

wood.

# ESG datasheet 2021

June 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 for the reporting period 1 January 2021 to 31 December 2021.

## Contents

Sustainability goals and KPIs	3
Environment	4
Social	6
Governance	8

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://woodplc.com/ar21)
-  [woodplc.com/sustainability](https://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. Our goals are evolving milestones towards our vision of a better tomorrow.

Aims	Our goals	Unit of measure	2020	2021	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	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.
<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 on our journey towards 'net-zero', from a baseline of 173,585 tonnes CO <sub>2</sub> 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.
<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 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.

# Environment

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

GHG Reporting Boundary: Operational Control

Reporting metric	Unit of measure	Source	2019	2020	2021
Scope emissions		<b>Scope 1 <sup>b</sup></b>			
	tCO <sub>2</sub> e	Natural gas	8,354	6,064	<b>7,691</b>
	tCO <sub>2</sub> e	Onsite fuel	20,209	9,914	<b>7,793</b>
	tCO <sub>2</sub> e	Company vehicle	49,521	41,641	<b>31,183</b>
	tCO <sub>2</sub> e	Biogenic CO <sub>2</sub> emissions <sup>c</sup>	-	-	-
		Total scope 1:	78,084	57,620	<b>46,667</b>
		<b>Scope 2 (location based) <sup>d</sup></b>			
	tCO <sub>2</sub> e	Purchased electricity	101,077	53,742	<b>45,179</b>
	tCO <sub>2</sub> e	Steam	426	97	<b>87.5</b>
	tCO <sub>2</sub> e	Total scope 2 (location based):	101,503	53,839	<b>45,267</b>
		<b>Scope 2 (market based) <sup>e</sup></b>			
	tCO <sub>2</sub> e	Purchased electricity	93,084	51,424	<b>28,875</b>
	tCO <sub>2</sub> e	Steam	2,417	-	<b>88</b>
	tCO <sub>2</sub> e	Total scope 2 (market based):	95,501	51,424	<b>28,963</b>
		<b>Scope 3 <sup>f</sup></b>			
	tCO <sub>2</sub> e	Purchased Goods and Services	1,001,124	1,010,125	<b>881,936</b>
	tCO <sub>2</sub> e	Capital Goods	425,323	421,442	<b>158,343</b>
	tCO <sub>2</sub> e	Fuel-and-energy related activities	8,215	3,683	<b>22,585</b>
	tCO <sub>2</sub> e	Upstream transportation and distribution	20,498	20,310	<b>11,071</b>
	tCO <sub>2</sub> e	Waste generated in operations	-	59,124	<b>81,646</b>
	tCO <sub>2</sub> e	Business travel	64,149	30,858	<b>15,645</b>
	tCO <sub>2</sub> e	Employee commuting	200,844	683,861	<b>94,978</b>
	tCO <sub>2</sub> e	Downstream leased assets	385,378	358,078	<b>258,715</b>
	tCO <sub>2</sub> e	Total scope 3:	2,105,531	2,587,481	<b>1,524,919</b>
	tCO <sub>2</sub> e	Biogenic CO <sub>2</sub> emissions <sup>g</sup>	-	-	-
Emissions of ozone-depleting substances (ODS) <sup>h</sup>	-	-	-	-	-
Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions <sup>i</sup>	-	-	-	-	-
Emissions intensity calculations	tCO <sub>2</sub> e	Scope 1&2 (location based)/\$100,000 revenue <sup>j</sup>	1.82	1.47	<b>1.42</b>
	tCO <sub>2</sub> e	Scope 1&2 (market based) /\$100,000 revenue	1.76	1.44	<b>1.17</b>
Total Energy Consumed	MWh	All energy sources	582,771	408,158	<b>345,537</b>
Breakdown of energy consumption by fuel source	MWh	Diesel	51,736	73,398	<b>44,481</b>
	MWh	Biogasoline	487	470	-
	MWh	Motor gasoline	198,228	133,571	<b>114,717</b>
	MWh	Liquefied Petroleum Gas (LPG)	1,414	54	<b>166</b>
	MWh	Natural Gas	43,745	32,844	<b>38,456</b>
	MWh	Propane Gas	403	177	-
	MWh	Purchased electricity (from renewable sources)	23,480	9,443	<b>66,485</b>
	MWh	Purchased electricity (from non-renewable sources)	263,279	158,201	<b>80,725</b>
	MWh	Steam	-	-	<b>507</b>
Energy intensity calculations	MWh	Total MWh/\$100,000 revenue	58.90	5.40	<b>5.34</b>
	MWh	Total MWh/Full Time Equivalent (FTE) <sup>k</sup>	10.49	10.47	<b>8.80</b>
<b>Reduction of GHG Emissions</b>					
Natural gas & fuel savings from site closures & SQFT reductions <sup>l</sup>	tCO <sub>2</sub> e	Scope 1	-	-	<b>2,023</b>
Electricity savings from site closures & SQFT reductions	tCO <sub>2</sub> e	Scope 2	-	-	<b>7,268</b>
Global procurement of renewable electricity globally <sup>m</sup>	tCO <sub>2</sub> e	Scope 2	-	926	<b>14,119</b>
Scope 3 emissions reductions <sup>n</sup>	tCO <sub>2</sub> e	Scope 3	-	-	-
Real estate rationalisation and savings on electricity and natural gas combined	tCO <sub>2</sub> e	Scope 1&2	-	10372	-

## Environment continued

### 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
<b>Overview of 2021 International management system certification to ISO 14001 for environment</b>						
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

# Social

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

Reporting metric	Unit of measure	2018	2019	2020	2021
<b>Fatalities - workforce</b>	#	1	0	2	<b>1</b>
Employee	#	1	0	1	<b>1</b>
Contractor	#	0	0	1	<b>0</b>
<b>Lost Time Incidents (LTI) - workforce</b>	#	33	40	25	<b>15</b>
Employee	#	29	30	21	<b>12</b>
Contractor	#	4	10	4	<b>3</b>
<b>Lost Time Incident Frequency (LTIF) - workforce</b>	LTI per 200,000 work hours	0.04	0.04	0.04	<b>0.02</b>
Employee	LTI per 200,000 work hours	0.05	0.04	0.04	<b>0.03</b>
Contractor	LTI per 200,000 work hours	0.02	0.04	0.02	<b>0.01</b>
<b>Total Recordable Incidents (RI) - workforce</b>	#	159	170	120	<b>122</b>
Employee	#	135	132	84	<b>82</b>
Contractor	#	24	38	36	<b>40</b>
<b>Total Recordable Incident Frequency (RI) - workforce</b>	TRCF per 200,000 work hours	0.18	0.18	0.17	<b>0.18</b>
Employee	TRCF per 200,000 work hours	0.21	0.2	0.17	<b>0.17</b>
Contractor	TRCF per 200,000 work hours	0.11	0.15	0.18	<b>0.19</b>
<b>All Injuries - workforce</b>	#	1151	1032	717	<b>653</b>
Employee	#	927	826	529	<b>436</b>
Contractor	#	224	206	188	<b>217</b>
<b>All Injury Rate (AIR) - workforce</b>	AIR per 200,000 work hours	1.34	1.1	1.02	<b>0.95</b>
Employee	AIR per 200,000 work hours	1.46	1.22	1.06	<b>0.93</b>
Contractor	AIR per 200,000 work hours	0.99	0.79	0.92	<b>1.01</b>
<b>Hours worked - workforce</b>	Hours	172,354,737	187,146,968	140,748,110	<b>137,339,352</b>
Employee	Hours	127,260,687	134,920,401	99,742,058	<b>94,156,945</b>
Contractor	Hours	45,094,050	52,226,566	41,008,790	<b>43,182,407</b>
<b>High Potential Incidents - workforce</b>	#	83	100	59	<b>46</b>
Employee	#	50	68	38	<b>21</b>
Contractor	#	33	32	21	<b>25</b>
<b>Occupational Health - workforce</b>	#	17	44	22	<b>12</b>
Employee	#	13	42	21	<b>12</b>
Contractor	#	4	2	1	<b>0</b>
<b>Vehicle Incidents</b>	#	356	495	339	<b>309</b>
Employee	#	311	407	279	<b>251</b>
Contractor	#	45	88	60	<b>58</b>
<b>Near Miss Incidents - workforce</b>	#	681	559	360	<b>291</b>
Employee	#	414	381	221	<b>147</b>
Contractor	#	267	178	139	<b>144</b>
<b>Safety fines</b>	\$	0	0	0	<b>0</b>
<b>Overview of 2021 International management system certification to ISO 45001 for occupational health and safety</b>					
Number of locations covered by standard certification	#				<b>63</b>
Employee population covered by standard certification	FTE				<b>13056</b>
% of global employee base covered by standard certification	%				<b>33</b>

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

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

## Social continued

### Employee data <sup>s</sup>

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

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

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

# Governance

## Governance and economic impact

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

## Ethics and compliance

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



# 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 CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. 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 CO<sub>2</sub> 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<sub>2</sub> 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](http://woodplc.com)**