



Proud history, bright future.

Corporate Policy

Process Owner: CEO

Content Owner: VP – Corporate Secretary & Sustainability

Global Sustainability Policy

Date: October 8, 2021

Reference No: P-GL-KBR-SUST-2401

PURPOSE:

KBR's commitment to a more sustainable future is founded on the belief that there is a symbiotic relationship between the long-term interests of our organization and contributing positively to our planet, people, and the communities in which we work and live. We do this in two ways: 1. by embedding sustainability principles into all corporate functions and business activities and 2. as leaders in science, technology, and engineering, by innovating, developing, and delivering sustainable solutions to our customers to accomplish their objectives for contributing to a better, safer, and more sustainable world. Our sustainability vision is guided by the UN Sustainable Development Goals and underpinned by KBR's Zero Harm and Courage to Care culture.

SCOPE:

This policy applies to all employees of KBR, Inc. and its subsidiaries and affiliates, as well as their suppliers.

POLICY:

This policy establishes the guiding principles regarding preserving our planet and advancing people while pursuing business growth. It compels the organization to implement and monitor superior policies, procedures, and practices in the following areas:

Environmental Impact

KBR's Global Environmental Policy ([P-GL-KBR-SUST-2402](#)) guides our business activities and service offerings to be designed and conducted to maximize positive and sustainable impact to the environment. The Global Environmental Policy identifies aspects of the environment KBR can influence most readily as follows:

Climate change and emissions: mitigation is to be considered in all KBR business activities, and we will take steps to develop and deploy clean and more efficient technologies to help our customers reduce their emissions. We will proactively reduce emissions at our owned and leased facilities in line with our Net Zero 2030 commitment, working closely with our suppliers and partners to achieve these goals.

Natural Resources: We will measure, manage, and monitor our use of natural resources, including energy, water and materials and seek to reduce and recycle our waste. We will proactively protect and regenerate biodiversity and natural habitat in areas we conduct our business.

Social Impact

KBR's code of business conduct, supplier code of conduct, workplace management and general business practices are designed and conducted to maximize social value and impact to all stakeholders. This policy identifies aspects of social impact that KBR can influence most, as follows:

Health, Safety and Security: KBR's global HSSE Policy is designed to go above and beyond health, safety, and security compliance to eliminate all incidents by implementing, communicating, educating, and recognizing a Zero Harm culture. We will work at the forefront of human health and performance to ensure our customers and our own people have the necessary tools to protect and promote physical health and safety, mental health and wellbeing, and achieve peak performance.

Inclusion & Diversity: equity and fairness are core to our culture. We will promote an inclusive culture and diverse workforce to drive innovation and strengthen KBR's overall long-term performance. We will make sure we provide policies, procedures, and competitive benefits to support this inclusive workplace. To support this drive we will monitor, measure, and set targets towards this goal.

Training and development: of our workforce is key to attracting and retaining the highly skilled workforce we require. We will ensure all employees and contract employees have equal access to training and career development.

Governance

We will continue to build an independent and diverse Board with effective strategic oversight in the pursuit of superior corporate governance. Our Board is also responsible for overseeing our corporate behavior and practices including:

Ethics and Integrity: We hold our Directors and all employees, including contract and part-time employees, to the highest standards of ethics and integrity. We do this through rigorous training, auditing, and assessments towards the adherence of our detailed and formal [Code of Business Conduct](#) policy and related procedures. We expect our partners and suppliers to adhere to the same standards via our [Supplier Code of Conduct](#).

Human Rights: KBR's [Global Human Rights Policy](#) guides all employees throughout our operations worldwide, to understand, respect and uphold global human rights as outlined in the Global Human Rights Policy.

Risk Management: We will apply KBR's Enterprise Risk Management Policy and procedures rigorously to mitigate threats and maximize opportunities, ensuring KBR's enterprise risk is managed for the long-term benefit of all KBR stakeholders. Moreover, aspects of sustainability as outlined in this Global Sustainability Policy will be managed via the Enterprise Risk Management process.

Cybersecurity and Data Privacy: We manage threats to our data security and privacy via our Data Privacy Policy and a Board level Cybersecurity committee.

Supply Chain Management: Our Procurement and Supply Chain Management Policy is designed to guide all employees to protect the integrity of our supply chain and ethically deliver business resilience, growth, and shared value for the benefit of all stakeholders and is underpinned by positive environmental and social impact.

Measuring Sustainability Impact: We are committed to effectively measuring, monitoring, and reporting on all data pertaining to our sustainability performance. We commit to publicly reporting on our sustainability performance via universally recognized frameworks and standards and to engaging our stakeholders regularly in supporting our continuous improvement.

ROLES AND RESPONSIBILITIES:

KBR's Vice President - Corporate Secretary & Sustainability is responsible for coordinating KBR's Global Sustainability team and Global Sustainability committee in the development and implementation of business strategies, policies, and procedures that consistently align with the principles outlined in this Policy.

KBR's Global Business leaders are required to assist in the implementation of the procedures and work methods in line with this policy and all related policies referenced above.

REFERENCES:

[P-GL-KBR-SUST-2402](#) - Global Environmental Policy

P-GL-KBR-HR-3360 – KBR Workforce Management

P-GL-KBR-HSSE-0601 – KBR HSSE Policy

[KBR Code of Business Conduct](#)

[KBR Supplier Code of Conduct](#)

[P-GL-KBR-LL-1010](#) Global Human Rights Policy

[P-GL-KBR-LL-1011](#) Trafficking in Persons Policy

[UK Modern Slavery Act Statement](#)

[KBR Anti-Corruption Compliance Program](#)

PR-GL-KBR-LL-1001 – Anti-Corruption Procedure

APPROVED BY: CEO

DATE: October 8, 2021

SUPERSEDES: N/A – New Policy