

An aerial photograph showing a winding asphalt road that curves through a dense, lush green forest. To the left of the road is a large body of water with a deep blue-green hue. The road has a white dashed center line and a solid white edge line. A few small vehicles are visible on the road. The forest is composed of many small, vibrant green trees, creating a textured canopy. The overall scene is serene and natural.

# ESG datasheet 2023

wood.

# Introduction

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

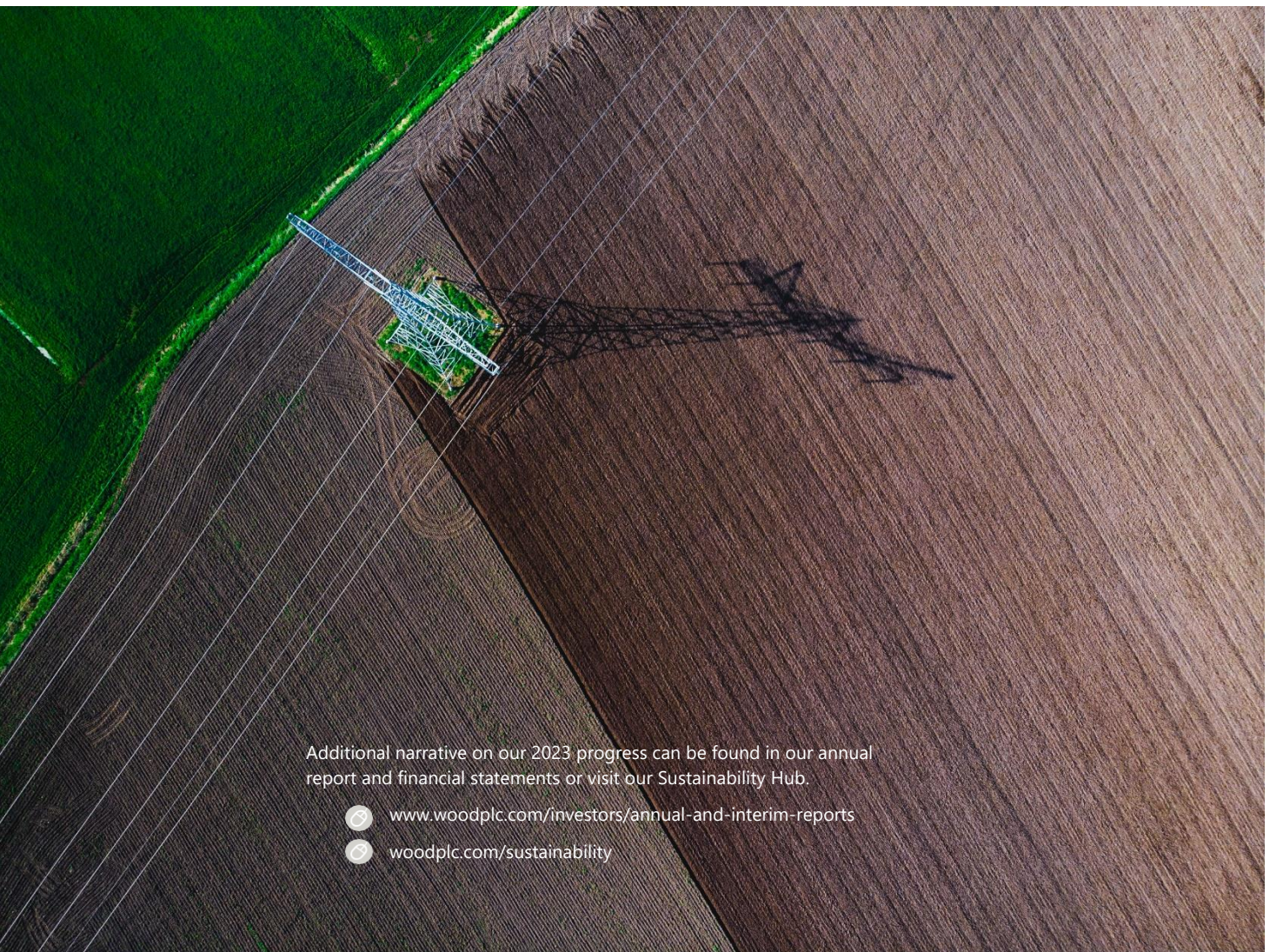
The information in this sheet is structured around our People, Planet and Profit framework and each section contains the relevant data we are in a position to report on and details the scope and context of each disclosure. Our sustainability programme remains relatively early in its journey and in many instances our data reporting methods and systems are evolving. We take guidance from global frameworks and seek to continually develop our disclosures in line with those frameworks 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 2023 to 31 December 2023 (unless otherwise stated).

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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 2023 progress can be found in our annual report and financial statements or visit our Sustainability Hub.

-  [www.woodplc.com/investors/annual-and-interim-reports](http://www.woodplc.com/investors/annual-and-interim-reports)
-  [woodplc.com/sustainability](http://woodplc.com/sustainability)

# Sustainability goals and KPIs

The nine aims of our people, planet and profit framework link our sustainability goals and KPIs to the issues material to our business and seek to contribute to sustainable development and deliver sustainable value to our key stakeholders.

Aims	Our goals	Unit of measure	2022	2023	Additional notes
<b>People</b> Improving lives with our three aims in contribution to social sustainability: <ul style="list-style-type: none"><li>Ensure the safety, security, health and wellbeing of our people</li><li>Protect, respect and enhance human rights, equality and inclusion</li><li>Contribute to our local communities, actively supporting decent work and opportunity for all</li></ul>	To improve gender balance with 40% female representation in senior leadership roles by 2030.	% achieved	32	35	For more information see our 2023 Annual Report and Financial Statements, page 69.
	To contribute \$10 million to our Global Cause by giving our time, energy, resources and funding by 2030.	% achieved (cumulative)	15	46	Cumulative percentage complete to date against our goal of \$10million.
	Leadership engagement events focused on safety visits by senior managers.	# engagements	3,289	6,587	Number of leadership engagement events conducted has exceeded the target set each year since 2020.
	10% improvement in Total Recordable Incident Rate (TRIR) compared to the prior year.	% achieved	▼ 6%	▲ 6%	For more information see our 2023 Annual Report and Financial Statements, page 81.
<b>Planet</b> Preserving the environment with our three aims in contributing to environmental sustainability: <ul style="list-style-type: none"><li>Fight climate change by decarbonising our own and our clients' carbon footprint</li><li>Protect and preserve the natural environment and promote biodiversity</li><li>Reduce resource consumption and promote the benefits of a circular economy</li></ul>	To reduce Wood's scope 1 and 2 carbon emissions by 40% by 2030, from a baseline of 145,083 tonnes CO2e in 2019. <sup>a</sup>	% achieved	69	71	For more information see our 2023 Annual Report and Financial Statements pages 57 and 59.
	To ensure all Wood offices are single use plastic free by 2025	% achieved	7	17	17% of our locations are SUP-free. This is slower progress than expected and while many locations have significantly reduced SUP, challenges have been encountered in eliminating one or two key plastic products. Greater focus will be placed on this in 2024 to accelerate progress and assure delivery of our target by the end of 2025.
	To double revenue from sustainable solutions in energy transition and sustainable materials by 2030, from a 2021 baseline.	% achieved (cumulative growth from baseline year)	6	18	For more information see our 2023 Annual Report and Financial Statements, page 26.
<b>Profit</b> Delivering sustainable growth with our three aims in contributing to economic sustainability: <ul style="list-style-type: none"><li>Ensuring we remain ethical in all that we do by promoting fairness and transparency in business practice and performance disclosure</li><li>Deliver sustainable innovation and solutions through partnership and ingenuity</li><li>Partner with our supply chain to deliver sustainable growth and development</li></ul>	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 2023 for a ninth consecutive year, within the top 25% for Energy, Equipment and Services. For more information see our 2023 Annual Report and Financial Statements, page 26.
	100% of Wood labour suppliers sign up and comply with the Building Responsibly Principles by 2025.	% achieved	-	73	For more information see our 2023 Annual Report and Financial Statements, page 27.
	100% of our suppliers have Building Responsibly Principles embedded into their supply chains by 2030.	% achieved	-	22	For more information see our 2023 Annual Report and Financial Statements, page 27.

# Environment

## Greenhouse Gas (GHG) Emissions <sup>a, b</sup>

GHG Reporting Boundary: Operational Control

Reporting metric	Unit of Measure	Source	2020	2021	2022	2023
Scope emissions		<b>Scope 1 <sup>c</sup></b>				
	tCO <sub>2</sub> e	Natural Gas	4,331	4,841	4,471	3,610
	tCO <sub>2</sub> e	Onsite Fuel	9,802	7,793	1,983	1,427
	tCO <sub>2</sub> e	Company Vehicle	36,297	23,211	21,814	21,575
	tCO <sub>2</sub> e	Biogenic CO <sub>2</sub> Emissions <sup>d</sup>	-	-	-	-
	tCO <sub>2</sub> e	Total Scope 1	50,430	35,845	28,268	26,612
		<b>Scope 2 (location based) <sup>e</sup></b>				
	tCO <sub>2</sub> e	Purchased Electricity	48,227	38,917	33,209	20,899
	tCO <sub>2</sub> e	Steam	97	87	140	162
	tCO <sub>2</sub> e	Total Scope 2 (location based)	48,324	39,004	33,349	21,061
		<b>Scope 2 (market based) <sup>e</sup></b>				
	tCO <sub>2</sub> e	Purchased Electricity	45,925	22,623	17,280	15,047
	tCO <sub>2</sub> e	Steam	97	87	140	162
	tCO <sub>2</sub> e	Total Scope 2 (market based)	46,022	22,710	17,420	15,209
		<b>Scope 3 <sup>f</sup></b>				
	tCO <sub>2</sub> e	Purchased Goods & Services	-	718,847	1,512,251	2,266,727
	tCO <sub>2</sub> e	Capital Goods	-	129,062	153,931	284,148
	tCO <sub>2</sub> e	Fuel & Energy Related Activities	-	16,970	18,089	14,459
	tCO <sub>2</sub> e	Upstream Transportation & Distribution	-	9,024	16,246	20,414
	tCO <sub>2</sub> e	Waste Generated In Operations	-	66,548	61,404	42,773
	tCO <sub>2</sub> e	Business Travel	-	12,437	26,751	50,741
	tCO <sub>2</sub> e	Employee Commuting	-	77,882	104,481	45,922
	tCO <sub>2</sub> e	Downstream Leased Assets	-	258,715	48,975	-
	tCO <sub>2</sub> e	Bioenic CO Emissions <sup>d</sup>	-	-	-	-
	tCO <sub>2</sub> e	Total Scope 3	-	1,289,485	1,942,128	2,725,184
Emissions of ozone-depleting substances (ODS) <sup>g</sup>	-	-	-	-	-	-
Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions <sup>h</sup>	-	-	-	-	-	-
Emissions intensity calculations <sup>i</sup>	tCO <sub>2</sub> e	Scope 1&2 (location based) /\$100,000 revenue	1.55	1.44	1.13	0.81
		Scope 1&2 (market based) /\$100,000 revenue	1.51	1.12	0.84	0.71
Total Energy Consumed	tCO <sub>2</sub> e	All energy sources	353,608	281,387	231,130	172,078
Breakdown of energy consumption by Fuel source	MWh	Diesel	73,865	44,195	25,622	33,905
	MWh	Motor Gasoline	102,399	81,922	71,871	59,659
	MWh	Liquefied Petroleum Gas (LPG)	219	166	72	316
	MWh	Natural Gas	23,573	24,071	22,579	18,226
	MWh	Fuel Oil	-	-	19	46
	MWh	Kerosene	-	-	-	68
	MWh	Purchased Electricity(renewable)	9,418	66,440	69,722	25,222
	MWh	Purchased Electricity (non-renewable)	143,443	64,086	40,428	33,735
	MWh	Steam	691	507	817	901
Energy intensity calculations	MWh	Total MWh/\$100,000 revenue	5.53	5.41	4.23	2.92
	MWh	Total MWh/FTE <sup>j</sup>	10.87	8.64	6.50	4.87
<b>Reduction of GHG Emissions</b>						
Natural gas & fuel savings from site closures & SQFT reductions <sup>k</sup>	tCO <sub>2</sub> e	Scope 1	-	-	-	(709)
Electricity savings from Site closures & Global procurement of renewable electricity <sup>l</sup>	tCO <sub>2</sub> e	Scope 2	-	-	-	(2,110)
	tCO <sub>2</sub> e	Scope 2	-	-	-	(53)
Changes in activity levels	tCO <sub>2</sub> e		-	-	-	125
Efficiencies & other	tCO <sub>2</sub> e	Scope 1 & 2	-	-	-	(1,121)
Scope 3 emissions (increase)/reductions	tCO <sub>2</sub> e	Scope 3	-	-	-	(783,056)

# Environment continued

## Environmental impact <sup>m</sup>

Reporting metric	Unit of Measure	Incident type	2020	2021	2022 <sup>n</sup>	2023	
Total Environmental Incidents	#	All Incidents	71	98	93	75	
Environmental incident frequency rate by 200,000 man hours	#	All Incidents	0.10	0.14	0.14	0.11	
Incidents by severity rating	Actual	Low	69	98	93	75	
		Severity	Medium	2	0	0	0
		High	0	0	0	0	
	Potential severity	Total	71	98	93	75	
		Low	69	95	89	75	
		Medium	1	2	4	0	
		High	1	1	0	0	
Total	71	98	93	75			
Accidental releases by number of incidents	#	Hydraulic Oil	24	45	46	35	
	#	Hydrocarbon	18	16	1	1	
	#	Fuel	5	15	14	8	
	#	Grey Water	7	8	1	0	
	#	Other	7	11	20	31	
	#	All Incidents	61	95	82	75	
Accidental releases by volume	Litres	Hydraulic Oil	299	691	1,027	101	
	Litres	Hydrocarbon	1,331	45	20	12	
	Litres	Fuel	312	676	1,212	110	
	Litres	Grey Water	45	37	20	0	
	Litres	Other	50	20,367	34,144	51	
	Litres	Run-Off Water <sup>o</sup> <sup>**</sup>	-	500,000	0	0	
	Litres	All Incidents	2,038	521,816	36,423	274	
Environmental fines received	\$		0	0	0	0	
Environmental prosecutions	#		0	0	0	0	
<b>Overview of 2023 International management system certification to ISO 14001 for environment</b>							
Number of locations covered by standard certification	#		-	54	58	38	
Employee population covered by standard certification	FTE		-	9,989	12,177	13,427	
% of global employee base covered by standard certification	%		-	25	30	38	

# Social

## Occupational health and safety <sup>m</sup>

Reporting metric	Unit of measure	2020	2021	2022 <sup>p</sup>	2023
<b>Fatalities - workforce</b>	#	2	1	0	1
Employee	#	1	1	0	1
Contractor	#	1	0	0	0
<b>Lost Time Incidents (LTI) - workforce</b>	#	25	15	18	25
Employee	#	21	12	16	14
Contractor	#	4	3	2	11
<b>Lost Time Incident Rate (LTIR) - workforce</b>	LTI per 200,000 work hours	0.04	0.02	0.03	0.04
Employee	LTI per 200,000 work hours	0.04	0.03	0.03	0.03
Contractor	LTI per 200,000 work hours	0.02	0.01	0.01	0.05
<b>Total Recordable Incidents (TRI) - workforce</b>	#	120	122	115	118
Employee	#	84	82	75	64
Contractor	#	36	40	40	54
<b>Total Recordable Incident Rate (TRIR) - workforce</b>	TRI per 200,000 work hours	0.17	0.18	0.17	0.18
Employee	TRI per 200,000 work hours	0.17	0.17	0.15	0.14
Contractor	TRI per 200,000 work hours	0.18	0.19	0.25	0.27
<b>All Injuries - workforce</b>	#	717	653	481	437
Employee	#	529	436	335	247
Contractor	#	188	217	146	190
<b>All Injury Rate (AIR) - workforce</b>	AIR per 200,000 work hours	1.01	0.95	0.72	0.67
Employee	AIR per 200,000 work hours	1.05	0.92	0.66	0.54
Contractor	AIR per 200,000 work hours	0.92	1.00	0.90	0.95
<b>Hours Worked - workforce</b>	Hours	141,409,660	137,651,887	133,699,189	131,254,416
Employee	Hours	100,321,318	94,439,516	101,295,304	91,363,794
Contractor	Hours	41,008,342	43,212,371	32,403,885	39,890,622
<b>High Potential Incidents - workforce</b>	#	59	46	31	47
Employee	#	38	21	21	25
Contractor	#	21	25	10	22
<b>Occupational Health - workforce</b>	#	22	12	39	28
Employee	#	21	12	34	27
Contractor	#	1	0	5	1
<b>Vehicle Incidents - workforce</b>	#	340	309	233	157
Employee	#	282	251	192	105
Contractor	#	58	58	41	52
<b>Near Miss Incidents - workforce</b>	#	360	291	230	316
Employee	#	221	147	143	149
Contractor	#	139	144	87	167
<b>Safety Fines</b>	\$	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	54
Employee population covered by standard certification	FTE	-	13,056	15,741	13,236
% of global employee base covered by standard certification	%	-	33	44	44

## Community value generated by Wood <sup>q</sup>

Reporting metric	Unit	2020	2021	2022	2023
Total Community Investment Donations	\$million	1.63	1.38	1.78	5.62

# Social continued

## Employee data <sup>r</sup>

Reporting metric	Headcount type	Employee	Contractors	Total FTE
<b>Headcount movement 2023</b>				
Additions	New hires/Re-hires	10,322	1,480	11,802
	Transfers/Corrections	20,143	2,941	23,084
Deductions	Voluntary Leavers	5,099	619	5,718
	Involuntary Leavers	5,284	1,416	6,700
	Death/Retirements	268	45	313
	Transfers/Corrections	19,539	2,854	22,393
Closing Balance (Dec 2023)		32,060	3,275	35,335
<b>Headcount by region 2023</b>				
Americas	FTE	11,768	644	12,412
Australia & AsiaPac	FTE	5,470	479	5,949
Europe, Middle East & Africa	FTE	14,822	2,152	16,974
Closing Balance (Dec 2023)		32,060	3,275	35,335

Reporting metric	Unit	2020	2021	2022	2023
<b>Headcount by gender - number of employees</b>					
Percentage female - Overall	%	22	20	20	20
Percentage male - Overall	%	78	80	80	80
Percentage female - Leadership team <sup>s</sup>	%	31	33	32	35
Percentage male - Leadership team <sup>s</sup>	%	66	67	68	65
Percentage female - Executive Leadership Team (ELT) <sup>t</sup>	%	33	33	29	22
Percentage male - Executive Leadership Team (ELT) <sup>t</sup>	%	67	67	71	78
Percentage female - Board of directors	%	33	40	44	44
Percentage male - Board of directors	%	67	60	56	56

Reporting metric	Unit	Apprentices	Graduates	Other	Total
<b>Early career hires by function 2023</b>					
Group Functions	FTE	-	5	2	7
Consulting	FTE	-	131	27	158
Operations	FTE	48	87	11	146
Projects	FTE	-	224	27	251
Total early career hires	FTE	48	447	67	562
<b>Early career hires by function 2023</b>					
Australia	FTE	-	84	23	107
Azerbaijan	FTE	-	1	-	1
Brunei	FTE	-	4	-	4
Canada	FTE	-	26	3	29
Colombia	FTE	-	31	8	39
Germany	FTE	-	1	-	1
India	FTE	-	83	2	85
Iraq	FTE	-	3	-	3
Ireland	FTE	-	12	-	12
Malaysia	FTE	-	5	-	5
Norway	FTE	-	22	-	22
Saudi Arabia	FTE	-	11	5	16
Singapore	FTE	-	7	-	7
South Africa	FTE	-	11	5	16
Spain	FTE	-	-	1	1
Thailand	FTE	-	5	-	5
United Arab Emirates	FTE	-	2	-	2
United Kingdom	FTE	47	92	12	151
United States	FTE	1	47	8	56
Total early career hires	FTE	48	447	67	562

# Governance

## Governance and economic impact

Reporting metric	Unit of measure	2020	2021	2022	2023
Corporate income tax paid <sup>u</sup>	\$million	43.2	73.5	81.9	97.7
Current tax charge	\$million	28.3	75.2	173.7	47.8
Employee Remuneration inc. Social Security & pension contributions <sup>v</sup>	\$million	3,399.9	3,169.6	3,130.0	2,714.8

## Ethics and compliance<sup>w</sup>

Reporting metric	Unit of measure	2020	2021	2022	2023
<b>Communication and training about anti-corruption policies and procedures</b>					
Employees completing mandatory Ethics & Compliance computer-based training <sup>x</sup>	#	4,110	4,586	390	5,084
Europe	#	1,368	1,582	0	1,079
US and Canada	#	1,516	1,543	0	1,555
Asia Pacific	#	642	1,006	191	1,450
South and Central America	#	320	131	79	589
Middle East and Africa	#	244	281	120	411
Russia	#	20	25	0	0
Completion rate for mandatory Ethics & Compliance computer-based training	%	100	100	100	100
<b>Confirmed incidents of corruption and actions taken</b>					
Confirmed incidents of corruption	#	-	16	0	0
Confirmed incidents in which employees were dismissed or disciplined for corruption	#	-	8	0	0
Public legal cases regarding corruption brought against the organization or its employees during the reporting period	#	-	0	0	0
<b>Overview of all concerns raised</b>					
Concerns raised through the Ethics Helpline and to Wood's Ethics & Compliance Team	#	147	139	136	141
Substantiated concerns raised through the Ethics Helpline and to Wood's Ethics & Compliance team	#	32	49	24	26
Termination of employment resulting from the investigation of a concern raised through the Ethics Helpline and to Wood's Ethics & Compliance Team	#	13	8	2	5



# Notes

- a In late September 2022, Wood completed the sale of its Built Environment Consulting business. This represented a significant change to Wood's carbon emissions profile and, following guidelines set down in the GHG Protocol we carried out an exercise to re-baseline Wood's carbon footprint. Prior to the re-baseline exercise our global scope 1 and 2 market-based emissions were 173,585 tonnes CO<sub>2</sub>e and energy consumption used to calculate these emissions was 582,771 MWh and the Built Environment Consulting business accounted for 28,502 tonnes of scope 1 and 2 emissions (market-based) in the baseline year. Our revised scope 1 and 2 emissions for the 2019 baseline year are 145,083 tonnes CO<sub>2</sub>e. All emissions related figures in this document exclude amounts related to the business that was sold.
- b Wood has elected to report emissions data for the period 1 October to 30 September rather than aligned to our financial year in order to reduce reliance on estimated data. We have adopted an operational control approach to boundary setting as described in the GHG Protocol and all data relating to our target is given using the market-based methodology of calculation. 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. 2023 conversion factors have been utilised throughout the 2023 reporting period. We use the GWP (Global Warming Potential, 100 years). Gases reported include CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. Emissions savings stated relate to initiatives providing a direct reduction in emissions sources from our base year.
- c Activities for which the Company own or control including combustion of fuel & operation of facilities.
- d Biogenic CO<sub>2</sub> emissions are not relevant to our business operations.
- 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); and until 2022, Downstream Leased Assets.
- g Wood does not produce, import or export ozone-depleting substances.
- h Under our boundary of operational control this section does not apply to Wood.
- i Wood does not currently measure intensity metrics by business unit, facility, country.
- j Full Time Equivalent (FTE).
- k 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.
- l Wood procures renewable electricity in the UK, USA, Italy and Spain and are working to expand this across our global portfolio.
- m Wood's health, safety and environmental data is accurate at the time of publication. Incidents are subject to potential reclassification over time and where deemed appropriate to do so.
- n Environment reporting includes data from Wood's Built Environment Consulting business up to the date of disposal in late September 2022.
- o The data in 2021 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.
- p 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.
- q 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.
- r 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.
- s Leadership team inclusive of three levels of leadership under ELT.
- t ELT inclusive of the executive directors.
- u Corporate income tax and withholding tax paid by the group.
- v Includes wages and salaries, social security costs, pension costs and share based charges.
- w Ethics & Compliance includes data from Wood's Built Environment Consulting business up to the date of disposal in late September 2022.
- x In 2023, mandatory computer-based training on Gifts & Hospitality and Conflicts of Interest was assigned to more than 5,000 individuals who are most exposed to those risks in their work at Wood.



For further information visit:

[woodplc.com](http://woodplc.com)