

## Compliance

Amec Foster Wheeler reserves the right to assess and monitor suppliers' compliance with this Supply Chain Code.

### Supply chain companies must:

- ▶ Comply with the most demanding requirements, whether they are relevant applicable local and national laws and regulations or the principles set out in this Supply Chain Code, in the provision of products or services to Amec Foster Wheeler.
- ▶ Implement systems and controls to ensure compliance with applicable laws and regulations and the principles set out in this Supply Chain Code, including policies, training, monitoring and auditing mechanisms designed to provide ongoing improvement and assurance of its effectiveness.
- ▶ Apply these or similar principles to the supply chain they work with in providing goods and services to Amec Foster Wheeler.
- ▶ Notify Amec Foster Wheeler of any alleged potential, suspected or actual breach (es) of the law, the Code, or Supply Chain Code via our Ethicspoint hotline. Ethics point is a confidential independent third party helpline (and anonymous if you wish) and is available 24 hours a day, seven days a week. Your query can be supported in many different languages. The helpline can be located here: (<https://secure.ethicspoint.eu/domain/media/en/gui/100413/index.html>).
- ▶ Provide a process for employees to report, without fear of retaliation, activity inconsistent with the content of this Supply Chain Code – in particular with reference to ethical business conduct, and human and labour rights.

## Supply Chain Code of Business Conduct



## Reporting potential, suspected or actual breaches of the law, the Code or the Supply Chain Code

You should report all potential, suspected or actual breaches of the law, the Code or the Supply Chain Code to Amec Foster Wheeler.

See [www.amecfw.com/supply-chain-cobc](http://www.amecfw.com/supply-chain-cobc) for further details of how to do this.

**Note:** This Supply Chain Code contains general requirements applicable to all of Amec Foster Wheeler's supply chain companies. Particular supply chain contracts may contain more specific provisions addressing some of the same issues. To the extent, if there is any inconsistency between this Supply Chain Code and any other provision of a particular contract, supply chain companies must comply with whichever provision is more strict. As a general matter, Amec Foster Wheeler expects supply chain companies to act not just in accordance with the specific provisions of this Supply Chain Code but also in accordance with its spirit.

**Amec Foster Wheeler is a global company and seeks to operate by the same set of values, standards and practices, irrespective of location. By delivering on promises, developing full potential and doing the right thing, we will consistently deliver excellence and be the most trusted partner for our customers. By bringing together the knowledge, expertise and skills of our people from across our global network and living our values, we will inspire trust and loyalty in our customers. We, and all those who work with us, must be committed to the highest standards and to operating with honesty, integrity and excellence in all that we do.**

Amec Foster Wheeler's Code of Business Conduct (the "Code") is a set of principles to guide us and those who work on our behalf and under our direction in the conduct of our day-to-day business. It is

applicable wherever in the world we are operating and whatever we are working on. It is the practical application of our values.

Our Supply Chain Code of Business Conduct (the "Supply Chain Code") is aligned to the Code. Together they ensure that our supply chain partners play an active role in helping us achieve our vision, behave in a way that is consistent with our values and so help Amec Foster Wheeler sustain the respect and trust of all of our stakeholders.

Amec Foster Wheeler values the trust that is built upon openness and transparency and commits never to penalise a supply chain partner for making an honest report of potential, suspected or actual breaches of the law, the Code or the Supply Chain Code.

**Jon Lewis**  
Chief Executive Officer

**We require all of our directors, officers and employees and those working on our behalf to comply with the law and to act ethically and with integrity at all times. We have the same requirements of our supply chain and aim to only work with companies who understand and share our commitment to the principles we set out below. Working together we can build a sustainable business relationship that enables us all to succeed, based on our shared commitment to the clear principles and minimum standards contained within our Supply Chain Code.**

**Amec Foster Wheeler is a signatory of the UN Global Compact ([www.unglobalcompact.org](http://www.unglobalcompact.org)) and adheres to its 10 principles in the areas of anti-corruption, environment, human rights and labour. We expect our supply chain partners to adhere to the same principles and in turn encourage their own suppliers to do the same.**

## Health, safety, security and environment (HSSE)

Amec Foster Wheeler's commitment to sustainability includes efficient use of resources, respect for the environment and safe and healthy workplaces.

### Supply chain partners:

- ▶ Must comply with all applicable HSSE laws and regulations as well as industry requirements.
- ▶ Must manage their operations to minimise negative impact to the environment and community.
- ▶ Must provide a safe and healthy work environment for their employees, including training, adequate and appropriate work procedures and provision of personal protective equipment.
- ▶ Must provide a workplace that has suitable temperature, ventilation, lighting, washing and sanitation areas appropriate for both genders.
- ▶ Where accommodation / housing is provided they must be safe, sanitary and meet the basic needs of workers including with regard to space, temperature, lighting, ventilation, food, water, privacy, affordability, and they must meet host country housing standards.
- ▶ Must establish and maintain a management system or programme that encourages continual improvement in HSSE performance.

## Ethics and legal requirements

Amec Foster Wheeler conducts its business ethically and in accordance with the law and requires its supply chain companies to conduct their business in the same way.

### Supply chain partners must:

- ▶ Disclose in advance any relationship with an Amec Foster Wheeler director, officer or employee or person working with Amec Foster Wheeler that represents or might appear to represent a conflict of interest.
- ▶ Comply with all applicable anti-trust, competition laws, and anti-corruption laws including the UK Bribery Act 2010 and the US Foreign Corrupt Practices Act and similar laws, and have in place adequate policies and procedures designed to effectively prevent bribery and corruption. The highest standards of integrity are expected in all interactions.
- ▶ Keep complete, accurate and reliable records of all matters related to their business with Amec Foster Wheeler and provide copies of relevant records on request.
- ▶ Protect Amec Foster Wheeler's confidential information and take all reasonable steps to prevent its disclosure, loss, theft, damage or unauthorised use.

### Supply chain companies partners must not:

- ▶ Develop any relationship with an Amec Foster Wheeler director, officer or employee or those working for Amec Foster Wheeler, whether financial or otherwise, which might conflict, or

appear to conflict, with such person's obligation to act in the best interests of Amec Foster Wheeler.

- ▶ Engage or allow others to engage in any form of bribery, including the small payments often known as "facilitation payments" intended to improperly influence someone.
- ▶ Offer any incentive to any Amec Foster Wheeler director, officer or employee or such person's family or friends in order to obtain, retain or influence Amec Foster Wheeler business.

## Human rights and labour standards

We expect Amec Foster Wheeler's supply chain to demonstrate their commitment to human rights by respecting the rights and dignity of all their employees and those of their suppliers and to treat them fairly.

### Supply chain partners must:

- ▶ Comply with all applicable labour laws.
- ▶ Set working hours, wages and overtime pay in compliance with all applicable laws. Workers should be paid at least the minimum legal wage or a wage that meets local industry standards, whatever is greater.
- ▶ Ensure all workers are provided with recruitment agreements and employment contracts in writing as required by applicable laws, in a language understood by them.
- ▶ Ensure the work relationship between their workers and their suppliers is freely chosen and free from threats and that all workers are free to have time off, or to leave their employment or work after giving reasonable notice in compliance with all applicable laws.
- ▶ Comply with all applicable laws on harassment and abuse of employees.
- ▶ Employ workers on the basis of their ability to do the job, not on the basis of their personal characteristics or beliefs (including race, colour, gender, ethnicity, nationality, religion, sexual orientation, age, disability, maternity or marital status).
- ▶ Respect freedom of association and the right to collective bargaining. Where

the right to freedom of association and collective bargaining is restricted under law, the employer must not hinder the development of parallel means for independent and free association and bargaining.

- ▶ have adequate policies and reliable systems to prevent the use of illegally or unethically sourced materials, in particular policies and systems to prevent improper procurement of "conflict minerals" also known as tantalum, tin, tungsten and gold. Supply chain partners must only use sources that have been verified as conflict free, and provide supporting data on its supply chain for those materials to Amec Foster Wheeler promptly when requested.
  - ▶ Use recruiters that uphold and respect the standards contained in this Supply Chain Code and reflect best practices for recruiting in respect of human rights and labour standards.
- ### Supply chain partners must not:
- ▶ Use any forced, bonded, involuntary prison or child labour.
  - ▶ Subject their employees to psychological, verbal, sexual, or physical harassment or any other form of abuse.
  - ▶ Use misleading or fraudulent practices during the recruitment of employees or offering of employment, such as failing to disclose or misrepresenting key terms and conditions of employment, including wages and benefits, the location of work, the living conditions, housing and associated costs, and any significant cost to be charged to the employees, and, if applicable, the hazardous nature of the work.
  - ▶ Use recruiters that do not comply with local labour laws.
  - ▶ Charge employees recruitment fees.
  - ▶ Retain workers' identification documentation.
  - ▶ Use temporary labour arrangements solely for the purpose of avoiding obligations to workers under labour or social security laws and regulations arising from the regular employment relationship.