

HEALTH, SAFETY AND ENVIRONMENTAL POLICY

Health, Safety and Environmental (HSE) stewardship is a core value and an essential component of our business strategy. Fluor's goal is to minimize potential impacts to the environment and to protect our employees, contractors, clients, communities and others who could be affected by our activities.

Fluor is committed to:

- ▶ Facilitating good health and wellbeing
- ▶ Prevention of potential incidents
- ▶ Efficient use of energy and resources
- ▶ Minimization of waste and pollution prevention
- ▶ Effective HSE program engagement
- ▶ Compliance with legal and other requirements, including applicable HSE laws, regulations and Fluor's Operating System Requirements
- ▶ Providing clients with designs that are safe, cost-effective and environmentally responsible
- ▶ Continual improvement of our HSE management, performance and culture

Fluor's leaders are responsible and accountable for the effective implementation of our HSE management system and for providing the financial, human and organizational resources necessary to ensure its effective implementation and maintenance.

Fluor achieves our HSE commitment through:

- ▶ Integrating HSE into our business systems and processes
- ▶ Defining roles and responsibilities for personnel throughout the organization
- ▶ Fostering an inclusive culture where everyone works safer together
- ▶ Identifying hazards and risks arising from all phases of our activities and eliminating those risks, or reducing them to the lowest practical levels
- ▶ Establishing ambitious goals, monitoring our performance, adopting best practices and taking action to continually improve
- ▶ Acknowledging and rewarding proactive HSE behaviors

This policy is communicated to all employees, contractors and others working on our behalf, and made available to the public and other interested parties. It is reviewed annually to ensure it remains relevant and appropriate to Fluor.



David E. Constable
Chairman and Chief Executive Officer
Fluor Corporation

April 2023