wood.

ESG datasheet 2022

Introduction

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.

Contents

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

⊘ woodplc.com/sustainability

Sustainability goals and KPIs

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.

Aims	Our goals	Unit of measure	2021	2022	Additional notes
People Improving lives with our three aims in contribution to social sustainability: • Ensure the safety, security, health and wellbeing of our people • Protect, respect and enhance human rights, equality and inclusion • Contribute to our local communities, actively supporting decent work and opportunity for all	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 (cumulative)	10	15	Cumulative Percentage complete to date against our goal of $10million.
	Leadership engagement events focused on safety visits by senior managers.	# engagements	1,552	3,289	Number of leadership engagement events conducted exceeded 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: • Fight climate change by decarbonising our own and our clients' carbon footprint • Protect and preserve the natural environment and promote biodiversity • Reduce resource consumption and promote the benefits of a circular economy	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_2e in 2019.	% achieved	56	65	For more information see our Annual Report and Accounts 2022 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	Following the roll-out of our revised strategy in late 2022 an exercise is underway to define our metric for measuring client support aligned to the energy transition which is expected to be completed in 2023. Once the metric has been defined and a baseline measurement established we will report progress against our target annually.
Profit Delivering sustainable growth with our three aims in contributing to economic sustainability: • Ensuring we remain ethical in all that we do by promoting fairness and transparency in business practice and performance disclosure • Deliver sustainable innovation and solutions through partnership and ingenuity • Partner with our supply chain to deliver sustainable growth and development	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 2022 for a eigth 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 20.
	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.

Environment

Greenhouse Gas (GHG) Emissions [a]

GHG Reporting Boundary: Operational Control

Reporting metric	Unit of Measure	Source	2019	2020	2021	2022
Scope emissions		**Scope 1** [b]				
	tCO$_2$e	Natural Gas	8,354	6,064	7,691	**6,597**
	tCO$_2$e	Onsite Fuel	20,209	9,914	7,793	**1,985**
	tCO$_2$e	Company Vehicle	49,521	41,641	31,183	**29,467**
	tCO$_2$e	Biogenic CO$_2$ Emissions [c]	-	-	-	-
	tCO$_2$e	Total Scope 1	78,084	57,620	46,667	**38,049**
		Scope 2 (location based) [d]				
	tCO$_2$e	Purchased Electricity	101,077	53,742	45,179	**38,364**
	tCO$_2$e	Steam	426	97	88	**140**
	tCO$_2$e	Total Scope 2 (location based)	101,503	53,839	45,266	**38,504**
		Scope 2 (market based) [e]				
	tCO$_2$e	Purchased Electricity	93,084	51,424	28,875	**22,422**
	tCO$_2$e	Steam	2,417	-	88	**140**
	tCO$_2$e	Total Scope 2 (market based)	95,501	51,424	28,962	**22,562**
		Scope 3 [f]				
	tCO$_2$e	Purchased Goods & Services	-	-	881,936	**1,757,068**
	tCO$_2$e	Capital Goods	-	-	158,343	**178,851**
	tCO$_2$e	Fuel & Energy Related Activities	-	-	22,585	**22,431**
	tCO$_2$e	Upstream Transportation & 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	Biogenic CO$_2$ Emissions [g]	-	-	-	**-**
	tCO$_2$e	Total Scope 3	-	-	1,524,919	**2,251,056**
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) /$100,000 revenue [j]	1.82	1.48	1.42	**1.21**
	tCO$_2$e	Scope 1&2 (market based) /$100,000 revenue	1.76	1.44	1.17	**0.96**
Total Energy Consumed	MWh	All energy sources	582,771,	408,158	345,537	**289,639**
Breakdown of energy comsumption by Fuel source (MHw)	MWh	Diesel	51,736	73,398	44,481	**25,756**
	MWh	Biogasoline	487	470	-	**-**
	MWh	Motor Gasoline	192,228	133,571	114,717	**103,519**
	MWh	Liquefied Petroleum Gas (LPG)	1,414	54	166	**72**
	MWh	Natural Gas	43,745	32,844	38,456	**33,423**
	MWh	Propane Gas	403	177	-	**-**
	MWh	Purchased Electricity (renewable)	23,480	9,443	66,485	**69,781**
	MWh	Purchased Electricity (non-renewable)	263,279	158,201	80,725	**56,272**
	MWh	Steam	-	-	507	**817**
Energy intensity calculations	MWh	Total MWh/$100,000 revenue	58.90	5.40	5.34	**4.58**
	MWh	Total MWh/Full Time Equivalent (FTE) [k]	10.49	10.47	8.80	**8.14**
Reduction of GHG Emissions [u]						
Natural gas & fuel savings from site closures & SQFT reductions [l]	tCO$_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$e	Scope 2	-	-	-	**2,888**
Global procurement of renewable energy [m]	tCO$_2$e	Scope 2	-	-	-	**3,203**
Scope 3 emissions (increase)/reductions			-	-	-	**(726,137)**

Environment continued

Environmental impact [y]

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
		Total	123	71	98	93
	Potential severity	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 [n]	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			500,000	0
	Litres	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

Social

Occupational health and safety °

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**
Last Time Incidents (LTI) - workforce	#	40	25	15	**18**
Employee	#	30	21	12	**16**
Contractor	#	10	4	3	**2**
Last 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	0.20	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	1.10	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**
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 - workforce	#	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 2022 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	2019	2020	2021	2022
Total Community Investment Donations	$million	1.14	1.63	1.38	**1.78**

Social continued

Employee data [q]

Reporting metric	Headcount type	Employee	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**
Early career hires by function 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	0	**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

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 Renumeration 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 [t]	#	-	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**
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 CO_2, 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 CO_2 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 CO_2 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