



PART OF
A BETTER
FUTURE

MODERN SLAVERY STATEMENT 2020

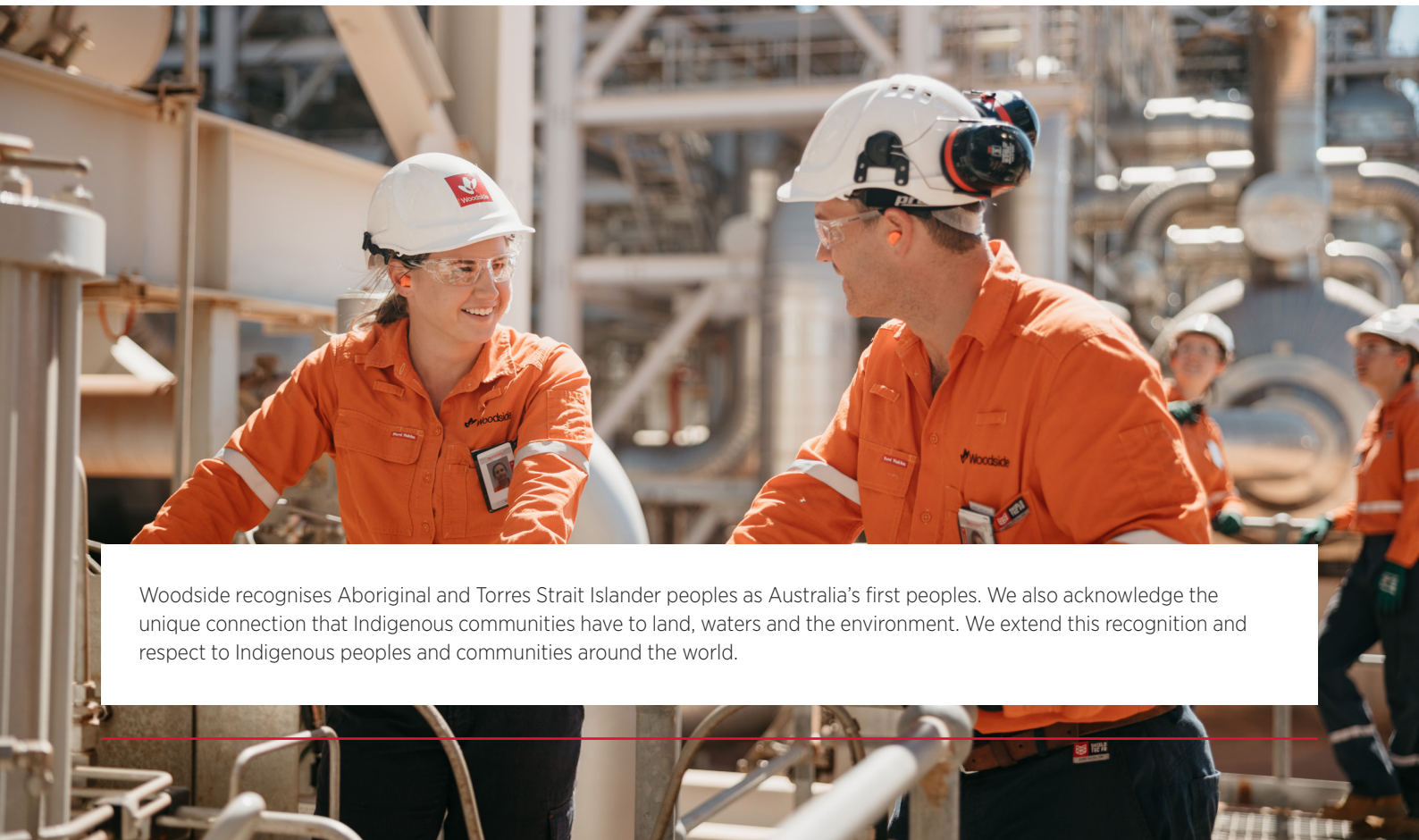
Introduction

The *Australian Modern Slavery Act 2018* defines modern slavery as including eight types of serious exploitation: trafficking in persons; slavery; servitude; forced labour; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour. Modern slavery is an abuse of human rights and can have serious consequences for victims, perpetrators and business.

Businesses have a responsibility to respect human rights in their operations and supply chain, which is enshrined in the United Nations Guiding Principles on Business and Human Rights. Responsibility to respect includes prevention, mitigation and

remediation of human rights abuses. Woodside recognises our responsibility to respect human rights and takes steps to assess and address the risk of modern slavery across our operations and supply chain.

This is our first modern slavery statement, made in accordance with the *Australian Modern Slavery Act*. It covers the period from 1 January 2020 to 31 December 2020 and details what we have done to prevent and identify any risks of modern slavery in our own operations and supply chain.



Woodside recognises Aboriginal and Torres Strait Islander peoples as Australia's first peoples. We also acknowledge the unique connection that Indigenous communities have to land, waters and the environment. We extend this recognition and respect to Indigenous peoples and communities around the world.

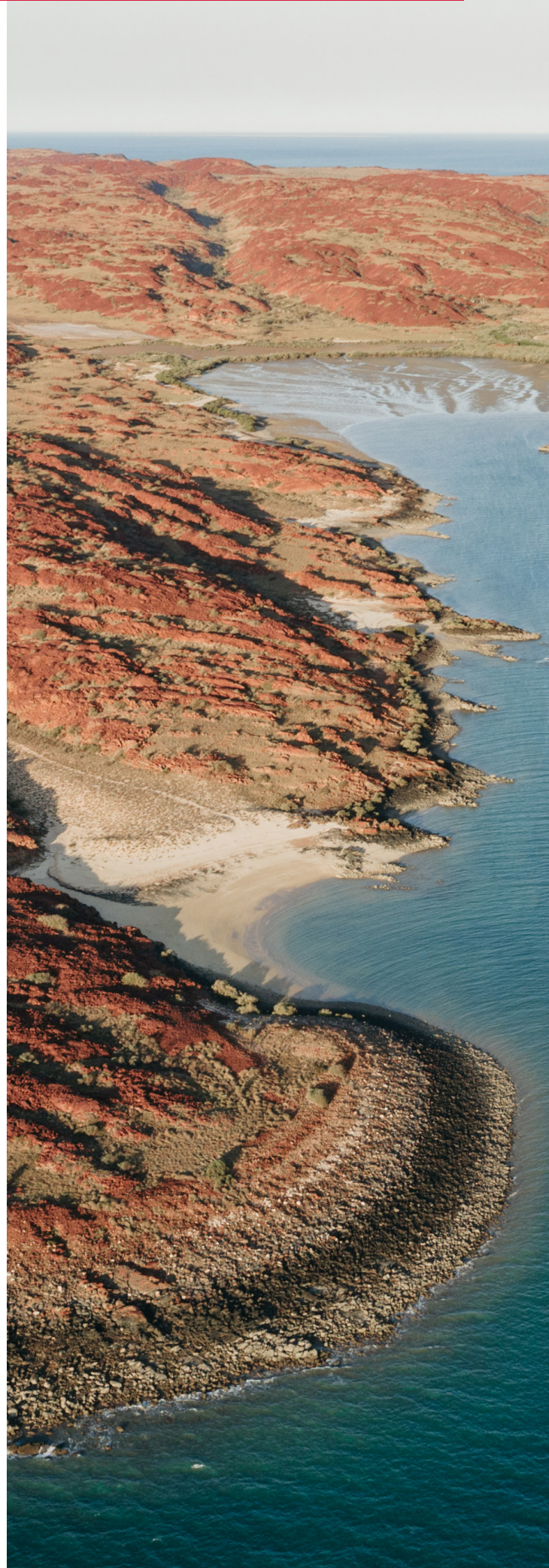
Reporting entities and consultation

The submitting entity is Woodside Petroleum Ltd, the parent company of the Woodside group of companies. Woodside Petroleum Ltd qualifies as a reporting entity under the *Australian Modern Slavery Act*. The following entities also meet the reporting threshold under the Act and are covered by this statement:

- Woodside Energy Ltd – the primary asset holder and operational company of the Woodside group, being the operator of the North West Shelf Project and the main employer of the Woodside group’s employees.
- Woodside Burrup Pty Ltd – operates the Pluto liquefied natural gas (LNG) Project.
- Burrup Train 1 Pty Ltd – operates the LNG train for the Pluto LNG Project and provides LNG processing services. Kansai Electric and Tokyo Gas (non-Woodside entities) each own 5% of the company.
- Woodside Energy Julimar Pty Ltd – operator of the Julimar Development Project and holds a 13% non-operating interest in the Chevron-operated Wheatstone LNG Project.
- Woodside Energy Trading Singapore Pte Ltd (WETS) – operates Woodside’s marketing office and trades LNG and related hydrocarbon products.

Each of these reporting entities is a proprietary company limited by shares, domiciled and incorporated in Australia, except for WETS that is domiciled and incorporated in Singapore. Burrup Train 1 is the only reporting entity not wholly-owned by the Woodside group. More information on the Woodside group can be found in the Annual Report 2020. References in this statement to Woodside, we, us and our, refer to Woodside Petroleum Ltd and its controlled entities as a whole. This statement does not cover our non-operated joint ventures.

Our corporate governance framework (which includes our Code of Conduct, policies and Woodside Management System) is developed by the Woodside Petroleum Ltd Board, Executive Committee and management, and applies across the Woodside group of companies. For further information on our corporate governance framework, please refer to our Corporate Governance Statement 2020. This statement has been prepared in consultation with our controlled entities (including the reporting entities) via input and endorsement from the Woodside Petroleum Ltd Board, Executive Committee and responsible management, including representatives from the corporate affairs, contracting and procurement, legal and company secretariat functions.



Our structure and operations

Woodside is recognised for our world-class capabilities as an integrated upstream supplier of energy.

We have a robust hydrocarbon business with a focus on LNG. As Australia’s leading LNG operator, we operated 6% of global LNG supply in 2020. We also produce crude oil, condensate, liquefied petroleum gas and pipeline natural gas for domestic and international markets. We have been reliably supplying pipeline domestic gas to Western Australia since 1984. We supply to portfolio players, major gas and electricity utilities, trading houses and industrial and mining buyers around the world.

Internationally, we are executing the Sangomar Field Development in Senegal, targeting first oil in 2023.

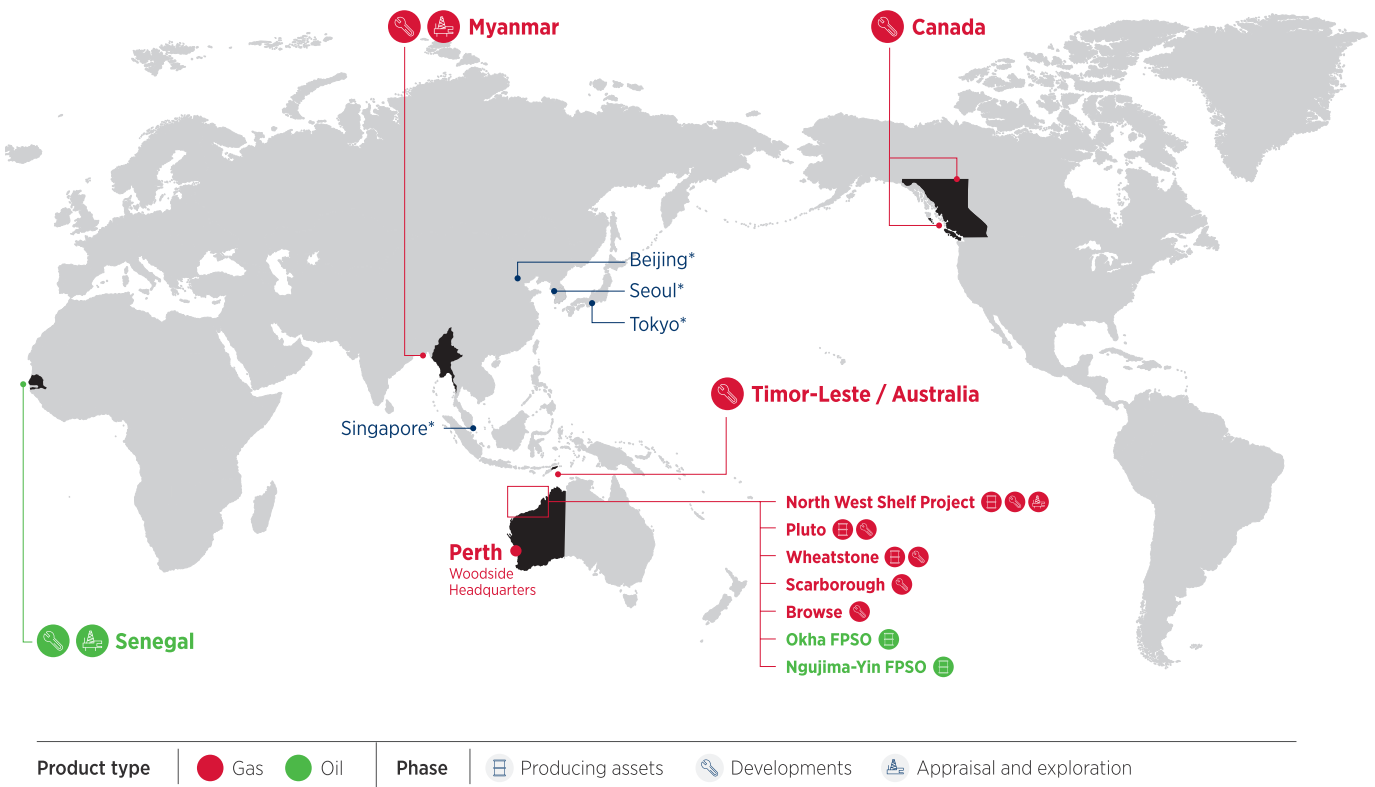
We have put the building blocks in place for a new energy business that can scale at the pace of the energy transition with a focus on low- and zero-carbon energy sources, including hydrogen. We are also growing our carbon business to both generate and acquire offsets for our base business and growth projects.

Woodside Petroleum Ltd is a for profit entity limited by shares, incorporated and domiciled in Australia. Its shares are publicly traded on the Australian Securities Exchange (ASX: WPL). It is the ultimate parent entity of the Woodside group of companies that includes the reporting entities identified and described on page 3. A full list of our subsidiaries, including country of incorporation and ownership structure, can be found in our Annual Report 2020.

Our head office is in Perth, Western Australia, and we have regional offices in Karratha, Roebourne and Canberra. We also have marketing offices in Singapore, Japan, South Korea and China. In 2020, we directly employed 3,777 people, of which 98% were located in Australia.

Woodside is the operator of joint ventures in Australia, Senegal, Timor-Leste and Ireland, joint operator in Myanmar and, non-operator of assets in Australia, Canada, Peru, Congo and Bulgaria. Our percentage interests in these joint ventures is described in our Annual Report 2020.

Focus areas



Our supply chain

Woodside has a global supply chain with more than 1,900 direct suppliers across 51 countries. Of our direct supplier spend in 2020, 74% was with Australian-based suppliers, supporting local jobs and businesses. We spent a further 9% in Japan and 7% in the United Kingdom.

Our supply chain spend spreads across categories shared with many other industries such as facility management; maintain, repair and operate, and catering. We also have significant spend in categories core to the oil and gas industry, including subsea production systems and drilling and completion services. We also charter a fleet of LNG vessels and contract supply vessels to service our offshore operations.

In 2020 we had:



3,777
employees worldwide

Operating revenue of

A\$5.2 billion¹



More than
1,900
suppliers

More than

A\$5 billion¹

value of payments
to suppliers



¹ Converted from USD at the average 2020 exchange rate.

Woodside opposes the occurrence of modern slavery including forced labour, child labour, bonded labour or human trafficking in our operations or supply chain.



Modern slavery risk governance

Our corporate governance documents provide a foundation for guiding our people and suppliers on our commitment to respect human rights, including identifying and managing the risk of modern slavery in our operations and supply chains. Key governance documents are outlined below.

Code of Conduct: sets out the standard of behaviour expected of all Woodside personnel and includes human rights principles and commitments. All employees, contractors and service providers undergo mandatory training on the Code of Conduct when they join the company and annual compliance training thereafter.

Human Rights Policy: sets out our commitment to conduct business in a way that respects the human rights of all people and guides our global activities as we take steps to identify, prevent and manage potential human rights impacts in all phases of our value chain.

Sustainable Communities Policy: describes our aim to act with integrity as we generate positive social and economic outcomes and demonstrate respect for the culture and values of our host communities. Managing our activities in a sustainable way is fundamental to the wellbeing of our employees, our communities and our environment.

Indigenous Communities Policy: describes how we partner and engage with Indigenous communities through building respectful relationships to create positive economic, social and cultural outcomes that leave a lasting legacy. We acknowledge the unique connection that Indigenous communities have to land, waters and the environment.

Human Rights Due Diligence Procedure: describes the human rights due diligence activities required for Woodside's business operations and activities, in addition to new country entry. It aims to ensure that Woodside takes reasonable and proportionate steps to identify and manage human rights and modern slavery risks.

Community Grievance Mechanism Procedure: provides a framework for receiving and responding to grievances in a consistent and timely way. Human rights concerns can be raised through the community grievance mechanism and the whistleblower hotline.

Supplier Code of Business Conduct: sets out our expectations for suppliers in relation to modern slavery and human rights. We oppose the occurrence of modern slavery in our operations and supply chains and expect our suppliers to adopt the same commitment.

Guideline on Worker Access to Personal Documents: prohibits Woodside suppliers and contractors from withholding the identity documents of its migrant workforce. Requirements for the safekeeping of personal documents when requested by the workforce are also provided.

Modern slavery risks

The Global Slavery Index estimates that more than 40 million people live in modern slavery today in countries across the globe.

We continue to work with our people and suppliers to strengthen our risk identification and management measures.

Our modern slavery working group was established in 2020, with representatives from corporate affairs, contracting and procurement, legal and company secretariat. The group discusses trends in modern slavery reporting, modern slavery supplier questionnaires and other matters relating to modern slavery.

Modern slavery risks in our operations

Most of Woodside's operations are based in Australia. In 2020, we also carried out, or were preparing for, exploration and development activities in Senegal, Myanmar and South Korea.

In 2019, an external human rights specialist completed a human rights risk assessment on our operated exploration, development and production activities. The assessment identified the risk of slavery or servitude within the workforce as a potential salient risk in Senegal and Myanmar. It acknowledged that Woodside is at risk of contributing to modern slavery in these countries due to the nature of the services sought, country and sector risks and, reliance on low or semi-skilled workers and migrant labour, which are more vulnerable to forced labour conditions.

The geographical risks of modern slavery in our countries of operation are outlined in Table 1.

Table 1: Geographical risks in our operations (Global Slavery Index, 2018):

COUNTRY OF OPERATION	ESTIMATED NUMBER OF PEOPLE LIVING IN MODERN SLAVERY	ESTIMATED PROPORTION OF POPULATION LIVING IN MODERN SLAVERY
Australia	15,000	0.65/1000
Myanmar	575,000	10.97/1000
Senegal	43,000	2.87/1000
South Korea	99,000	1.95/1000

Non-operated joint ventures

We acknowledge that we have interests in countries with an elevated risk of modern slavery. Where we are non-operator we seek to influence our joint venture participants, so that the joint operation adopts commitments similar to those in our Human Rights Policy.



Modern slavery risks in our supply chain

Our supply chain modern slavery framework helps us to identify the risk of modern slavery in our supply chain based on geographic and category criteria.

Priority is given to suppliers specific to the oil and gas sector, where influence from operators such as Woodside is critical in changing behaviours. Based on this assessment our key supply chain risks include:



CONSTRUCTION / FABRICATION YARD

Construction / fabrication yard and shipyard activities in countries with a higher prevalence of modern slavery



MARINE SERVICES

Marine services, in particular unqualified marine crews in international exploration activities or shipping of offshore fabricated materials



LOW-QUALIFICATION LABOUR

Low-qualification labour in Senegal and Myanmar, including cleaning and warehousing

Impact of COVID-19

The economic and social disruptions caused by the COVID-19 pandemic has exacerbated the vulnerability of workers in global operations and supply chains to modern slavery.

At the outset of the pandemic, we implemented appropriate health and safety measures to comply with expert health and government guidance. We worked closely with our contractors and suppliers on measures to mitigate impacts on their businesses and employees.

This includes external notifications issued to our contractors and service providers that required each contractor and service provider to have its own Coronavirus Management Plan, consistent with the requirements of the Western Australian Department of Health and the World Health Organisation.

Key initiatives implemented in response to the pandemic included taking steps to expedite payments of all outstanding invoices for small, local and Indigenous businesses, defined as a business generating less than A\$10 million in annual revenue. We also reduced payment terms for new invoices received from small Australian businesses, expediting payment from 30 days, targeting 14 days. Where possible, we expedited pending invoices for other work completed.

The impact of COVID-19 delayed the implementation of our first independent modern slavery supplier audits.

Our plan for an independent consultant to undertake a comprehensive human rights risk assessment for our activities in Myanmar was also impacted by COVID-19, as the ability to engage stakeholders to inform the assessment was restricted. As a result, the scope was amended to a remote assessment, to be completed in early 2021. Stakeholder verification of the assessment is planned for 2021 if pandemic conditions allow.

Assessing and managing modern slavery risks in our operations

Our approach to modern slavery is embedded in our management system and sustainable procurement practices. We undertake a range of activities to identify and manage human rights and modern slavery risks in our operations.

Human rights due diligence is mandatory for all operations and activities under our operational control in countries determined to have high human rights risk. Assessments are conducted every two years or when activities or the external environment significantly change.

We regularly undertake a human rights risk assessment of all countries where we have interests, incorporating several independent data sources, of which modern slavery is a component. Further due diligence is undertaken on our operated activities in countries determined to have a high-risk rating.

We also undertake human rights due diligence in the assessment of new business opportunities and relationships that considers modern slavery risks. This involves identifying and evaluating actual or potential human rights risks to inform investment decisions and prevent or mitigate adverse impacts.

For non-operated activities and interests in high-risk countries, we request the operator provide the relevant human rights due diligence documentation or, if this is not available, we may undertake our own due diligence if necessary.

Human rights salience assessment

An external human rights specialist completed a human rights risk assessment on our operated exploration, development and production activities in 2019 that informed our 2020 management activities. The key objectives of the assessment were to identify our salient human rights risks based on the likelihood of an impact, severity of the impact on the individual and our leverage to influence. The assessment identified potential slavery and servitude risks for our activities in Myanmar and Senegal.

Materiality assessment

We conduct a materiality assessment each year aligned with the Global Reporting Initiative Standards to analyse Woodside's key sustainability topics, including human rights. This assessment includes an in-depth desktop study of a range of internal and external inputs, interviews with key stakeholders and an online stakeholder survey. In 2020, human rights was not identified as a material topic.

Grievance mechanisms

Community members can lodge a grievance with us using a variety of channels. Our community grievance mechanism provides a framework for receiving and responding to grievances in a consistent and timely way and is an avenue for modern slavery concerns to be raised.

Our externally-managed whistleblower hotline is another avenue where people can raise allegations of unacceptable conduct, including on human rights and modern slavery issues.

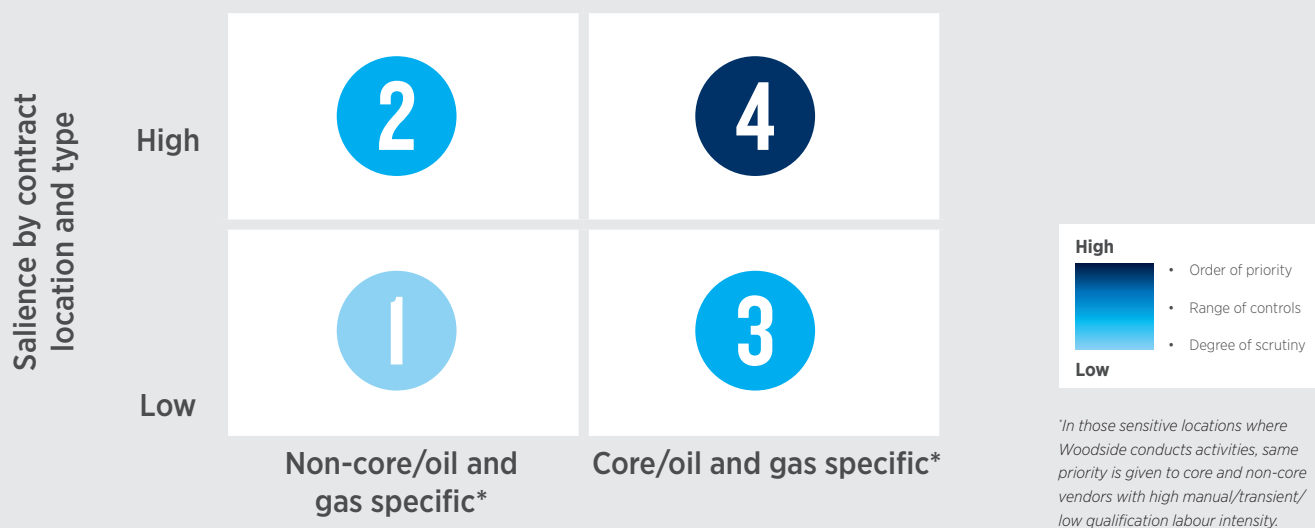
Our grievance mechanisms are legitimate, accessible, predictable, equitable, transparent, rights compatible, and based on dialogue and engagement.

The key steps involved in our human rights due diligence process are:

- 1** Identify and assess actual and potential human rights impacts
- 2** Engage stakeholders to verify human rights risks and impacts
- 3** Mitigate impacts and provide remedy
- 4** Monitor, review, report and improve

Assessing modern slavery risks in our supply chain

Supply chain modern slavery risk framework



Woodside has developed and implemented a risk-proportionate approach to tackle modern slavery in our supply chain. We assess risk using our supply chain modern slavery risk management framework (illustrated above) which considers the risk to people in our supply chain, recognising that where the risk to people is the greatest, there is strong convergence with risk to business. The framework also considers key characteristics of our spend categories, suppliers and contracts, including:

- **Location:** of the production of goods purchased or of delivery of services contracted. Recognising that some locations have a greater prevalence of modern slavery, we use independent sources such as the Global Slavery Index to inform our assessment.
- **Nature of the work:** we use our deep knowledge of our spend categories combined with topic-specific research to assess the risk associated with low qualification, manual, transient labour content in the work we contract for.

- **Specificity of the work to the oil and gas industry:** following leading practice to focus our actions on areas where we can make the greatest difference, we focus on those suppliers where we have a greater influence. In the higher prevalence countries where we have operations, we go beyond this criteria to reach all suppliers whose nature of work warrants further scrutiny.

This methodology informs the prioritisation of our actions and engagement of suppliers.

Supplier background checks

We use an independent technology platform to carry out background checks on organisations participating in our tenders. Any material risks identified are brought to the attention of the relevant project team.

Managing modern slavery risks in our supply chain

We have developed and implemented controls and activities to manage the risk of modern slavery in our supply chain.

Supplier Code of Business Conduct

We have updated our Supplier Code of Business Conduct (the Code) to strengthen our opposition to modern slavery, including forced labour and the worst forms of child labour. All of our suppliers are required to confirm their agreement with the Code, and tenderers must now also confirm their agreement to participate in our tenders.

Terms and Conditions

We have incorporated modern slavery provisions in our standard contractual terms and conditions for the supply of goods and services. These provisions:

- prohibit modern slavery practices by the contractor or its subcontractors
- provide Woodside with the right to audit and to terminate the contract
- mandate the inclusion of the same provisions in contractors' supply contracts, thus cascading the provisions down through the supply chain.

Grievance mechanism

Our whistleblower hotline is available to Woodside contractors and suppliers, and their employees. Details of the hotline are available in our Code.

Contract Delivery Requirement

For contracts considered high priority for modern slavery risks, a Contract Delivery Requirement (CDR) is applied that requires suppliers to complete a due diligence questionnaire that enables us to assess their management maturity on the topic. This questionnaire was developed jointly with industry peers to avoid duplication and ensure consistency of requirements and messages.

The CDR also requires contractors to develop a modern slavery risk management plan as part of the tender, which is reviewed during the evaluation phase and finalised in consultation with us on award of any contract. The plans identify the activities/packages at higher risk of modern slavery and outline the controls and activities that will minimise the risk and remedy any occurrence. They also specify reporting obligations and involvement of Woodside in any of the related activities.

We work collaboratively with our tenderers and contractors to ensure modern slavery risk management plans are specific and relevant, in particular for those higher-risk work scopes including shipyard or fabrication yard activities in locations with a high prevalence of modern slavery.

Providing remedy

Woodside is committed to remedying any adverse human rights impacts on individuals, workers and communities that we have caused or contributed to. We are also committed to working with our suppliers to remedy adverse human rights impacts directly linked to our supply chain.

In line with best practice, if we identified adverse human rights impacts in our supply chain, we would not immediately terminate the relationship, but seek to work with the supplier to remedy the impact. If the supplier was not receptive to remedying the impact and improving their practices, then we would look to terminate the relationship.



Assessing the effectiveness of our actions

Review of our governance structures

Every year the Human Rights Policy is reviewed by Woodside's Sustainability Committee and Board. At the end of 2019, it was updated to reflect our continuing maturity in this space. Our human rights due diligence procedure was also updated in 2020 to include guidance on the provision of remedy, in line with the OECD Due Diligence Guidance for Responsible Business Conduct.

Our human rights salience assessment analysed our management system controls including policies, procedures and guidelines. The assessment referred to standard practice and industry guidance to identify opportunities for improvement. While no material gaps were identified, we continue to enhance our management system to help ensure we meet our responsibility to respect human rights.

Tracking our actions

In 2020, we developed a human rights due diligence register to more effectively track our country human rights risk assessments, due diligence activities and accountabilities for any corresponding management actions.

Our contractors with modern slavery management plans are required to report on modern slavery key performance indicators and other relevant activities including workforce audits and training.

A survey was conducted on a representative sample of attendees after our contracting and procurement modern slavery awareness training, showing the effectiveness of this session in raising general awareness and understanding of modern slavery issues.

External benchmarking

Woodside was included in the Corporate Human Rights Benchmark in 2019 and 2020. The Benchmark assesses the transparency of a company's human rights management approach. We were first included in the benchmark in 2019 and we have since taken steps to improve the transparency of our management activities, which is reflected in our improved score in 2020.

We also actively respond to key Environmental, Social and Governance (ESG) ratings, including the Corporate Sustainability Assessment (assessed by the Dow Jones Sustainability Index), Morgan Stanley Capital International and Sustainalytics. These ratings consider our human rights approach and we continue to be a top performer in our industry globally.

Training and capacity building

We are focused on increasing awareness among our workforce about our responsibility to respect human rights and take steps to prevent the occurrence of modern slavery in our operations and supply chain.

During 2020, we implemented an online Human Rights Awareness training program that explained the risk of modern slavery in our operations and supply chains. The training was successfully completed by more than 1,600 employees. Specialist, face-to-face human rights training was also conducted for teams where more in-depth knowledge and skills were required.

In late 2019, modern slavery awareness training was delivered to more than 150 contracting and procurement personnel, contract company representatives, sponsors and relevant project managers. The training was developed and delivered in collaboration with an external subject matter expert. It provided our people with knowledge of contemporary modern slavery risks, how we are managing these risks in our supply chain and their responsibilities to report any suspected occurrences.

Stakeholder engagement and collaboration

Woodside's Human Rights Working Group

Woodside's Human Rights Working Group (HRWG) meets monthly to support an integrated approach to human rights and consider opportunities to improve our performance, including managing modern slavery risks in our operations and supply chain. The HRWG also discuss relevant news, civil society reports and internal work scopes relevant to human rights.

The HRWG consists of representatives from a range of functions across the business, including corporate affairs, legal, contracting and procurement, people and global capability, security and emergency management, and company secretariat.

Industry and corporate collaboration

During 2020, we continued to actively participate in IPIECA's social responsibility, human rights and supply chain groups to share good practice and develop tools to enhance human rights performance. IPIECA is the global oil and gas industry association for environmental and social performance.

We also engaged with our peers in the energy and extractives sector through the Western Australian Modern Slavery Collaborative group. Roundtable discussions covered a wide range of topics relating to human rights including responsible sourcing, modern slavery risk assessments, lessons learnt, useful resources and further opportunities for collaboration.

We joined relevant events hosted by the Global Compact Network Australia, including the Australian Dialogue on Business and Human Rights.

We also continued to engage with the Department of Home Affairs, participating in consultations on the implementation of the *Australian Modern Slavery Act*.



Future actions

We are committed to continuous improvement of our modern slavery risk management activities, knowing it takes sustained action to identify and act on modern slavery risks.

Since introducing our Human Rights Policy, we have been focused on establishing our human rights and modern slavery frameworks and raising awareness across the business.

Our future aims are:

Knowledge

- Cascade our whistleblower hotline to high-risk supplier locations
- Include modern slavery in broader internal audits and conduct our first supplier audits

- Refresh our salient human rights risk assessment
- Conduct further due diligence in charter and supply chain shipping activities and identify appropriate responses

Training

- Conduct refreshed modern slavery training for our contracting and procurement personnel

Remedy

- Develop a remediation guideline



Statement Approval

This statement was endorsed by the Sustainability Committee and approved by the Board of Woodside Petroleum Ltd. on 15 April 2021



Ann Pickard

Chair of the Sustainability Committee

Report feedback

We welcome your feedback on our report.

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