

MODERN SLAVERY ACT STATEMENT 2020

OUR BUSINESS AND SUPPLY CHAIN

Fluor is a global, publicly traded engineering, procurement, construction, and maintenance company. With headquarters in Irving, Texas, Fluor has approximately 44,000 employees worldwide and had 2020 revenue of \$14.2 billion. Fluor works with clients in diverse industries around the world to design, construct, and maintain complex and challenging capital projects. Fluor's supply chain comprises several thousand suppliers from more than 60 countries delivering materials, equipment, and services to projects worldwide. This statement sets out the steps taken by Fluor for the year ended December 31, 2020, to prevent modern slavery in our business and supply chain, as well as our efforts to ensure the welfare of our workers.

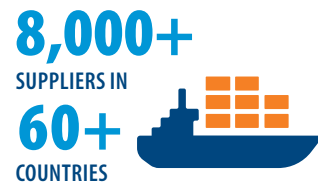
OUR COMMITMENT

For more than 100 years, Fluor has had an absolute determination to do the right thing. In all of our dealings, Fluor is committed to unyielding integrity and the highest standard of business conduct. This commitment is integral to Fluor's continued success, and we believe it positively impacts our diverse and worldwide suppliers,

contractors, customers, employees, investors, and the communities where we do business. To learn more about Fluor's commitment to sustainable business practices, our annual Sustainability Reports may be found at www.fluor.com/sustainability.

We are further committed to implementing and enforcing effective systems and controls to instill confidence that modern slavery does not exist in our business and supply chain. Fluor's commitment is fully aligned with the *Building Responsibly Principles*², and we are committed, among other things, to the following standards:

1. All workers, irrespective of their nationality, gender, ethnicity, social status, race, religion, or any other protected characteristics, are treated fairly with regard to recruitment and employment practices. Further, the dignity of workers is protected and preserved, and inhumane treatment, abuse, and humiliating disciplinary actions are not permitted.
2. Forced, compulsory, bonded, or indentured labor; human trafficking practices; child labor or any other violations of human and labor rights according to local, national, or international standards, are not tolerated.



¹This statement also includes steps taken by Fluor subsidiaries, including Fluor Limited, Fluor International Limited and Fluor Australia, as well as Stork Technical Services (RBG) Limited, whose boards approved this statement on February 23, February 23, May 27 and March 5, 2021 respectively.

²Building Responsibly, of which Fluor is a founding member, is a group of leading engineering and construction companies working together to promote the rights and welfare of workers across the industry.

3. The use of misleading or fraudulent practices during recruitment of employees is not tolerated; and charging recruitment fees to the employee is prohibited.
4. A clean, secure, safe, and healthy working environment is provided.
5. Worker accommodation standards contained in national and local regulations are considered as a baseline requirement.
6. All workers have access to personal documentation and passports, and freedom of movement outside normal working hours is not restricted, unless there are legitimate safety or security issues that might threaten the health, safety, and well-being of the worker.
7. Wage payments are made regularly and on time, consistent with applicable law.
8. The legal rights of workers to choose whether or not to join third-party organizations, without fear of retaliation, coercion, or harassment, is acknowledged.
9. A process is available for employees to report, without fear of retaliation, activity inconsistent with these commitments.

POLICIES AND REPORTING MISCONDUCT

Fluor clearly sets out our expectations in our [Code of Business Conduct & Ethics](#) (Code of Conduct) to which all employees are required to adhere. Additionally, Fluor's suppliers and contractors are expected to understand and comply with Fluor's [Business Conduct and Ethics Expectations for Suppliers and Contractors](#) (Supplier Expectations). These two policies address, among other issues, health and safety of workers, fair employment practices, and respect for the dignity of each person. They are both available at: www.fluor.com/sustainability/ethics-compliance.

Fluor's Code of Conduct and Supplier Expectations provide multiple avenues for our employees, and for our suppliers and contractors, to report any business conduct and ethics concerns, including human rights

violations such as modern slavery. We take seriously any allegation that human rights are not properly respected. All reports are fully investigated and, if required, appropriate remedial actions are taken. We have outlined our approach to handling complaints and concerns on our website at: <https://www.fluor.com/sustainability/ethics-compliance/compliance-ethics-hotline>.

ASSESSMENT OF MODERN SLAVERY RISK WITHIN OUR SUPPLY CHAIN

Fluor continuously assesses our operations and procurement activities to instill confidence that modern slavery does not exist in our supply chain or at any Fluor-controlled office or site. Because at any one time Fluor may have thousands of projects ongoing worldwide, each with its own supply chain, we employ a risk-based due diligence approach to those assessments. We give specific focus to projects in high-risk geographic locations, especially with limited local labor supply, and where low-skilled, third-country migrant labor is employed in construction and other services.

IMPACT OF COVID-19

The year 2020 was a challenging year for Fluor and the engineering and construction industry. Protecting the health and well-being of our employees worldwide, many of whom are craft employees working on construction projects, is a key goal and is integral to our worker welfare commitment. That goal was made more challenging in 2020 by the COVID-19 pandemic.

Fluor formed a task force early in the pandemic with representation from all regions, businesses, and functions to develop and implement policies and protocols to safeguard our workforce from COVID-19. An aggressive communications campaign explained to employees how COVID-19 spreads and methods to prevent its spread. This information and messaging was continuously updated as the public health authorities provided additional information. Fluor also

implemented an Infection Control and Prevention Plan along with a Business Resumption Plan defining various operations levels and giving everyone in the company a common language and protocols depending on the viral spread in their communities.

Most of Fluor's office employees worldwide successfully transitioned to a work from home environment in late 2019 and early 2020 depending on the viral spread in each location. Late in 2020 Fluor slowly began opening offices on a limited basis where social distancing guidelines and other protocols to provide a safe working environment could be implemented.

Many of our construction, operation, and maintenance projects continued during the pandemic, as they were deemed essential. These projects were in diverse locations from Canada to Peru and from the Netherlands to the Philippines. This diversity of locations posed a significant challenge in keeping our workforces safe and healthy. For our projects and staff in the field, we implemented new safety and work protocols to support COVID-19 prevention, including hand washing stations where appropriate. Under our Safer Together umbrella, our project sites across the globe adhere to the same level of care with standardized safety requirements, induction and training, safety best practices, security, traffic management, personal protective equipment, and programs for worker well-being and medical provisions.

At projects where our workforce is housed and eat together in camps and lodges, COVID-19 safety measures, such as enhanced cleaning of living and eating quarters and buses, social distancing and temperature check stations, and employee grouping strategies to help prevent cross contamination and aid with contact tracing, were implemented.

FURTHER STEPS TO PREVENT MODERN SLAVERY IN OUR SUPPLY CHAIN

As part of our contracting processes, we require our suppliers and contractors to follow our Code of Conduct and Supplier Expectations. We also expect that our suppliers and contractors hold their own suppliers to these same high standards.

In the Human Rights and Employment Practices section of our Supplier Expectations, we clearly set forth our expectation that our suppliers and contractors perform work without the use of forced, compulsory, bonded, or indentured labor, and that they never use misleading or fraudulent practices during the recruitment of employees or offering of employment. Our pre-qualification questionnaire form for all suppliers contains questions regarding policies and processes prohibiting forced labor and human trafficking. It also asks about convictions, legal actions, or allegations related to employing, engaging, or otherwise using forced labor, trafficked labor, or exploitative child labor.

Building on our continuous work to improve methods that Fluor's Supply Chain uses to pre-qualify suppliers of goods and services, in 2020 we continued the successful Human Trafficking and Modern Slavery training and certification program for our Supply Chain, Human Resources, and Construction personnel. Over 2,600 employees have completed this training to date. This training is intended to help those who engage directly with our suppliers and contractors to better identify and mitigate potential modern slavery risks. In 2021 we will continue to extend that training to other functions within Fluor. We will also continue our employee awareness campaign on modern slavery, begun in 2017, which includes intranet articles, employee discussion topics, and messages for craft personnel at projects globally.

Fluor believes in the power of collective action, and we continue to emphasize the importance of collaboration with others to address the multifaceted challenges of worker welfare. In 2020, we served as Chair of Building Responsibly, a collaborative effort with nine other engineering and construction companies that addresses worker welfare issues. Fluor's commitment on worker welfare contained in this document is based on those Principles and Guidance Notes, and they can be found at the Building Responsibly website at: <https://www.building-responsibly.org/> as well as Fluor's website at: <https://www.fluor.com/sustainability/ethics-compliance/worker-welfare>. To strengthen our commitment to

fostering respect for human rights and worker welfare in our supply chain, we have incorporated specific reference to the *Building Responsibly Principles* and Guidance Notes into our Supplier Expectations.

As in years past, in 2021, Fluor will continue our ongoing review of our sales, operations, procurement, and contracting activities and procedures and update them as appropriate. We will also continue to provide leadership in our industry in support of further improving worker welfare practices and eliminating modern slavery.



David E. Constable
Chief Executive Officer