



Woodside

2021

**MODERN
SLAVERY
STATEMENT**



ABOUT THIS STATEMENT

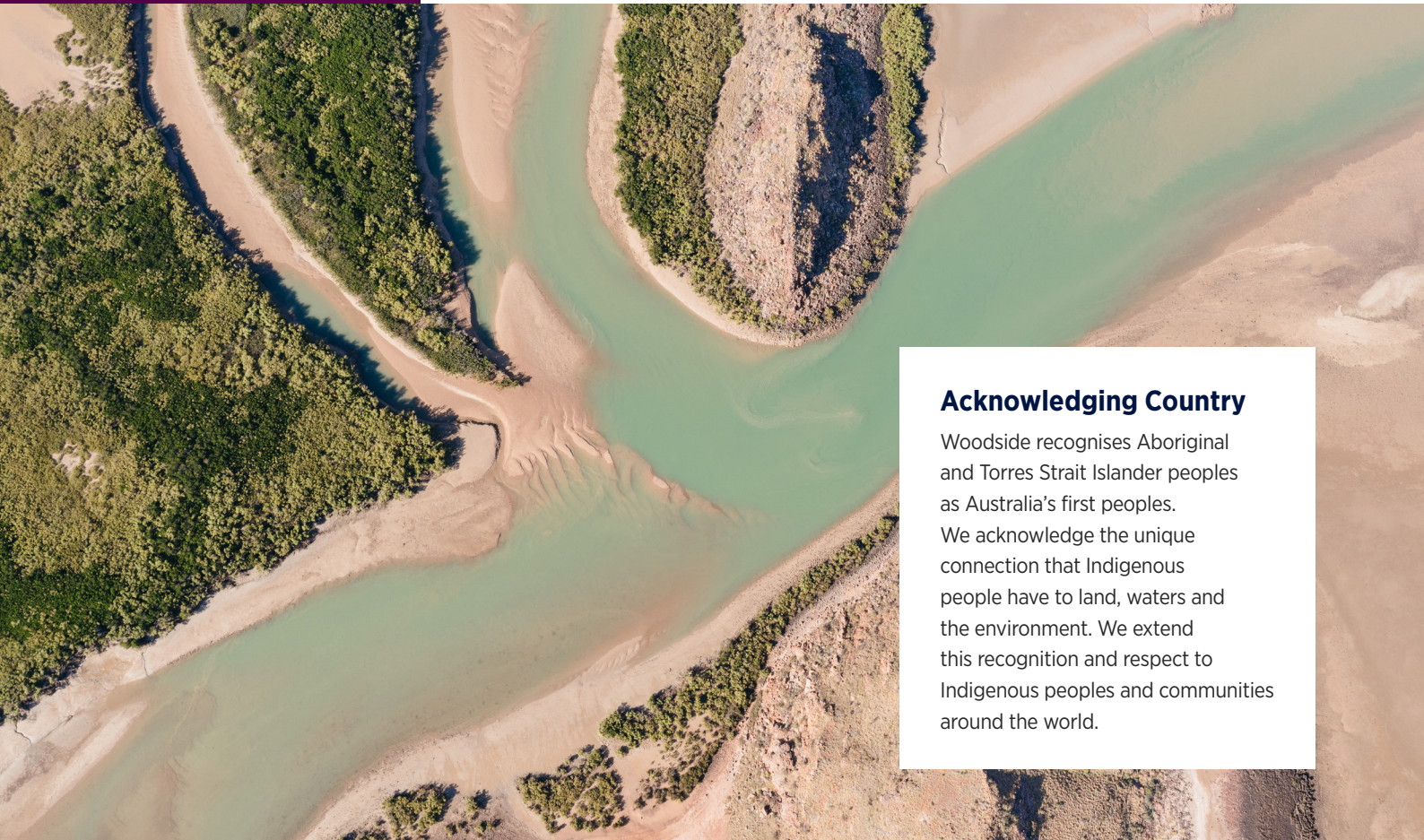
This is Woodside's second joint Modern Slavery Statement, in accordance with the *Modern Slavery Act 2018 (Cth)* (the Act), covering the 1 January 2021 to 31 December 2021 reporting period.

The Act defines modern slavery as including eight types of serious exploitation: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour.

Woodside believes that businesses have a responsibility to respect human rights in their operations and supply chain, which is set out in the United Nations Guiding Principles on Business and Human Rights.

We recognise this responsibility and this statement details how we identify and address the risks of modern slavery in our operations and supply chain.

Landscape near Karratha.



Acknowledging Country

Woodside recognises Aboriginal and Torres Strait Islander peoples as Australia's first peoples.

We acknowledge the unique connection that Indigenous people 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

This joint statement is submitted on behalf of Woodside Petroleum Ltd (ABN 55 004 898 962), a reporting entity under the Act, and the following reporting entities:

- Woodside Energy Ltd
- Woodside Burrup Pty Ltd
- Burrup Train 1 Pty Ltd
- Woodside Energy Julimar Pty Ltd
- Woodside Energy Trading Singapore Pte Ltd

Details of these reporting entities can be found in the index on page 19 of this statement.

References in this statement to Woodside, we, us and our, refer to Woodside Petroleum Ltd and its controlled entities (including the reporting entities) as a whole. In this statement, references to Woodside's policies and practices in relation to modern slavery risk management do not include entities for which we do not have operating control, such as 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 2021.

Prior to being put to the Woodside Petroleum Ltd Board for review and approval, this statement was prepared in consultation with our controlled entities (including the reporting entities) via input and endorsement from the Woodside Executive Committee and responsible management, including representatives from the corporate affairs, contracting and procurement, legal and company secretariat functions.

—
Karratha Gas Plant.



MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

At Woodside, we take our responsibility to respect the human rights of our people, our communities and those in our supply chains seriously. This aligns with our Compass values of respect and sustainability, which are key to our ongoing business success.

Our Human Rights Policy sets out the principles we operate under. One of those principles is opposing the occurrence of modern slavery, including forced labour, child labour, bonded labour or human trafficking in our operations or supply chain.

We acknowledge this is not a simple task, as modern slavery is a complex, global problem that is often hidden several layers down the supply chain. We acknowledge that business has a key role to play to help eliminate these exploitative practices.

This, our second Modern Slavery Statement, outlines the steps Woodside took during 2021 to improve our understanding and management of modern slavery risks in our operations and supply chain.

During the year we engaged experts to assess our Group-level human rights risks, including modern slavery, and review our associated management system controls, with particular focus on our supply chain modern slavery framework.

We formally integrated the risk of modern slavery in the supply chain into our enterprise risk management system and conducted our first independent modern slavery audits of suppliers considered high risk for modern slavery.

We also worked closely with a key contractor for our Sangomar Field Development Phase 1 to implement a human rights program at a shipyard in China, where the risks of labour rights issues are higher.

While we have not found any evidence of modern slavery in our operations or supply chain to date, we will continue to work with our peers, suppliers and experts to evolve our approach to managing this risk.

This modern slavery statement was endorsed by the Sustainability Committee and has been approved by the Board of Woodside Petroleum on behalf of itself and each of the reporting entities on 21 April 2022.

Meg O'Neill

Chief Executive Officer and Managing Director
21 April 2022



Meg O'Neill.

KEY HIGHLIGHTS IN 2021



Worked with an external expert to identify our human rights risks including the potential for modern slavery in our supply chain



Conducted our first supply chain audits



Embedded supply chain controls into our management system

OUR STRUCTURE AND OPERATIONS

Woodside provides energy which Australia and the world needs to heat homes, keep lights on and enable industry. We have a reputation for safe and reliable operations. Our liquefied natural gas (LNG) in particular supports the decarbonisation goals of our customers, and we are progressing opportunities to commercialise new energy products and lower-carbon services as part of our broader product mix.

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 19. A full list of our subsidiaries, including country of incorporation and ownership structure is detailed on page 139 of our Annual Report 2021.

We have a portfolio of quality oil and gas assets and more than 30 years of operating experience. In addition to LNG, we also produce crude oil, condensate, liquefied petroleum gas and pipeline natural gas for domestic and international markets.

Through our North West Shelf and Pluto LNG projects we operated 5% of global LNG supply in 2021. Offshore Australia we operate two floating production storage and offloading (FPSO) facilities, the Okha FPSO and Ngujima-Yin FPSO.

The Scarborough and Pluto Train 2 projects have been approved, with the first LNG cargo expected in 2026.

In Senegal, the Sangomar Field Development Phase 1 remains on track targeting first oil in 2023.

Our hydrocarbon business is complemented by a growing portfolio of hydrogen, ammonia and solar opportunities in Australia and internationally.

Our new energy opportunities include the proposed hydrogen and ammonia projects H2Perth and H2TAS in Australia and the proposed hydrogen project H2OK in North America.

Our customers include portfolio players, major gas and electricity utilities, trading houses and industrial and mining buyers around the world.

Our people

In 2021, our direct workforce consisted of 3,764 people, of which 97% were based in Australia.

Our workforce is employed under individual contracts and some employees are covered by industrial agreements.

WOODSIDE AT A GLANCE

TOP

20

ASX COMPANY¹

OPERATING
REVENUE OF

A\$9.3

BILLION²

EMPLOYEES

3,764

WORLDWIDE

WITH

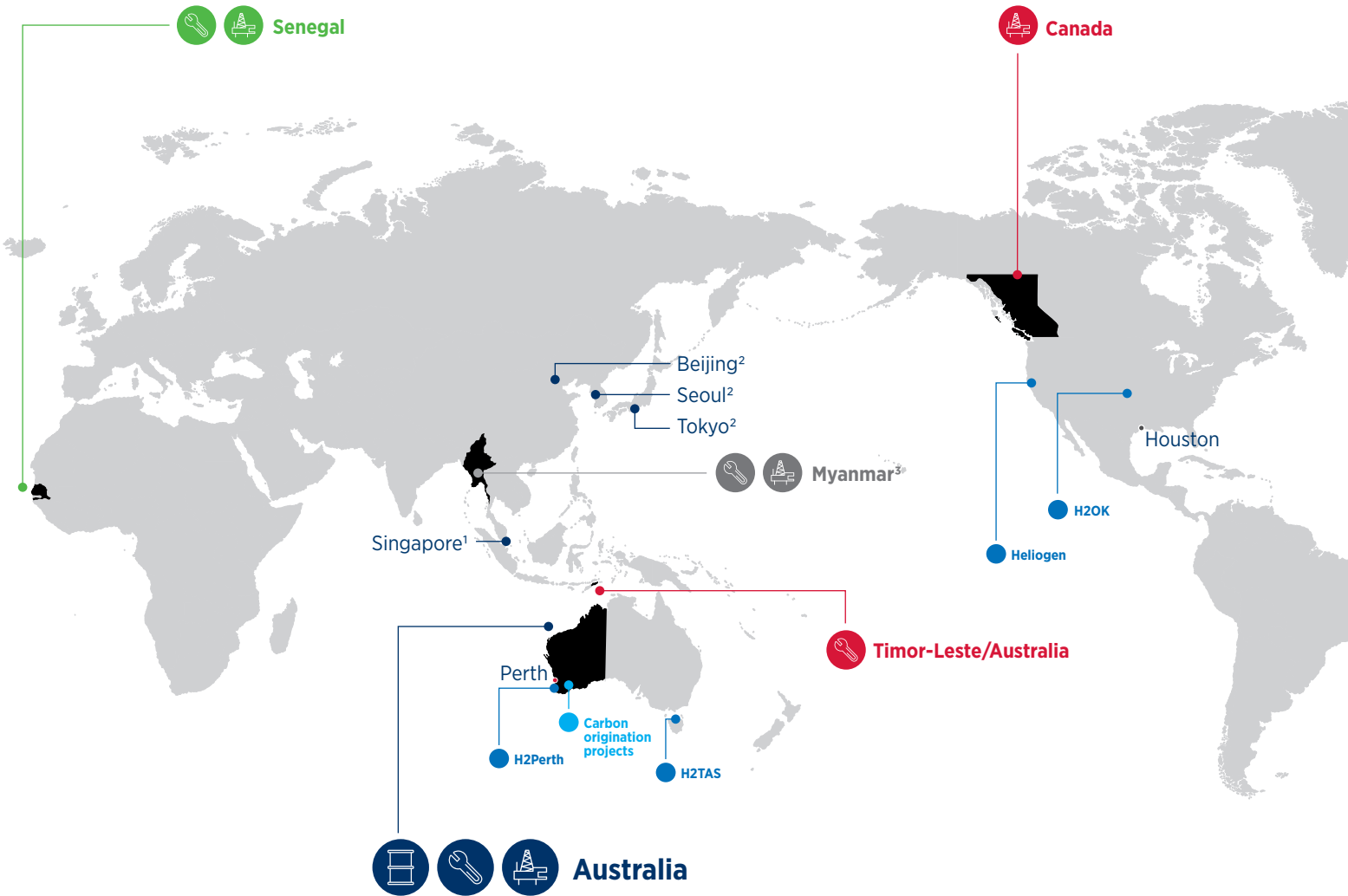
97%

BASED IN AUSTRALIA

¹ As at 31 December 2021.

² Converted from USD at the average 2021 exchange rate.

FOCUS AREAS



Product type

Gas

Oil

Gas or oil

New energies

Carbon origination projects

Phase

Producing assets

Developments

Appraisal and exploration

Refer to the Annual Report 2021 Asset Facts section on page 155 for full details of Woodside's global interests.

¹ Denotes marketing office.

² Denotes representative and liaison offices.

³ Woodside announced its decision to withdraw from its interests in Myanmar on 27 January 2022.

Acquire and explore

We grow our portfolio through acquisitions and exploration, based on a disciplined approach to optimising shareholder value and appropriately managing risk. We look for material positions in world-class assets and basins that are aligned with our capabilities and existing portfolio. We target exploration opportunities close to existing infrastructure and with a clear path to commercialisation.



Develop

We are building on more than 30 years of development expertise from our assets in Western Australia by investing in opportunities in Australia and internationally. During the development phase, we maximise value by selecting the most competitive concept for extracting, processing and delivering energy to our customers. We are investing in new energy and lower-carbon solutions to meet the needs of our customers and support the resilience of our business.



Operate

Our operations are characterised by strong safety, reliability, and environmental performance in remote and challenging locations. Our operated assets include the NWS Project and Pluto LNG. We also operate two FPSO facilities.



Market

Our marketing and trading strategy is to build a diverse customer portfolio and pursue additional sales agreements, underpinned by reliable domestic gas, LNG and liquids production, and supplemented by globally sourced volumes.



Decommission

Decommissioning is integrated into project planning, from the earliest stages of development through to the end of field life. Through working together with our partners and technical experts, we are able to identify the most sustainable and beneficial post-closure options that minimise financial, social and environmental impacts.



Woodside employees at Karratha Gas Plant.

OUR SUPPLY CHAIN

Woodside has a global supply chain with 1,936 direct suppliers across 48 countries. In 2021, 62% of our direct supplier spend was with Australian-based suppliers supporting local jobs and businesses. The remainder of our total supplier spend is outlined in the graphic below.

A large proportion of our direct spend is with oil and gas industry suppliers including project services, subsea, and drilling and completion services. We also engage suppliers across other industries including facilities management, maintenance, and logistical support.

GLOBAL SUPPLIER NUMBERS

In 2021 we spent

A\$5.5

billion with

1,936

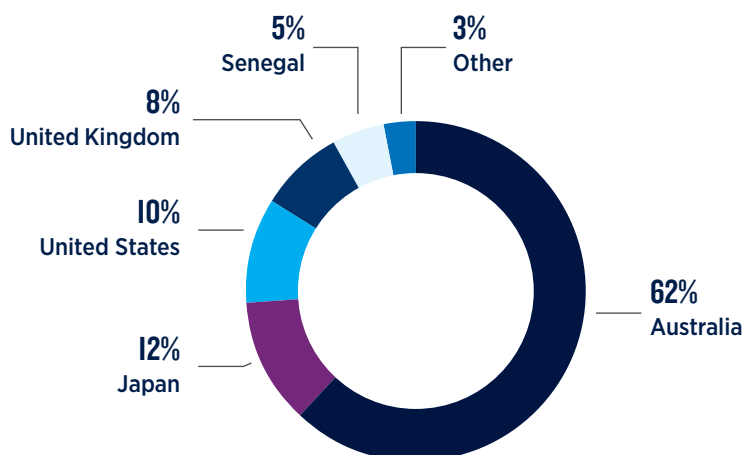
direct suppliers
across

48

countries



Countries of spend



Largest categories by spend

Greenfields (Projects)

A\$1.67

BILLION

Subsea

A\$932

MILLION

Drilling and completions

A\$701

MILLION

Maintenance and
implementation services

A\$338

MILLION

MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAIN

During the reporting period, we engaged our workforce and suppliers to strengthen our practices to identify the risks of modern slavery in our operations and supply chain.

Modern slavery risks in our operations

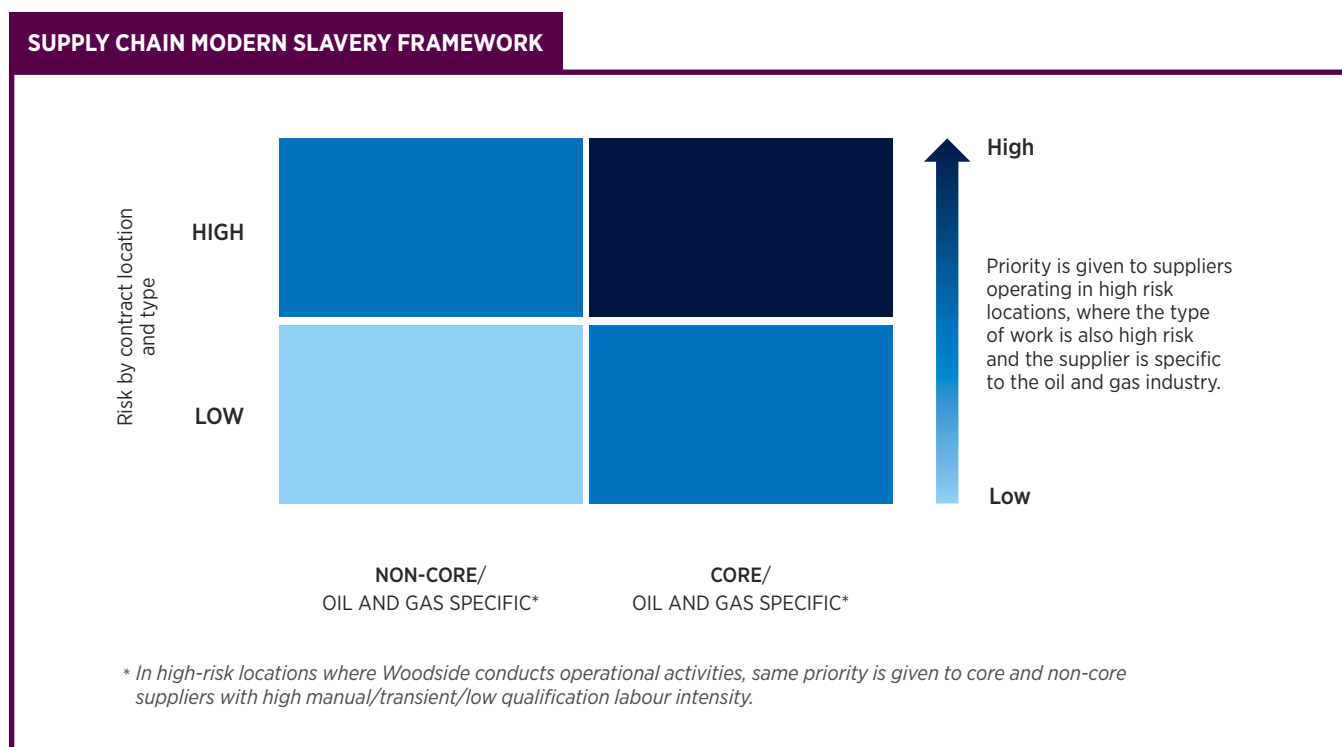
The majority of Woodside’s activities are conducted in Australia, where we operate the Pluto LNG facility and the North West Shelf Project, in addition to two FPSO facilities.

The Global Slavery Index ranks Australia as low risk for modern slavery practices, due to its robust labour laws and enforcement mechanisms, meaning the risk of modern slavery in our direct operations is low.¹

Modern slavery risks in our supply chain

In 2021, we worked with our Governance Risk and Compliance team to formally assess the risk of modern slavery in our supply chain using a qualitative risk analysis and evaluation tool.

This process captured potential modern slavery and labour exploitation scenarios and the controls in place to prevent and mitigate this risk. A key control is the supply chain modern slavery risk framework, which was introduced in 2018.



¹ Global Slavery Index 2018.




The framework is used to assess modern slavery risk to people working within our supply chain and informs the prioritisation of our actions and engagement of suppliers. The framework 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 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** we focus our actions on areas where we can make the greatest difference, being those suppliers where we have a greater influence. In countries where we have operations that have a higher risk of modern slavery, we go beyond these criteria to reach all suppliers whose nature of work warrants further scrutiny.

During 2021, we engaged an independent third party consultant with expertise in human rights to review both the effectiveness of our framework and our high-risk categories, acknowledging changes in market conditions due to COVID-19. The review considered modern slavery risk factors across our categories of spend, including:

- vulnerable populations
- high-risk business models
- high-risk sectors
- high-risk geographies

The review identified the supply chain modern slavery risk hotspots outlined in the table below. These risk factors will be incorporated into our framework in 2022. The assessment recommended some amendments to the criteria used to assess risk which we will work to implement in 2022.

SUPPLY CHAIN MODERN SLAVERY RISK HOTSPOTS			
Category	Nature of work	Potential modern slavery risks	Potential Woodside involvement
 Engineering, procurement and construction management (EPCM)	An EPCM provider will undertake planning, coordinate contractors and vendors and otherwise fully manage a project on Woodside's behalf. Sub-contracted work at high risk of modern slavery includes: <ul style="list-style-type: none"> • construction • sourcing materials used in developments • skilled and professional services that can be delivered remotely such as engineering and drafting 	Forced labour, debt bondage, deceptive recruiting	Indirectly linked
 Facilities management	<ul style="list-style-type: none"> • Accommodation services • Cleaning • Catering • Offshore and onshore maintenance services 	Forced labour, debt bondage, deceptive recruiting, poor working conditions and pay	Contribute Directly linked
 Marine services	<ul style="list-style-type: none"> • Materials shipping • Crewing and labour • Port operations and ancillary services • International exploration activities 	Forced labour, debt bondage	Indirectly linked

Our hotspot modern slavery risks are discussed further below.

Engineering, procurement and construction management:

The risk of modern slavery occurring in construction and fabrications yards, particularly those in China, Indonesia and Malaysia, is potentially high. This might include forced labour, debt bondage, and deceptive recruiting for labour or services.

These activities are generally conducted under EPCM contracting agreements where modern slavery risks are likely to arise in connection with tier two or three subcontractors in jurisdictions with weak labour laws. These subcontractors often recruit migrant workers through labour brokers who may charge recruitment fees or withhold part of their pay for employment-related expenses such as medical examinations.

Facilities management:

Roles such as cleaning, catering and warehousing, which are often low-skilled and less regulated, carry a potentially higher risk of modern slavery occurring in our supply chain. This can be in the forms of debt bondage and deceptive recruiting for labour or services, as there may be instances of withheld wages, and deceptive recruitment practices. In international locations such as Senegal, this risk is higher due to weak labour laws and prevalence of semi-skilled workers and migrant labour.

Within Australia, we recognise a heightened modern slavery risk in the facilities management category because of the use of low-skilled labour including migrant workers, students and Australians with low levels of education or disabilities.

All contracts within this category are deemed high-risk with proportionate controls implemented including a supplier self-assessment questionnaire at the pre-award stage and development of a modern slavery management plan, which details the actions the supplier will take to manage the risk during the course of the contract.

Marine services:

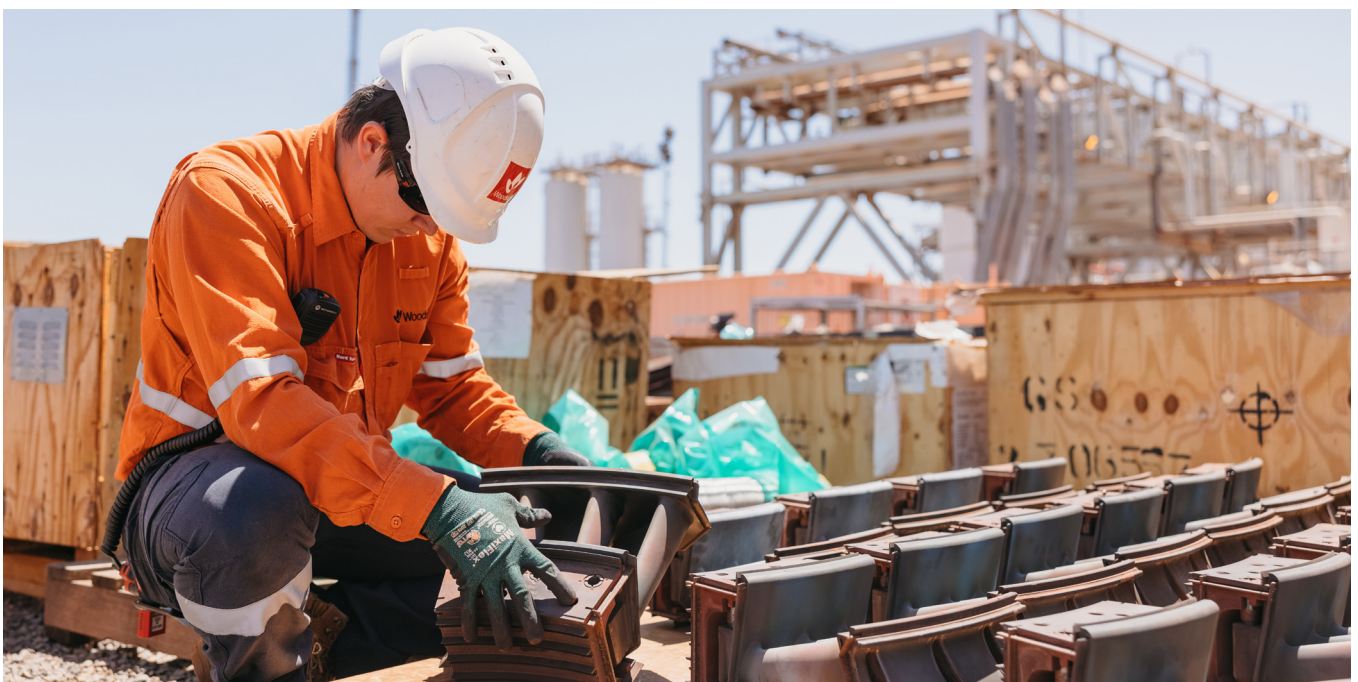
Woodside maintained six long term LNG chartered vessels, which were supplemented by several spot/voyage charters in 2021. We work closely with reputable vessel owners and operators with strong operational and safety records to support our shipping needs. We have controls in place to manage a range of risks across maritime activities associated with our operations including robust vetting requirements for all vessels we charter or call at our terminals.

Other vessels chartered by Woodside in Australia operate under Enterprise Bargaining Agreements with stringent labour requirements to reduce the risk of modern slavery. Vessels chartered by Woodside outside of Australia are typically operated by reputable operators with robust safety management systems in line with the requirements of the International Safety Management Code.

COVID-19 continued to provide challenges to the shipping industry during the reporting period. We worked closely with our chartered vessel owners and our customers to provide schedule flexibility and the opportunity to undertake crew changes regularly to protect the welfare of seafarers and ensure compliance with the Maritime Labour Convention. We also worked collaboratively to ensure COVID protocols, including quarantine and testing requirements, were implemented in line with best industry practice to protect seafarers and on-shore communities.

We acknowledge that modern slavery risks may be higher on vessels contracted by buyers of our products or incoming goods arranged by our suppliers, where our visibility of the risks is limited. This could take the form of servitude, forced labour, and deceptive recruiting for labour or services.

—
Woodside employee at Pluto LNG.



ACTIONS TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

Woodside takes a systematic approach to assessing and managing human rights and modern slavery risks in our operational activities and supply chain. While we did not find any evidence of modern slavery in our supply chain in 2021, the key actions taken during the year are outlined in this section.

Modern slavery working group

Woodside's modern slavery working group, which comprises representatives from our contracting and procurement, corporate affairs and legal functions, met regularly in 2021 and enhanced our risk identification processes and associated management activities.

Due diligence

Salient human rights risk assessment

In 2021, we engaged a business and human rights advisory firm to conduct a company-wide salient human rights risk assessment to identify the human rights at risk of the most severe negative impact through the company's activities and business relationships. The scope of the assessment included:

- Identifying and assessing the severity of the human rights impacts that Woodside could cause, contribute or be directly linked to through our activities and business relationships
- A review of the effectiveness of relevant management frameworks and controls
- Recommended actions to manage risks and address any gaps in existing systems and controls.

The views of our investor, academic and civil society stakeholders were sought to inform the assessment.

The assessment helps us to understand at a Group-level where we have the potential to have the most severe impact on rightsholders and prioritise our efforts to ensure we respect human rights. The assessment identified labour rights as one of seven key risks, including the risk of exploitative labour practices and, freedom of association and collective bargaining. While these rights are relevant to our direct employees, it was identified as most relevant to workers in our supply chain.

To manage this risk, we identified some areas for improvement including strengthening our Supplier Code of Business Conduct and providing further training to our contracting and procurement function.

The findings of the assessment will help to guide the continued maturation of our approach to manage human rights and modern slavery risks associated with our business activities.

Activity-based due diligence

Our Human Rights Procedure mandates that we conduct human rights diligence for our operated activities in countries considered to have high human rights risk every two years or when there is a significant change in our activity or the operating context.

This country risk is determined through an annual review of all countries we have interests in through an analysis of independent data sources, including the Global Slavery Index.

In 2021, an expert advisory organisation completed a human rights risk analysis for offshore oil and gas operations in Myanmar, acknowledging that we had ceased activities in country due to political instability.

The analysis considered labour rights and working conditions in Myanmar and identified a moderate risk of slavery, servitude or child labour within the supply chain workforce. Subsequent to the reporting period, we announced our decision to withdraw from our interests in Myanmar.

Assessing new business opportunities

As part of the commercial assessment of significant new business opportunities and investments, we often undertake human rights due diligence assessments that consider modern slavery risks. During 2021, human rights due diligence assessments were undertaken in accordance with this practice.

In 2021, this also involved a desktop assessment of BHP Petroleum's global activities to inform a potential merger with Woodside.

Assessing non-operated activities

Where we are the non-operator partner of exploration, development or production activities in high-risk countries, our usual practice is to request the operator disclose relevant human rights due diligence documentation. If this information is not available or unsatisfactory, we generally conduct our own due diligence to understand the risk profile associated with the activity. During the reporting period, assessment of non-operated activities was undertaken in accordance with this practice.

Supply chain management activities

We have a range of controls to manage the risk of modern slavery in our supply chain. In 2021 we developed the Modern Slavery in Contracting and Procurement Guideline to embed these controls into our contracting and procurement practices. The guideline provides a framework for managing modern slavery risk through every phase of the contract life cycle.

Supplier Code of Business Conduct

Our Supplier Code of Business Conduct (the Code) sets out our expectations for suppliers including in relation to modern slavery and human rights. We oppose the occurrence of modern slavery in our operations and those of our suppliers. We expect our suppliers to adopt the same commitment. All of our suppliers to Woodside are required to confirm their agreement with the Code. During the reporting period, we amended the standard terms of our tender agreements and tenderers must now also confirm their agreement with the Code to participate in our tenders.

Terms and conditions

We have incorporated modern slavery provisions into 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 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 to our subcontractors

Self assessment questionnaire and Contract Delivery Requirement

For contracts considered moderate to high priority for modern slavery risks as per our supplier framework, suppliers are required to complete a self assessment 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.

Suppliers identified as having a high modern slavery risk are required to complete a Contract Delivery Requirement to develop a modern slavery risk management plan.

The plan identifies the specific risks associated with the activities or subcontracts and outlines the controls the supplier will implement to manage the risk.

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

Supplier audits

Our first supplier modern slavery audits were planned for 2020, however the impact of COVID-19 delayed the commencement of this program. In 2021, we successfully completed our first independent supplier modern slavery audits.

We engaged an independent human rights consultant to undertake an audit pilot program with two high-risk suppliers to evaluate their alignment to our modern slavery expectations as well as provide insights into our management processes.

The suppliers selected were identified as high-risk according to our supplier risk assessment framework. Each supplier was assessed against a set of human rights risk governance and management criteria consistent with the United Nations Guiding Principles on Business and Human Rights.

The audit program was a collaborative approach with both suppliers that identified improvement areas, primarily relating to their implementation of management systems and controls. We will continue working with both suppliers in 2022 to implement key findings of the assessments. These initial assessments will be used as a baseline to inform and conduct future audits.

In the second half of 2021, we also partnered with the EPCM contractor for the Sangomar Field Development to commence a human rights review for two key subcontractors in China. See the case study on page 14 for more information.



Workers at the China shipyard for the construction of the FPSO facility.

CASE STUDY: SHIPYARD ACTIVITIES IN FOCUS

During the year, our key infrastructure supplier for the Sangomar Field Development Phase 1 engaged a specialist consultant to conduct a human rights review at the shipyard and one of the fabrication yards in China. These yards are involved in the construction of the FPSO facility.

We partnered with our supplier during the initial assessments at the yards as a joint learning activity to better understand and develop our management of human rights practices in high-risk industries and geographical locations.

The assessments considered compliance against the Ethical Trade Initiative Base Code, local and national labour laws. They involved significant time interviewing workers on site to understand working conditions.

While the assessment identified good practices across the sites, it also identified opportunities for improvement relating to labour practices.

We will continue to work with the key supplier to progress action plans to address the issues identified.

Modern slavery risk governance

Woodside's approach to respect human rights, and address any instances of modern slavery, is embedded in our governance documents and management system. Relevant elements are outlined below.

Code of Conduct

Establishes the minimum standard of behaviour expected of all Woodside directors, employees and contractors, including human rights principles and commitments. All personnel, contractors, and service providers are required to complete Code of Conduct training annually. Additional guidance on human rights was added to the Code of Conduct training in 2021.

Human Rights Policy

Describes our commitment to conduct business in a way that respects the human rights of all people. The Policy describes the human rights principles that have been incorporated into our management system.

Whistleblower Policy

Sets out how people can report concerns about unacceptable conduct in breach of our policies or values and explains our commitment to the protection of whistleblowers.

Human Rights Procedure

Developed and implemented in 2021, to capture how policy principles are embedded in our business activities in the areas of community relations, supplier engagement and security provision.

Human Rights Due Diligence and Remediation Guideline

Sets out the human rights due diligence requirements to identify and manage any actual or potential impacts related to our operational activities. It was expanded in 2021 to provide further guidance on remediation in the event Woodside causes, contributes or is directly linked to an adverse human rights impact.

Community Grievance Guideline

Outlines the framework for receiving and resolving community grievances in a consistent and timely manner.

Guideline on Worker Access to Identity Documents

Prohibits our suppliers from withholding identity documents of migrant workers. Requirements for the safekeeping of personal documents when requested by the workforce are also provided.

Remediation

Woodside is committed to remedying any adverse human rights impact on an individual, worker or community that we have caused or contributed to.

We will work with our suppliers if an incident is identified to remedy any adverse impacts directly linked to our supply chain. This process is outlined in our Human Rights Due Diligence and Remediation Guideline.

If labour exploitation or modern slavery is identified in our supply chain, we would not immediately terminate our relationship with the supplier. Instead, we would look to work with the supplier to remedy the impact. If the supplier does not remedy the impact and demonstrate improvements in their practices, we would conclude the relationship and any contract we hold with them.

Grievance mechanisms

There are several channels that people can use to raise a concern with Woodside, including those related to labour rights and modern slavery.

Our community grievance framework provides for the prompt and respectful receipt, investigation of and response to complaints from communities or individuals affected by our activities. We have localised community grievance mechanisms, based on the framework, for our key areas of activity.

Our whistleblower hotline is also available to all of our employees, their family members and those working in our supply chains to report unacceptable conduct, including modern slavery and adverse human rights impacts.

In 2021, we engaged a new independent provider for the whistleblower hotline, EthicsPoint, to receive reports via an online form or telephone in multiple languages.



ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

Review of our governance structures

Woodside's Executive Committee and the Board's Sustainability Committee receive an annual human rights briefing which outlines our key human rights risks, relevant due diligence assessments and evolving stakeholder expectations.

Our Code of Conduct and all other policies are reviewed annually by the Board to ensure their effectiveness.

The human rights related controls in our management system, including procedures and guidelines which govern our approach, were reviewed during the year by the advisory firm that undertook our salient human rights risk assessment. This review identified opportunities for improvement that are being progressed by relevant areas of the business.

Ongoing risk monitoring

We regularly engage independent experts to undertake human rights risk assessments, that often include a review of management controls associated with identified risks.

During the reporting period we engaged external advisory firms with expertise in human rights to undertake our salient human rights risk assessment, an assessment of our supply chain modern slavery risk management framework and a human rights risk report for Myanmar. We use the findings from these assessments to further refine our approach and guide our actions.

We also conducted an internal audit on our Human Rights Policy commitments.

The audit identified actions to strengthen our human rights approach, including the formal assessment of the risk of modern slavery in our supply chain, which was completed in late 2021. We are continuing to close out the final audit actions, these are expected to be implemented by the end of 2022.

Tracking our actions

During 2021, we continued to use our human rights due diligence register, which enables us to effectively track our country human rights risk assessments, due diligence activities for our operated and non-operated activities and accountabilities for any corresponding management actions.

Suppliers with modern slavery management plans are mandated to report on modern slavery key performance indices and other relevant activities such as training and audits.

External benchmarking

We actively respond to the following key environmental, social and governance rating agencies, disclosing details of our human rights and sustainability performance:

- Corporate Sustainability Assessment
- Morgan Stanley Capital International
- Sustainalytics

These ratings platforms considered the company's approach to human rights, which provides a view of the effectiveness of our approach and performance. In 2021, we continued to perform strongly in our global industry categories across all ratings.

Training and capacity building

Woodside has an online Human Rights Awareness training module for our employees in high-risk areas of the business. The training covers our approach and human rights responsibility, the risk of modern slavery in our operations and supply chains, Australia's modern slavery legislation, and human rights in the global oil and gas sector. At the end of 2021, 90% of these employees, about 2,000 people, had successfully completed the training.

In 2021, we also incorporated additional information about our responsibility to respect human rights and our related policy commitments into the Code of Conduct training, which is completed by all employees when they commence with us and annually thereafter. All eligible employees successfully completed this training in 2021.

More than 40 employees in functions with specific responsibilities to respect human rights took part in a training session as part of the workshops that informed the salient human rights risk assessment described on page 12. Delivered by external human rights experts, the training covered potential human rights impacts related to our activities and business relationships, including modern slavery; the expectations of companies and how the severity of human rights impacts is assessed.

Stakeholder engagement and collaboration

During 2021, we continued to engage with a variety of stakeholders on our approach to modern slavery risk management including government, industry experts, our suppliers and industry associations.

We continued to participate in IPIECA; the global oil and gas association for advancing environmental and social performance across the energy transition. This included IPIECA's social responsibility, human rights, and supply chain groups to develop tools and share good practice to enhance our human rights performance.

We also engaged with our peers in the resources and energy sectors through the Human Rights Resources and Energy Collaborative (formerly known as the Western Australian Modern Slavery Collaborative). The focus of the group's discussions included human rights risks in shipping, remedy and supply chain audits.

Woodside's Human Rights Working Group

Our internal Human Rights Working Group (HRWG) continued to meet monthly during the year to continue to mature our approach to human rights and modern slavery risk management.

The HRWG is composed of representatives from a wide range of functions across the business including corporate affairs, legal, contracting and procurement, people and global capability, property, security and resilience and company secretariat.

Topics of focus for the group included the political unrest in Myanmar, cultural heritage, sexual discrimination and management of potential modern slavery risks in our operations and in our supply chain.

ipieca



Human Rights Resource
and Energy Collaborative

Woodside employees
at Mia Yellagonga.



FUTURE ACTIONS

Woodside is committed to the continuous development of its modern slavery risk management activities, as we acknowledge that it takes consistent action to identify and address modern slavery risks.

OUR FUTURE AIMS ARE:



Knowledge and Governance

- » Implement priority recommendations from the salient human rights risk assessment
- » Embed our process of managing modern slavery risk in the supply chain into our contracting and procurement practices
- » Expand supplier audits and conduct on the ground audits in high-risk locations or supplier categories



Training

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



Remedy

- » Cascade our whistleblower hotline to high-risk supplier locations

REPORTING ENTITY INDEX

In addition to Woodside Petroleum Ltd, the other reporting entities covered by this statement are outlined below.

REPORTING ENTITY	ABN	OVERVIEW OF OPERATIONS
Woodside Energy Ltd	ABN 63 005 482 986	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	ABN 20 120 237 416	Operates the Pluto LNG facility.
Burrup Train 1 Pty Ltd	ABN 77 122 234 306	Operates the LNG train for the Pluto LNG facility and provides LNG processing services. Kansai Electric and Tokyo Gas (non-Woodside entities) each own 5% of the company.
Woodside Energy Julimar Pty Ltd	ABN 56 130 391 365	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)	Company No: 201324378R (registered in Singapore)	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 2021.

We welcome your feedback on our report.

Modern Slavery Statement 2021

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