127,260,687	134,920,401	99,742,058	94,156,945
Contractor	Hours	45,094,050	52,226,566	41,008,790	43,182,407
High Potential Incidents - workforce	#	83	100	59	46
Employee	#	50	68	38	21
Contractor	#	33	32	21	25
Occupational Health - workforce	#	17	44	22	12
Employee	#	13	42	21	12
Contractor	#	4	2	1	0
Vehicle Incidents	#	356	495	339	309
Employee	#	311	407	279	251
Contractor	#	45	88	60	58
Near Miss Incidents - workforce	#	681	559	360	291
Employee	#	414	381	221	147
Contractor	#	267	178	139	144
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
Employee population covered by standard certification	FTE				13056
% of global employee base covered by standard certification	%				33

Community value generated by Wood^r

Reporting metric	Unit	2017	2018	2019	2020	2021
Contributions to communities	\$million	-	-	1.13	1.63	1.38

Employee data^s

Reporting metric	Headcount type	Employees	Contractors	Total FTE
Headcount movement 2021				
Additions	New hires/Re-hires	925	288	1,213
	Transfers/Corrections	355	10	365
Deductions	Voluntary Leavers	572	100	672
	Involuntary Leavers	344	117	461
	Death/Retirements	18	2	20
	Transfers/Corrections	382	35	417
Closing Balance (Dec 2021)		35,266	4,016	39,282
Headcount by region 2021				
Americas	FTE	16,981	1,170	18,151
Australia & AsiaPac	FTE	4,604	650	5,254
Europe & Africa	FTE	9,070	1,508	10,578
Middle East & Russian & Caspian	FTE	4,611	688	5,299
Closing Balance (Dec 2021)		35,266	4,016	39,282

Reporting metric	Unit	2017	2018	2019	2020	2021
Headcount by gender - number of employees						
Percentage female - Overall	%	18	16	19	22	20
Percentage male - Overall	%	82	84	81	78	80
Percentage female - Leadership team	%	28	31	30	31	33
Percentage male - Leadership team	%	72	69	70	66	67
Percentage female - Executive Leadership Team (ELT)	%	30	33	44	33	33
Percentage male - Executive Leadership Team (ELT)	%	70	67	56	67	67
Percentage female - Board of directors	%	33	40	25	33	40
Percentage male - Board of directors	%	67	60	75	67	60

Reporting metric	Unit	Apprentices	Graduates	Other	Total
Early career hires by function 2021					
Group functions	FTE	-	5	2	7
Consulting	FTE	7	215	221	443
Operations	FTE	9	29	46	84
Projects	FTE	-	90	38	128
Total early career hires	FTE	16	339	307	662
2021 Early career hires by country 2021					
Australia	FTE	-	67	43	110
Brunei Darussalam	FTE	-	6	3	9
Canada	FTE	-	50	140	190
Chile	FTE	-	1	5	6
Germany	FTE	-	1	3	4
Guyana	FTE	-	-	3	3
India	FTE	-	33	9	42
Ireland	FTE	-	3	-	3
Italy	FTE	-	20	5	25
Malaysia	FTE	-	3	-	3
Mexico	FTE	-	-	4	4
New Zealand	FTE	-	-	1	1
Norway	FTE	-	3	-	3
Papua New Guinea	FTE	-	1	-	1
Peru	FTE	-	-	11	11
Saudi Arabia	FTE	-	5	2	7
Singapore	FTE	-	9	5	14
Turkey	FTE	-	2	-	2
United Arab Emirates	FTE	-	11	1	12
United Kingdom	FTE	13	27	23	63
United States	FTE	3	97	49	149
Total early career hires	FTE	16	339	307	662

Governance and economic impact

Reporting metric	Unit of measure	2018	2019	2020	2021
Corporate income tax paid ^t	\$million	-	-	43.2	73.5
Current tax charge ^t	\$million	-	-	28.3	75.2
Employment taxes incurred through employee benefits ^u	\$million	4,558.2	4,441.9	3,399.9	3,169.6
Supplier spend by region ^v					
Americas	\$million	-	1,677.9	4,328.4	1,578.8
Europe	\$million	-	1,144.1	1,148.6	1,202.7
Africa	\$million	-	3.9	0.1	26.3
Middle East, Russia & Caspian	\$million	-	228.0	328.3	141.9
Australia and Asia Pacific	\$million	-	346.0	506.8	299.2
Undefined region	\$million	-	217.0	34.9	766.7

Ethics and compliance

Reporting metric	Unit of measure	2018	2019	2020	2021
Employees completing mandatory Ethics & Compliance Computer Based Training	#	-	-	4110	4586
Europe	#	-	-	1368	1582
US and Canada	#	-	-	1516	1543
Asia Pacific	#	-	-	642	1006
South and Central America	#	-	-	320	131
Middle East and Africa	#	-	-	244	281
Russia	#	-	-	20	25
Completion rate for mandatory Ethics & Compliance Computer Based Training	%	-	-	100	100
Confirmed incidents of corruption and actions taken					
Confirmed incidents of corruption	#	-	-	-	16
Confirmed incidents in which employees were dismissed or disciplined for corruption	#	-	-	-	8
Public legal cases regarding corruption brought against the organization or its employees during the reporting period		-	-	-	0
Overview of all concerns raised					
Concerns raised through the Ethics Helpline and to Wood's Ethics & Compliance Team	#	89	139	147	139
Substantiated concerns raised through the Ethics Helpline and to Wood's Ethics & Compliance team	#	30	33	32	49
Termination of employment resulting from the investigation of a concern raised through the Ethics Helpline and to Wood's Ethics & Compliance Team	#	6	13	8	8

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. 2020 conversion factors have been utilised throughout the 2021 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.

Note: We have stated our emissions from 2019 onwards. In 2019 Wood reported its first global aligned footprint, the result of a 2 year strategy to align our legacy businesses on one carbon methodology, process and data collection system.

2020 Data Restatement: Following issues with our previous provider we re-platformed our data to a new carbon reporting system in early 2021, giving better granularity and functionality supporting a more in-depth verification and validation processes. Our carbon data was also mapped over to the new organisational structure as part of the re-platforming process. During the internal validation of the carbon data and organisation, several anomalies were encountered. Following exhaustive investigations, we identified our previous provider had transcribed emissions factors into the system incorrectly generating a systematic error in two data sets. We have now corrected this in the system and subjected all data to a 3rd party verification process. This led to the identification of an overstatement in the carbon emissions reported for 2020. The 2020 data has now been verified and validated leading to the need to restate emissions for 2020 only.

- 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 Wood uses the inventory method to account for reductions against a 2019 base year.
- m Wood procures 100% renewable electricity in the UK where we have purchasing ability and are working to expand this across our global portfolio.
- n Scope 3 emissions were not extensively reported prior to 2021 therefore figures are unavailable for reduction calculation purposes.
- o Significant portion of this increase related to a single incident where a release of treated effluent water to ground occurred due to an unplanned power outage.
- p Result of a single incident involving the release of a pool of surface water towards a local river. Remedy measures were implemented upon discovery of the release and an investigation initiated to further establish cause and lessons learned.
- q 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.
- r 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.
- s 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 from 2022 in several countries to improve our disclosures.
- t Corporate income tax and withholding tax paid by the group.
- u Includes wages and salaries, social security costs, pension costs and share based charges.
- v Reporting on supplier payments and regional breakdown commenced in 2019 and is not available at a group level prior to this date.

For further information visit:

woodplc.com