

Re-energising D&I at Wood

The Wood logo, consisting of the word "wood." in a lowercase, sans-serif font.

In November 2022, a new strategy was launched that highlighted the importance of Diversity and Inclusion at Wood.

The company set out a commitment to create an inspired culture with diversity and inclusion permeating every corner of the global organisation, where all its people feel they belong, are empowered and supported to succeed.



Fundamentals of how to move the dial

- » **Leadership and allies:**
Wood has leadership champions who help drive the company's D&I activities. Allies at all levels in the organisation champion those in underrepresented groups.
- » **Inclusion and engagement:**
#TeamWood communicates clearly that the organisation wants its people to feel comfortable to be themselves, and to know that their voices are heard, respected and trusted, so that each remarkable person can contribute to the company's – and their own – success. Wood continues to ensure it is delivering structurally and behaviourally through policies, initiatives, communication campaigns and engagement activities.
- » **Employee life cycle:**
Wood values people for who they are and the experiences, backgrounds and perspectives that shape them. Therefore, as an equal opportunity employer, it clearly and strongly encourages applicants of all genders, ages, ethnicities, faiths and beliefs, marital statuses, mental health, cultures, abilities, sexual orientation, protected veteran status and life experiences to apply. This will enable the company to unlock diverse talent and match people to the best opportunities for their growth within Wood, aligned to representation targets.



» **Employee networks:**

Aiming to create a great place to work and to embed diversity and inclusion into everything it does, Wood empowers an employee network structure, which facilitates employee voice and feedback loops. This is a continuously evolving approach, based on internal and external inputs.

» **Measurement and evaluation:**

Effective and reliable methods have been put in place to monitor and measure progress on D&I activities, including key demographic data, setting goals to improve representation in key areas and measuring engagement outcomes.

» **Sustainable development goals:**

Wood is committed to the advancement of global sustainable development, aligned with and contributing to, the United Nations Sustainable Development Goals (SDGs).

In 2021, Wood achieved its goal to educate and inspire 100% of its employees to be inclusive every day. One of its remaining goals is to improve gender balance, with a target of 40% female representation in senior leadership roles by 2030.

In September 2023 Wood launched its first global Diversity and Inclusion Week to share why it is important for the company and its progress, and how colleagues can get involved.



“At Wood we are on a journey to create a more diverse workforce where our remarkable people feel respected and that they belong, so that they can thrive in an inclusive working environment. I joined POWERful Women’s ELC as I know we can influence sustainable change by working collectively.”

Craig Shanaghey
Executive President Projects
and member of the ELC

