

Equal Opportunities



Wood is committed to providing equal opportunities to all current and prospective employees, and to creating a working environment that is free from discrimination, where everyone can reach their maximum potential.

The rich diversity of experience, expertise, backgrounds, and beliefs we bring together globally, differentiates our business, powers our progress and enables our success. Creating an inclusive & diverse workplace enables us to offer different skills, ideas, approaches and expertise to the business and our customers.

Purpose:

We celebrate the diversity of our workforce and expect everyone to respect and embrace other people's differences. We require all our people to treat each other fairly and with respect.

This policy sets out how Wood ensures equal opportunities in all aspects of employment for all our people (and potential people) in our global organisation. This benefits Wood and our people by:

- Improving opportunities within the organisation through internal promotion.
- Utilising the knowledge of different members of the community.
- Understanding market segments and consumer behaviour.
- Becoming an employer of choice.
- Having a more representative 'balanced' workforce.
- Valuing and respecting personnel, attracting, and retaining a wider talent pool.

Scope:

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

People at Wood must not engage in behaviour which has the purpose or effect of discriminating against others. Discrimination on any basis or status protected by local, national, or international law is unacceptable and will not be tolerated.

What is discrimination:

Discrimination is the unjust or prejudicial treatment of different categories of people, especially on the grounds of ethnicity, age, sex, or disability.

Wood does not tolerate discrimination in relation to age, disability, gender expression, gender identity, marital or civil partner status, maternity, pregnancy, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex, sexual orientation or any other status or basis protected by local, national, or international law. Throughout this Policy we will refer to these as protected characteristics.

Discrimination can take the form of direct, indirect, associative, or perceptive discrimination and it may occur intentionally or unintentionally. Direct discrimination occurs where a person is treated less favourably than another because of a protected characteristic. Indirect discrimination occurs where a provision, criterion or practice is applied that is discriminatory in relation to individuals who have a relevant protected characteristic compared with people who do not, and it cannot be shown to be a proportionate means of achieving a legitimate aim. Associative discrimination is where an individual is directly discriminated against for association with another individual who has a relevant protected characteristic. Perceptive discrimination is where an individual is directly discriminated against based on a perception that they have a relevant protected characteristic when they do not, in fact, have that relevant protected characteristic.

If you witness or experience discrimination, we encourage you to speak up without delay and report this to your manager, your P&O representative or confidentially via the Ethics (Speak Up) Helpline.

We will investigate every complaint in an objective and confidential way. Wood owes an equal duty of care to both the person making the complaint and the alleged perpetrator and any allegation will be promptly and sensitively investigated. Appropriate action will be taken following investigation.

Policy Requirements:

We will ensure equal opportunities are provided to all by:

- Creating a working environment in which individual differences and the contributions of all our people are recognised and valued.
- Ensuring all our people work in an environment that promotes mutual dignity and respect and that does not tolerate intimidation, bullying or harassment.
- Ensuring that job roles are limited to those requirements that are necessary for the effective performance of the job.
- Selecting for employment, promotion, training, or any other benefit based on merit, ability and suitability for the job, taking account of any reasonable adjustments that may be required for people with a disability.
- Ensuring training, development and progression opportunities are available to all.
- Reviewing all our employment practices, policies and procedures, remuneration and benefits to ensure fairness.
- Encouraging our people to develop to their full potential.
- Ensuring the talents and resources of our people are fully utilised to maximise the efficiency of the organisation.
- Endeavouring to meet all statutory obligations under the relevant and applicable legislation.



Name Catherine Liebnitz
Position President, People Operations - East
Date 12 January 2024