

# SUSTAINABILITY POLICY



Sustainability means meeting the needs of our clients while conducting business in a socially, economically and environmentally responsible manner to the benefit of current and future generations. It is integral to our business and the solutions we provide to clients.

At Fluor, we strive to deliver innovative and sustainable solutions to help build a better world. We create value for Fluor and all of our stakeholders – clients and their customers, employees, investors, suppliers, contractors and communities. Through our actions, we:

- ▶ Provide alternative and renewable energy solutions on clients' projects;
- ▶ Help our clients meet energy conservation and carbon reduction goals through the life cycle of their projects and industrial facilities;
- ▶ Proactively identify and mitigate sustainability risks;
- ▶ Commit to climate action by reducing operational Scope 1 and Scope 2 emissions to net zero;
- ▶ Apply circular economy principles in managing waste and water;
- ▶ Promote the protection, conservation and sustainable use of biologically diverse ecosystems and habitats;
- ▶ Promote the overall health and well-being of employees, contractors and suppliers with globally standardized health, safety, environmental, security and welfare programs;
- ▶ Remain unrelenting in our strong anti-corruption and anti-trafficking stance and uphold our core value of integrity through ethics and compliance initiatives and good conduct;
- ▶ Champion diversity at all levels of the organization and build an inclusive, respectful and balanced organization within our industry;
- ▶ Conduct business with diverse and local suppliers to foster growth and provide access to markets; and
- ▶ Enrich our communities through training, education and social programs, including contributions from the Fluor Foundation and Fluor Cares employee giving and volunteering.

We champion sustainability throughout the company and demonstrate our progress through continuous and transparent monitoring, benchmarking and reporting.

A stylized, handwritten signature in black ink, appearing to read 'D. Constable', positioned above a horizontal line.

**David E. Constable**  
*Chairman and Chief Executive Officer*  
*Fluor Corporation*

April 2023

**FLUOR**<sup>®</sup>