

Building Our Reputation as a Great Place to Work

Creating Conditions for People to Flourish

Committing to the Safety of Our People

Data and Information Security

Safety and Quality

An Inclusive and Diverse Workforce

Capitalizing on Capability

One Ocean - Developing a Talent Pipeline

People



Through our social impact pillars and people strategy, we align our work with 1, 3, 4, 5, 8 and 10 Sustainable Development Goals of the UN.

As our first ONE KBR Behavior says, our people are the heart of everything we do. They are our most valuable resource, which is why we are committed to creating diverse and inclusive work environments where everyone feels safe, trusted, supported and valued, and to providing opportunities to help our people grow and reach their full potential.

Our focus on people goes hand in hand with our commitment to sustainability, which we can improve by focusing on three key areas:

1. Building our reputation as a great place to work
2. Creating conditions for people to flourish
3. Capitalizing on capability



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Building Our Reputation as a Great Place to Work

Our mission is to become a global employer of choice. We offer fulfilling career opportunities and benefits to attract and retain the best people and empower those people to work in ways that work for them. This includes enabling flexible, customer-facing, digitally connected ways of working, and utilizing adaptable and traditional organizations to deliver the solutions of the future while achieving strategic outcomes.

Benefits

Our benefits package is designed to put our people's health and well-being at the center of how we operate. We believe we have a duty to invest in our employees' health and in their future. Our benefits are available to full-time and part-time employees and include:

- Opportunities to earn a \$600 health insurance premium credit
- On-site health screenings
- On-site mammograms
- Maternity and surgery support program
- On-site flu shots
- Advocacy services
- Weight loss and fitness program
- On-site dietitian, providing nutrition counselling, cooking and lifestyle classes
- Minimum 40 hours of paternal leave for birth, adoption and placement of a child, in addition to other time off for our U.S. employees
- We have an employee stock purchase plan (ESPP) available to all full-time, part-time, and contractors who currently work in the U.S., U.K., Australia or Canada. Employees can purchase KBR stock at a 5% discount during two enrollment periods each year.

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Providing Flexible Ways of Working

Moving from a traditional organization to an agile, flexible organization is an opportunity to create an equitable and healthy working environment. Having a flexible and family-friendly environment for our workforce is crucial for attracting and retaining quality talent.

Workplace flexibility gives us the opportunity to rethink how our people, our workplace and our supporting technology fit together — to challenge traditional mindsets, management styles, work practices and workplace design. Flexibility is not a “nice to have” — it is critical to workplace satisfaction and productivity. For this reason, we offer benefits that specifically support a work/life balance, including:

- Flexible scheduling
- Remote working
- Part-time working
- Parental leave (U.K., EMEA, U.S. variations)

In addition to these benefits, we provide generous time-off programs to accommodate family and personal needs.

Grievance Mechanisms

KBR values and encourages employee input and prohibits retaliation in any form for employees reporting, in good faith, suspected violations of the Code of Business Conduct (COBC). To that end, KBR uses EthicsPoint, an independent company specializing in the handling of confidential and anonymous reporting of workplace and ethical issues and concerns.

Employees are informed about grievance processes on our website, on the KBR intranet, in their COBC training, and in their induction training and KBR starter packs.

Other channels available to KBR employees to voice grievances for any matter include:

- KBR Listens – monitored mailbox and email
- The Employee Support Program – via chat, phone and email
- Human Resource support
- Manager or business leaders
- Employee Resource Groups