



GLOBAL HUMAN RIGHTS STATEMENT

WSP'S COMMITMENT

This *Global Human Rights Statement* sets out WSP's commitment to respecting, supporting and safeguarding human rights. We will not be complicit in human rights abuses. We are dedicated to ensuring that our dealings and activities are carried out in compliance with the human rights standards established within the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights. We adhere to the United Nations Global Compact and integrate of our approach to protecting human rights into our core business practices.

Wherever we operate, we will comply with this Statement, local laws and regulations, and cooperate with the relevant authorities in respecting and promoting internationally declared human rights.

This Statement applies to WSP Global Inc. and its subsidiaries ("WSP") and to all employees, including directors, officers, independent contractors and other persons subject to an employment-type relationship with WSP ("Employees"), as well as third parties acting on behalf of WSP.

OUR APPROACH

WSP takes the following actions to support and safeguard human rights:

1. WE PROVIDE A PROFESSIONAL AND SECURE WORK ENVIRONMENT

- We aim to provide a working environment in which people are treated with dignity and respect, free from unlawful harassment and unfair discrimination.
- We provide an environment in which people can grow and develop, to allow us to achieve our business goals, retain top talent, and provide our people with the best opportunities to fulfill their potential.
- We design our offices to provide a professional, collaborative, safe, healthy and secure place to work.

2. WE PROMOTE EQUALITY AND FAIR LABOUR PRACTICES

- We promote fair and equal treatment for all our people, regardless of race, perceived race, ancestry, ethnic origin, citizenship, creed, colour, religion, age, sex, sexual orientation, gender identity, gender expression, marital or family status, physical or mental disability, political belief, political affiliation or activity, social condition, lawful source of income, association, military status, genetic data, or pardoned conviction.
- Our decisions about recruitment, hiring, compensation, development and promotion are made solely based on merit, ability and performance.
- We provide our people with fair wages and benefits, to promote a respectable standard of living, and encourage them to have good work-life balance by promoting a flexible work environment consistent with our client delivery.
- We allow our people the freedom to join any association or union, providing it does not contravene local law, as well as the right to collective bargaining, where applicable.



3. WE HAVE ZERO TOLERANCE FOR MODERN SLAVERY

- We prohibit any form of modern slavery, including forced labour, child labour, sexual exploitation or abuse, and human trafficking.
- We prohibit our people from engaging in, suggesting, allowing or ignoring modern slavery in their conduct of our business.
- We implement appropriate risk mitigating controls in relation to projects in countries with high modern slavery risk.

4. WE RESPECT THE TRADITIONS, CULTURES AND LAWS OF THE PLACES WE WORK

- We respect the traditions, cultures and laws of the countries in which we operate.
- We are not complacent about how our operations may impact people and their environment.
- We consider the economic and other concerns of the wider community, including national and local interests, and those of indigenous communities, and act to mitigate them to the best of our capabilities.
- We acknowledge the unique and important interests that indigenous communities have in the land, waters and wider environment affected by our work.

5. WE PARTNER WITH LIKE-MINDED THIRD PARTIES

- We endeavour to partner with third parties that are like-minded in their approach to respecting human rights.
- We select our third parties with care and diligence and reflect their obligations in our Third Party Code of Conduct.
- We assess any concern that a third party has violated human rights and act if a violation is found.
- We are prepared to end any business relationship where our integrity could be questioned.

6. WE PROMOTE A SPEAK UP CULTURE

- We encourage Employees to speak up if they observe conduct contrary to the law, our Code or policies, whether it is conscious or unconscious, intentional or unintentional.
- We provide methods to report illegal behaviour or conduct contrary to our Code or policies, including through our [Business Conduct Hotline](#).
- We investigate allegations of human rights violations, illegal behaviour or non-compliant conduct and act to remediate the impact.

RELATED POLICIES AND PROCEDURES

This Statement should be read in conjunction with WSP's Guiding Principles and policies, including:

- Code of Conduct
- Global Diversity and Inclusion Policy



- Global Health, Safety and Wellbeing Policy
- Global Sustainability Policy
- Working with Third Parties Policy
- High Risk Countries and Sanctions Compliance Policy
- Regional WSP policies, statements and supporting documents, including employment handbooks

WHERE TO TURN FOR HELP

If in doubt about any aspect of this Statement, Employees may contact ethics@wsp.com or communicate directly with their regional Human Resources or regional Ethics and Compliance representative. Their contact information is available on WSP's intranet site.

REPORTING SUSPECTED VIOLATIONS

Information on potential non-compliance with this Statement by WSP, its employees, or any third party with whom WSP conducts or anticipates conducting business must be reported promptly. Employees can report suspected misconduct to their manager, their regional Ethics and Compliance representative or WSP's Ethics and Compliance Office at ethics@wsp.com. Additionally, suspected misconduct can be reported confidentially and anonymously through WSP's [Business Conduct Hotline](#), as permitted by applicable law.

More information on reporting suspected misconduct is available in WSP's Code of Conduct, or on WSP's intranet and [website](#).

Type of document	Governing policy	Related policy	Code of Conduct
Version	1	Issuance date	May 27, 2021
Owner	J. Fox, Chief Ethics & Compliance Officer M. Van Pelt, Chief, HR Officer	Approver	Board of Directors
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