

# 2023 MODERN SLAVERY STATEMENT

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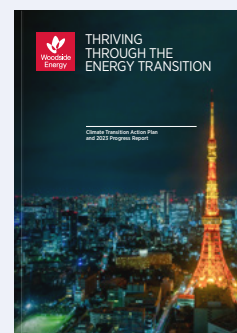
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## Corporate reporting 2023

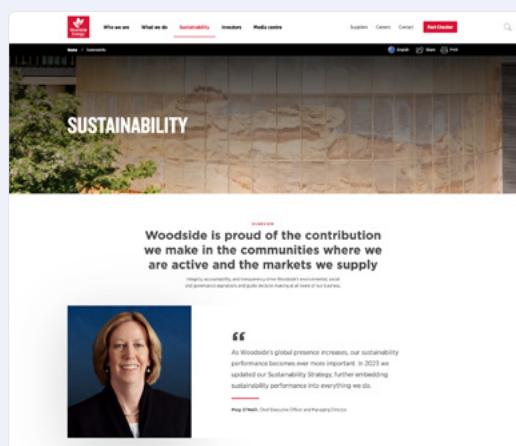
Our reporting suite includes our Annual Report, Climate Transition Action Plan and 2023 Progress Report and Sustainability Disclosures.



Annual Report 2023



Climate Transition Action Plan and 2023 Progress Report



Sustainability disclosures

[Access the full suite at woodside.com](https://www.woodside.com)

## ACKNOWLEDGING COUNTRY

Woodside recognises Aboriginal and Torres Strait Islander peoples as Australia's First Peoples. We acknowledge their connection to land, waters and the environment and pay our respects to ancestors and Elders, past and present. We extend this recognition and respect to First Nations peoples and communities around the world.

| Australian Modern Slavery Act reporting criteria   | UK Modern Slavery Act reporting criteria  | Sections in Statement                                   | Page(s) |
|--|---|---|---------|
| Identify the reporting entity  |   | About this statement                                    | 4       |
| Describe the structure, operations and supply chains of the reporting entity   | Organisation's structure, its business and its supply chains  | About Woodside  | 7-11    |
|  |   | Our structure and operations                            | 7       |
|  |   | Our supply chain  | 11      |
| Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls                            | Parts of the organisation's business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk   | Modern slavery risks in our operations and supply chain | 12-13   |
| Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes | Organisation's policies in relation to slavery and human trafficking; its due diligence processes in relation to slavery and human trafficking in its business and supply chains; the training about slavery and human trafficking available to its staff | Actions to assess and address our modern slavery risks  | 14-20   |
| Describe how the reporting entity assesses the effectiveness of such actions   | Organisation's effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate  | Assessing the effectiveness of our actions              | 21      |
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# About this statement

This is Woodside's fourth joint Modern Slavery Statement to meet the requirements of the Australian *Modern Slavery Act 2018* (Cth) (the Australian Modern Slavery Act) and the second to meet the requirements of the United Kingdom *Modern Slavery Act 2015* (the UK Modern Slavery Act), covering the 1 January 2023 to 31 December 2023 (reporting period).

This joint statement is published by Woodside Energy Group Ltd (ABN 55 004 898 962), a reporting entity under the Australian Modern Slavery Act and UK Modern Slavery Act, on behalf of itself and the following additional entities which are reporting entities under the Australian Modern Slavery Act:

- Woodside Energy Ltd
- Woodside Burrup Pty Ltd
- Burrup Train 1 Pty Ltd
- Woodside Julimar Pty Ltd
- WE Trading Singapore Pte Ltd
- Woodside Energy (Australia) Pty Ltd
- Woodside Energy (Bass Strait) Pty Ltd
- Woodside Energy (North West Shelf) Pty Ltd.

Details of these reporting entities can be found in the index on page 24 of this statement.

References in this statement to Woodside, we, us and our, refer to Woodside Energy Group 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 VALUES

### One team

We are inspired by our common purpose.

We challenge, respect, and back each other.

We are inclusive, value diversity, and can be ourselves.

### We care

We keep each other safe.

We listen and respond with humility.

We respect the environment, operate responsibly, and care for communities.

We adapt to the world's expectations of us.

### Innovate every day

We explore ideas, find creative solutions, and try new ways of doing things to provide the energy the world needs today and low cost, lower carbon energy for tomorrow.

### Results matter

We go after opportunities and show courage by taking the right risks and learning from our mistakes.

We spend and invest as if it's our money.

We are proud of our achievements.

### Build and maintain trust

Trust takes time and effort and will not be taken for granted.

We nurture relationships and act with integrity – doing what we say and doing it well.



# Message from our CEO

Modern slavery continues to impact millions of people around the world, including global supply chains as highlighted in the 2023 Global Slavery Index.<sup>1</sup>

Woodside conducts business in a way that respects the human rights of all people, including our employees, the communities where we are active, and those working within our supply chains. This includes ensuring that we have appropriate policies and processes in place to address the risks of modern slavery across our operations and supply chain. Woodside's strategy is to thrive through the energy transition, by building a low cost, lower carbon, profitable, resilient and diversified portfolio.

In 2023, we completed our first full year as a larger, global energy company following the merger with BHP's petroleum business in 2022, working effectively as one team across multiple locations. This has included integrating our modern slavery approach into the merged business and deployed modern slavery training for the merged supply chain team.

We also continued to identify opportunities to strengthen other aspects of our human rights and modern slavery approach including implementing recommendations from an independent review to strengthen our community grievance mechanisms and updating our human rights remediation guidance. We are aware of the heightened modern slavery risks in renewable energy supply chains and during 2023 we undertook focused due diligence in relation to the proposed Woodside Solar project near Karratha (see page 18).

Addressing modern slavery requires a collaborative and cross-sector approach. During 2023, we continued our engagement in a range of forums and dialogues in relation to human rights and more specifically modern slavery, including with the Australian Human Rights Resource and Energy Collaborative.<sup>2</sup> We will continue to value opportunities to share experiences with and learn from peers and experts to support continuous improvement in our approach.



## KEY HIGHLIGHTS IN 2023

- » Modern slavery training for supply chain team deployed.
- » Supplier audit findings addressed.
- » Deeper mapping of merged (post-merger between Woodside and BHP Petroleum) supply chain commenced with independent third party.
- » Targeted due diligence in relation to the proposed Woodside Solar project near Karratha.
- » Due Diligence and Remediation Guideline updated to support prompt and effective response to any modern slavery incidents identified (expected to be finalised in 2024).
- » Progressed recommendations to improve the effectiveness of, and related training on, community grievance mechanisms progressed.

This Modern Slavery Statement has been endorsed by the Sustainability Committee and approved by the Board of Woodside Energy Group Ltd on behalf of itself and each of the reporting entities on 24 April 2024.

A handwritten signature in black ink that reads "Meg O'Neill".

**Meg O'Neill**

*Chief Executive Officer and Managing Director*

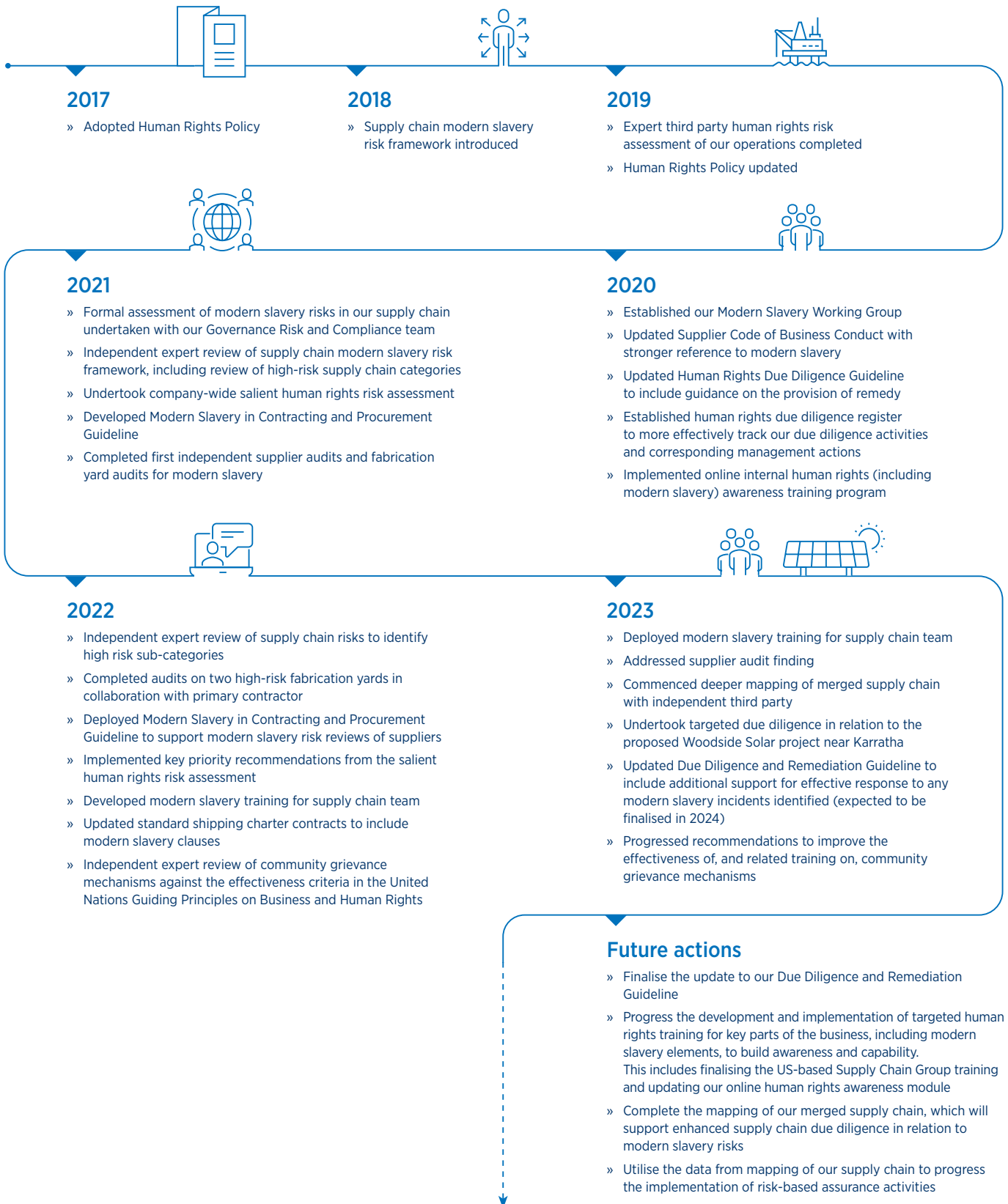
<sup>1</sup> Global Slavery Index (<https://www.walkfree.org/global-slavery-index/>)

<sup>2</sup> The Human Rights Resources and Energy Collaborative is a group of Australian energy and resources companies that share learnings, challenges and develop practical tools to support identifying and addressing human rights issues including modern slavery.

# Continuous improvement

We acknowledge that it takes consistent action and effort to identify and address modern slavery risks, and we are committed to continuous improvement in our approach.

The following diagram illustrates the key milestones and initiatives we have undertaken in modern slavery risk management, and our planned future actions for 2024.



# About Woodside

## OUR STRUCTURE AND OPERATIONS

Driven by a spirit of innovation and determination, we established the liquefied natural gas (LNG) industry in Australia 35 years ago and today supply a growing base of customers.

We have reliably delivered gas to homes and businesses in Australia for decades, supporting the development of local industry and driving economic prosperity. Following our merger with BHP's petroleum business in 2022, we have become a larger supplier of energy to the world through an expanded global portfolio.

Woodside Energy Group Ltd is a for-profit company limited by shares, incorporated and domiciled in Australia and headquartered in Perth. Its shares are publicly traded on the Australian Securities Exchange (ASX:WDS), London Stock Exchange (LSE:WDS) and New York Stock Exchange (NYSE:WDS). It is the ultimate holding company of the Woodside group of companies that includes the reporting entities identified and described on page 24 and a number of other owned and controlled entities. A full list of our subsidiaries, including country of incorporation and ownership structure is detailed in our Annual Report 2023.

We produce crude oil, condensate, liquefied petroleum gas and pipeline natural gas for domestic and international markets, and have interests in Australia, the Gulf of Mexico, the Caribbean, Senegal and Timor-Leste. We also have a focused exploration program. Our focus in operations remains on safety, reliability, efficiency and environmental performance, leveraging more than 35 years of operating experience.

Woodside is built to thrive through the energy transition by:

- providing energy through a high-quality portfolio, geographically advantaged to meet growing LNG demand<sup>1</sup>
- creating and returning value through disciplined capital management and
- conducting our business sustainably through contribution to environment and communities.

For more information refer to our Climate Transition Action Plan and 2023 Progress Report.

## PRODUCING ASSETS

### Australian Operations

Woodside's Australian portfolio consists of operated and non-operated oil and gas projects across Australia including:

- Pluto LNG. This includes the proposed Woodside Solar project near Karratha
- North West Shelf Project
- Wheatstone and Julimar-Brunello
- Bass Strait
- Other Australian Oil and Gas Assets

 [VIEW MORE](#)

## International Operations

Woodside's international portfolio includes assets in the US Gulf of Mexico and the Caribbean with embedded growth options.

This includes:

- Shenzi
- Atlantis
- Mad Dog
- Greater Angostura

 [VIEW MORE](#)

## PROJECTS

Woodside's portfolio of projects is underpinned by project delivery capability that is focused on safety, low cost and lower carbon solutions.

- Scarborough Energy Project
- Sangomar
- Trion

 [VIEW MORE](#)

## EXPLORATION AND DEVELOPMENT

Woodside's portfolio of developments and targeted exploration program is focused on identifying and addressing key technical and commercial elements to allow resources to compete for capital. Our portfolio includes the Calypso gas discoveries in Trinidad, the Browse development in Western Australia, the Liard unconventional gas field in Canada, and the Sunrise and Troubadour gas and condensate fields in the Timor Sea.

 [VIEW MORE](#)

## NEW ENERGY AND CARBON SOLUTIONS<sup>2</sup>

Woodside is focusing on the development of new energy products and lower carbon services, to help Woodside and our customers reduce emissions.

These include announced projects in Australia (H2Perth, Hydrogen Refueller @H2Perth, H2TAS and Woodside Solar), the United States (H2OK) and New Zealand (Southern Green Hydrogen).

Woodside, as a participant in various joint ventures, holds three greenhouse gas assessment permits and is a participant in the proposed South East Australia Carbon Capture and Storage (CCS) Project.

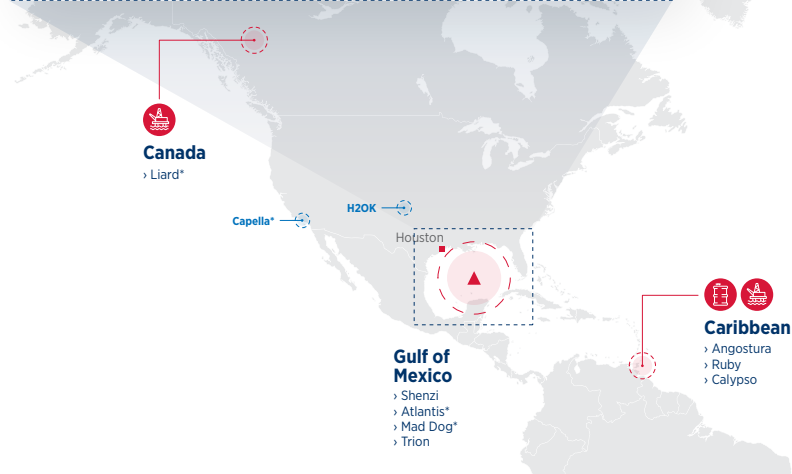
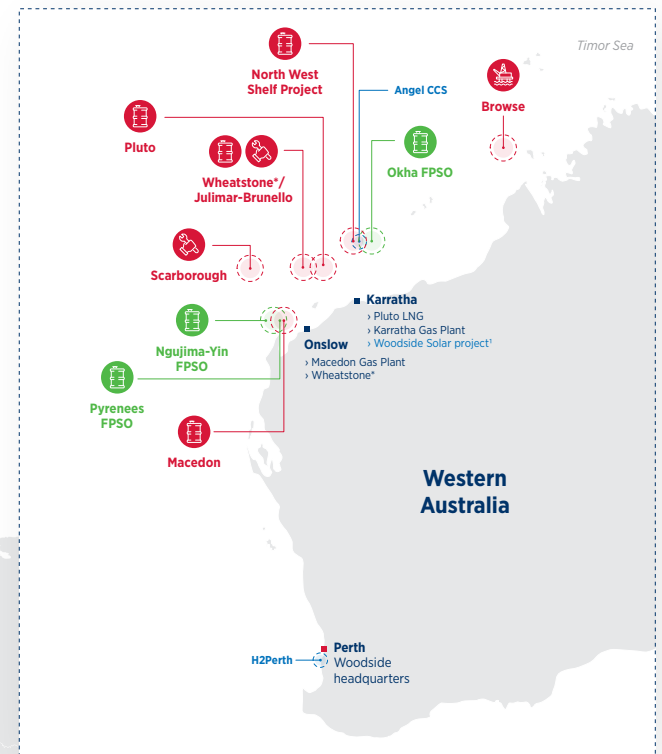
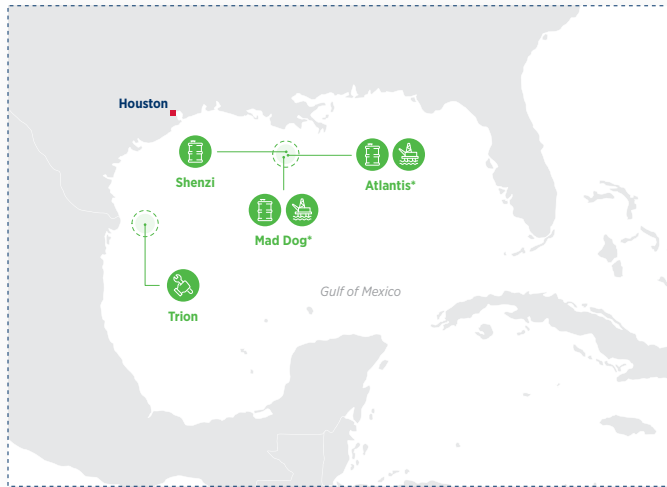
Woodside utilises carbon credits to offset equity Scope 1 and 2 greenhouse gas emissions that are above our net emissions reduction targets.

Woodside is focused on collaborating with carbon capture and utilisation (CCU) technology developers and is assessing opportunities to deploy their technologies in demonstration-scale pilot projects, ahead of their potential deployment on a larger-scale.

<sup>1</sup> Global LNG demand is forecast to grow 53% to 2033, supported by Europe, China and emerging Asia. Base case scenario. Wood Mackenzie Global Gas Investment Horizon Outlook, October 2023.

<sup>2</sup> Woodside uses the term 'new energy' to describe energy technologies, such as hydrogen and ammonia, that are emerging in scale but which are expected to grow during the energy transition due to having lower greenhouse gas emissions at the point of use than conventional fossil fuels.

# Areas of activity



**Gulf of Mexico**

- Shenzi
- Atlantis\*
- Mad Dog\*
- Trion



**Timor-Leste/Australia**

- Sunrise

**Western Australia**

- Pluto
- North West Shelf
- Wheatstone\*/Julimar-Brunello
- Okha FPSO
- Ngujima-Yin FPSO
- Pyrenees FPSO
- Macedon
- Scarborough
- Browse

**Bonaparte CCS**

**East coast Australia**

- Bass Strait\*

**Melbourne\***

- South East Australia CCS

**H2TAS**

**Southern Green Hydrogen\***

## Key

### Primary product

● Gas

● Oil

● New energy opportunity or lower carbon service<sup>1</sup>

### Phase

🏗️ Producing assets

🔧 Projects

🏠 Developments<sup>1</sup>

\* Non-operated.  
<sup>1</sup> Subject to FID and/or regulatory approvals.  
<sup>2</sup> Denotes marketing offices.  
<sup>3</sup> Denotes representative and/or liaison offices.



# Our value chain

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## Acquire, divest, explore and develop

We manage our portfolio through acquisitions, divestments 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 are focused on value and look to generate low cost, lower carbon development opportunities. During the development phases, we aim to optimise value by selecting the best concept for extracting, processing and delivering energy to our customers.

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## Project execution

We are building on decades of project execution expertise, investing in opportunities across the globe. Woodside is benefitting from the increased scope and scale of its projects portfolio through knowledge sharing across projects and our relationships with suppliers and contractors. We design and execute projects with a focus on safety, cost and sustainability.

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## Operate

Our operations prioritise safety while focusing on strong reliability and environmental performance in remote and challenging locations. In Australia, our operated assets include the North West Shelf (NWS) Project and Pluto LNG. We also operate Macedon and three FPSO facilities and have non-operated interests in Bass Strait and Wheatstone. Internationally, we operate Shenzi in the Gulf of Mexico and Angostura and Ruby in Trinidad and Tobago and have non-operated interests in Atlantis and Mad Dog in the Gulf of Mexico. We endeavour to adopt technology and a continuous improvement mindset to support operational performance and optimise the value of our assets.

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## Market

Our relationships with customers have been maintained through a track record of reliable delivery since the NWS Project's first LNG cargo was delivered to Japan in 1989. We are building scale and flexibility in our portfolio by expanding our global supply presence, through our own liquefied volumes and offtake agreements with third parties. This creates opportunities to optimise our LNG cargoes and capture short-term trading opportunities. We continue to look for opportunities to collaborate with our customers on lower carbon energy solutions.

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## Decommissioning

Decommissioning is integrated into project planning, from the earliest stages of development through to the end of field life. We work with global contractors to safely remove facilities and plug and abandon wells that are no longer required for our operations. We work with regulators to deliver our decommissioning commitments.

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# Our people

As at 31 December 2023, Woodside had approximately 4,610 employees, the majority of whom are located in Australia and the US. The majority of our workforce are employed under individual contracts and some employees are covered by industrial agreements. For more information, visit our website for People and Culture.

## EMPLOYMENT NUMBERS<sup>1,2</sup>

# 4,610

TOTAL EMPLOYEES

# 4,392

PERMANENT FULL-TIME EMPLOYEES

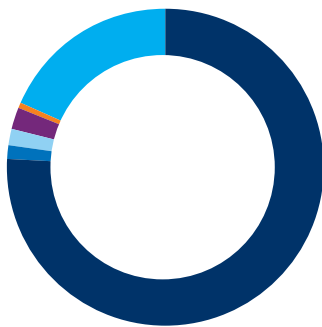
# 301

PART-TIME EMPLOYEES

# 218

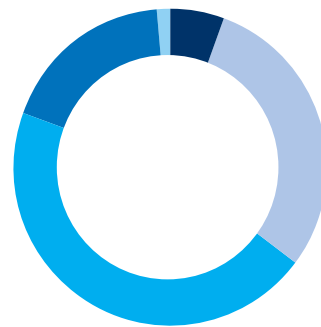
FIXED TERM EMPLOYEES

### EMPLOYEES BY REGION<sup>3</sup>



- **3,506** Australia
- **57** Africa and Middle East
- **77** Asia
- **105** Caribbean
- **24** Europe
- **841** Americas<sup>3</sup>

### EMPLOYEES BY POSITION



- **257** Administration
- **1,373** Technical
- **2,084** Supervisory/professional
- **839** Middle management
- **57** Senior management

1 In 2023, the calculation method has been adjusted to no longer include scholarship students, cadets, interns and vacation students. Please note these groups were previously included in the people data from 2019-2022.

2 Secondees In are excluded from these metrics; Secondees Out are included.

3 The United States and Canada has been renamed to Americas. This region captures employees in Mexico.



# Our supply chain

In 2023, we spent more than US\$7.2 billion on goods and services with 2,018 direct suppliers across 46 countries. The majority of our direct supplier spend was with suppliers in Australia (with 1,418 direct suppliers), Senegal, the US, Germany and Japan. Our supply chain categories can be found on page 13.

The majority of our spend is with suppliers engaged through multi-year contracts.

The Supply Chain Group manages our tendering and procurement activities. This Group is primarily located in Perth (Australia), Karratha (Australia), Houston (United States), and Port of Spain (Trinidad and Tobago), with dedicated resources who lead our responsible sourcing approach (including in relation to modern slavery). We also have small supply chain teams located in countries where we have significant projects. In 2023, we updated our process for managing modern slavery in the supply chain to ensure a consistent approach across all or teams.

For more information, visit our website.

## GLOBAL SUPPLIER NUMBERS

**US\$7.2**

BILLION SPENT IN 2023

**2,018**

DIRECT SUPPLIERS

**46**

COUNTRIES

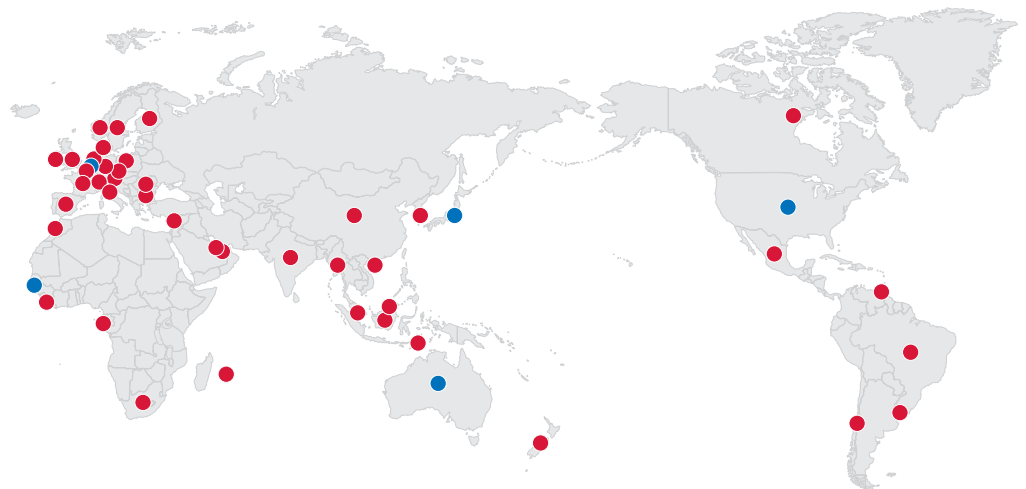
**1,418**

AUSTRALIAN SUPPLIERS

## SUPPLIER COUNTRIES

Majority of our direct supplier spend was with suppliers in:

- » Australia
- » Senegal
- » United States
- » Germany
- » Japan



### Key

- Supplier country
- Major supplier country

## LARGEST CATEGORY BY SPEND (A\$ BILLION)

**\$3.29**

GREENFIELDS (PROJECTS)

**\$2.04**

SUBSEA

**\$1.04**

DRILLING AND COMPLETIONS

**\$0.50**

IT AND TELECOMMUNICATIONS

**\$0.41**

MAINTENANCE AND IMPLEMENTATION SERVICES

Note: This data relates to our direct (tier one) suppliers. We recognise that these suppliers have their own supply chains (our tier two and below suppliers) which may be complex and may involve a range of activities (e.g. manufacturing, fabrication and processing) in jurisdictions that are higher risk for modern slavery. We continue to look for opportunities to build our understanding of these risks.

# Modern slavery risks in our operations and supply chain

The Australian Modern Slavery 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.<sup>1</sup>

Our understanding of the modern slavery risks in our operations and supply chain is informed by the United Nations Guiding Principles on Business and Human Rights (UN Guiding Principles), including the 'continuum of involvement'. This sets out that companies can be involved in modern slavery in three ways: by causing, contributing to, or being directly linked to the harm.

## Cause

A company may cause modern slavery where its actions directly result in modern slavery occurring. For example, a company could cause modern slavery if it engaged its workers in forced labour or hazardous child labour.

## Contribute

A company may contribute to modern slavery where its actions or omissions facilitate or incentivise modern slavery. For example, a company could contribute to modern slavery if it requires a supplier to meet unreasonable time frames or budgets which the supplier can only meet by exploiting its workers.

## Directly linked

A company's operations, products or services may be directly linked to modern slavery through the activities of another entity it has a business relationship with. For example, a company would be directly linked to modern slavery if it purchased products that were manufactured using forced labour.

## OPERATIONS

We acknowledge that the resources and energy sector is generally considered high risk for modern slavery (particularly in jurisdictions with a high prevalence of modern slavery)<sup>2</sup> and that there are risks of involvement in modern slavery in our operations if we do not have appropriate controls in place. However, we have assessed these risks as relatively low in our own operations.

During 2023, the majority of our activities and employees were in countries which are not considered high risk for modern slavery<sup>3</sup> (over 98% of our employees were based in Australia, the United States, Canada, Trinidad and Tobago, Senegal, Singapore, Japan and United Kingdom).

We acknowledge that modern slavery risks are higher in some jurisdictions. We also acknowledge that risks are higher with contracted workers engaged through third party entities. We have strong policies and processes in place in relation to our own employees' benefits and conditions, including in higher risk jurisdictions.

For more information visit our website.

## SUPPLY CHAIN

We recognise that we could be directly linked to modern slavery (as defined above) through our supply chain. We engaged an independent third party in 2021 and 2022 to help us identify specific areas in our supply chain that are of potentially higher risk for modern slavery, which are summarised in the table on page 13.

Our high risk contracting categories were developed with an independent third party and considered the following modern slavery risk factors:

- Vulnerable populations (e.g. migrant workers, base-skill workers)
- High-risk business models (e.g. offshore centres, contracting, subcontracting, use of third party agents)
- High-risk sectors (e.g. specific raw materials, manufacturing, services, goods not for resale and goods for resale)
- High-risk geographies (e.g. those with weak rule of law, high levels of corruption or conflict, and other factors like internal displacement of people, high cross-border migration, and regional or remote areas)

Our supply chain categories are reviewed periodically against these modern slavery risk factors to ensure they remain up to date. In 2023, new energy was identified as a higher risk category.



1 Woodside considers that the definition contained in the Australian Modern Slavery Act aligns with the intended interpretation of slavery and human trafficking for the purposes of the UK Modern Slavery Act.

2 KPMG Australia's Modern Slavery Risks in the Resources and Energy Sector Report 2021.

3 Based on the prevalence data from the 2023 Global Slavery Index.

| Category  | Subcategory  | Nature of work, including key modern slavery risk factors related to category   | Potential modern slavery risks  |
|---|--|---|---|
| <b>Engineering, procurement and construction management</b> | Engineering, project management, maintenance and installation services for brownfield projects   | <ul style="list-style-type: none"> <li>• Use of low skilled labour</li> <li>• Use of migrant workers</li> <li>• Use of sub-contracting and labour hire</li> <li>• Long and complex supply chains which use low tier suppliers operating out of higher risk geographies</li> </ul>   | <ul style="list-style-type: none"> <li>• Forced labour</li> <li>• Debt bondage</li> <li>• Deceptive recruiting</li> </ul> |
| <b>Facilities management</b>                                | Facilities management services provided to Woodside's offices and operating sites including security, building repairs, maintenance, cleaning, catering, concierge, accommodation services (fly-in fly-out camps) and FPSO vessels | <ul style="list-style-type: none"> <li>• Use of low skilled labour</li> <li>• Use of migrant and visa-holder workers</li> <li>• Use of sub-contracting and outsourcing</li> <li>• Low margins; focus on cost reduction</li> </ul>   | <ul style="list-style-type: none"> <li>• Forced labour</li> <li>• Debt bondage</li> <li>• Deceptive recruiting</li> </ul> |
| <b>IT and telecommunications</b>                            | Digital services (outsourced IT services)  | <ul style="list-style-type: none"> <li>• Use of low skilled labour</li> <li>• Use of migrant workers</li> <li>• Use of sub-contracting and outsourcing</li> <li>• Long and complex supply chains including high risk categories (e.g. IT hardware)</li> <li>• Supply chain often located in higher risk geographies</li> <li>• Use of recruitment agencies</li> </ul>                             | <ul style="list-style-type: none"> <li>• Forced labour</li> <li>• Debt bondage</li> </ul>                                 |
| <b>Maintain, repair and operate</b>                         | General consumables and hardware components (supplies, equipment and tools associated with production including hardware utensils, uniforms and personal protective equipment)   | <ul style="list-style-type: none"> <li>• Use of low skilled labour</li> <li>• Use of migrant workers and other vulnerable groups</li> <li>• Use of sub-contracting and outsourcing</li> <li>• Supply chain often located in higher risk geographies</li> <li>• Long and complex supply chains including high risk categories (e.g. raw materials)</li> <li>• Fast production deadlines</li> </ul> | <ul style="list-style-type: none"> <li>• Forced labour</li> <li>• Child labour</li> <li>• Human trafficking</li> </ul>    |
| <b>Marine</b>   | Port operations, ancillary services and marine crewing (provision of marine vessels, related services and marine personnel)  | <ul style="list-style-type: none"> <li>• Use of low skilled labour</li> <li>• Use of migrant workers and visa-holder workers</li> <li>• Use of sub-contracting and outsourcing</li> <li>• Isolated working conditions (e.g. at sea; on/offshore platforms); limited oversight offshore / at sea</li> <li>• Low margins; focus on cost reduction</li> </ul>  | <ul style="list-style-type: none"> <li>• Forced labour</li> <li>• Debt bondage</li> </ul>                                 |
| <b>Offshore Construction</b>                                | Offshore construction - building and manufacturing infrastructure; fabrication   | <ul style="list-style-type: none"> <li>• Use of low skilled labour</li> <li>• Use of migrant workers</li> <li>• Use of sub-contracting and outsourcing</li> <li>• Long and complex supply chains including high risk categories (e.g. raw materials)</li> <li>• Often short time frames for delivery of work</li> </ul>   | <ul style="list-style-type: none"> <li>• Forced labour</li> <li>• Human trafficking</li> <li>• Child labour</li> </ul>    |
| <b>New Energy</b>   | Construction for new energy projects including wind and solar<br>International carbon offsets  | <ul style="list-style-type: none"> <li>• Use of low skilled labour</li> <li>• Use of migrant workers and other vulnerable groups</li> <li>• Use of sub-contracting and outsourcing</li> <li>• Long and complex supply chains including high risk categories (e.g. raw materials)</li> <li>• Supply chain often located in higher risk geographies</li> </ul>                                      | <ul style="list-style-type: none"> <li>• Forced labour</li> <li>• State imposed labour</li> <li>• Child labour</li> </ul> |

While the primary focus of the risk assessment was our direct suppliers, it did consider some modern slavery risks beyond tier one of our supply chain. We recognise that modern slavery risks can occur beyond tier one suppliers, and we will continue to look for opportunities to build our understanding of those risks (e.g. through supplier audits, in collaboration with our direct suppliers where appropriate (see, for example, our solar case study on page 18), and an expectation that our suppliers cascade human rights expectations down their supply chains).

# Actions to assess and address our 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. The key actions taken are outlined in this section.

## MODERN SLAVERY RISK GOVERNANCE

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




|   |   |
|---|---|
| <b>Woodside Board of Directors</b>                    | Woodside's approach to human rights is overseen by our Board and the Executive Leadership Team. The Board is responsible for reviewing and approving the Human Rights Policy which provides the basis of our human rights, risk management approach, including modern slavery.                      |
| <b>Board Sustainability Committee</b>                 | The Sustainability Committee is responsible for reviewing and making recommendations to the Board on Woodside's Human Rights Policy and performance. The Sustainability Committee meets at least four times per year and receives relevant human rights updates annually.                           |
| <b>Executive Leadership Team</b>                      | The Executive Leadership Team meets at regular intervals throughout the year to discuss a broad range of company related topics. They receive updates on human rights from the business and the relevant leaders are part of the Modern Slavery Statement approvals process.                        |
| <b>Executive Vice President Strategy and Climate</b>  | The Executive Vice President Strategy and Climate, who sits on our Executive Leadership Team, is responsible for overall management of our human rights approach, policy and disclosures.   |
| <b>Climate and Sustainability Group</b>               | Develops and leads our sustainability approach, which includes day-to-day management of our human rights approach. Includes resources focused on human rights risk management and provides subject matter expertise to the business. Leads the development of the annual Modern Slavery Statement.  |
| <b>Head of Sustainability Strategy and Governance</b> | Day-to-day responsibility for Woodside's human rights performance is managed by the Head of Sustainability Strategy and Governance, who also oversees the Human Rights Working Group.   |
| <b>Human Rights Working Group</b>                     | Cross-functional group to support an integrated approach to human rights across the business. Helps to oversee the identification and management of human rights risks and provides a forum for sharing knowledge, produces a human rights roadmap of activities to continue maturing our approach. |
|   | <b>Modern Slavery Working Group</b><br>The Modern Slavery Working Group is a subset of the Human Rights Working Group. It is a cross-functional group to help manage our modern slavery risks across the business and support the development of the annual Modern Slavery Statement.               |
| <b>Supply Chain Group</b>                             | Develops and leads the implementation of our human rights approach including modern slavery in our supply chain. This includes assessing for supply chain risks, supplier screening and contractor management.  |

### Human Rights and Modern Slavery Working Groups

Our Human Rights Working Group, which comprises representatives from a range of internal functions including Supply Chain, Corporate Affairs, Climate and Sustainability, Human Resources and Legal, met eight times in 2023. The group's discussions included relevant human rights trends or events, knowledge shares and legislative reviews. In 2023, representatives attended review sessions with our independent business and human rights expert to contribute to updating our salient issues assessment. Our Modern Slavery Working Group met approximately fortnightly in 2023 to discuss potential modern slavery risks in more detail including solar due diligence.

## POLICIES AND RELATED DOCUMENTS

Woodside continues to review and, where necessary, enhance our corporate governance policies and practices.

| Relevance to modern slavery   | Key implementation measures   |
|---|---|
| <p><b>Code of Conduct</b></p> <p>Defines the expected behaviours of everyone working at and with Woodside. It outlines our commitment to conducting business and activities ethically and with integrity. Woodside is committed to a safe, inclusive, and respectful working environment. The Working Respectfully Policy is referenced in the Code of Conduct.</p>                   | <p style="text-align: right;"> <a href="#">VIEW CODE OF CONDUCT</a></p> <p>We require annual mandatory training (induction and annual refresher) on the Code of Conduct for all employees and service providers. Adherence to the Code of Conduct is also part of each employment contract.</p> <p>The Code is available on our website and intranet.</p>  |
| <p><b>Human Rights Policy</b></p> <p>Outlines our commitment to respect human rights and our opposition to modern slavery.</p> <p>Includes our objectives of community engagement and a grievance mechanism.</p>  | <p style="text-align: right;"> <a href="#">VIEW POLICY</a></p> <p>The Policy guides our approach to human rights across the business, and forms the foundation for a number of processes and Guidelines. We provide online human rights training which outlines the Policy.</p> <p>The Human Rights Policy is reviewed each year by the Board. During the reporting period, minor continuous improvement updates were made to the policy.</p> <p>The Policy is available on our website and intranet.</p>  |
| <p><b>Human Rights Due Diligence and Remediation Guideline</b></p> <p>Sets out the human rights due diligence requirements to identify and manage any actual or potential impacts related to our operational activities. It includes guidance on remediation in the event Woodside identifies it has caused, contributed or is directly linked to an adverse human rights impact.</p> | <p>The Guideline is available internally on Woodside's intranet.</p>  |
| <p><b>Modern Slavery in Contracting and Procurement Guideline</b></p> <p>Describes our due diligence process to assess, assign and manage supplier modern slavery risk throughout the contracting life cycle.</p>   | <p>The Guideline was rolled out in 2023. This was accompanied by training of all our Australian based Contracting and Procurement staff. We will roll out training to our overseas staff in the first half of 2024.</p> <p>The Guideline is available internally on Woodside's intranet and has been communicated directly to all Contracting and Procurement team members.</p>   |
| <p><b>Supplier Code of Business Conduct</b></p> <p>Describes the business relationship Woodside seeks to have with our suppliers. Includes expectations regarding human rights and modern slavery including the obligation to report any incidents to Woodside.</p>   | <p style="text-align: right;"> <a href="#">VIEW SUPPLIER CODE OF BUSINESS CONDUCT</a></p> <p>The Supplier Code of Business Conduct is available on our website, communicated to suppliers during onboarding and incorporated in our standard terms and conditions.</p> <p>Suppliers agree to the Supplier Code of Business Conduct as part of the onboarding process. We regularly communicate to our suppliers our expectations in adhering to our Supplier Code of Business Conduct.</p> <p>The Supplier Code of Business Conduct is also supported by our Guideline on Worker Access to Identity Documents which prohibits our suppliers from withholding identity documents of migrant workers. Requirements for the safekeeping of personal documents when requested by the work-force are also provided. This is available on our website and provided to suppliers during onboarding.</p> |

## Relevance to modern slavery

## Key implementation measures

### Whistleblower Policy

 [VIEW POLICY](#)

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

The Policy is communicated to all personnel as part of the induction and annual refresher Code of Conduct training. In addition, the Policy, and the EthicsPoint whistleblower service, are available on our website and intranet. Eligible recipients under the Policy also receive separate additional training on an annual basis in relation to the performance of that role.

### Community Grievance Guideline

Provides a framework for receiving and resolving community grievances in a consistent and timely manner for incorporation into local grievance mechanisms for our operations.

The Guideline is available internally on Woodside's intranet and has been communicated directly to all Communities team members.

In 2022, we engaged an independent external business and human rights expert to review the Guideline in line with the UN Guiding Principles effectiveness criteria for operational-level grievance mechanisms. During 2023 we have worked to implement the recommendations from that review, including by updating the Guideline (to be finalised and launched after the reporting period).

During the reporting period, we commenced the development of training in relation to the Guideline for relevant Communities team members which will be rolled out in 2024.

These documents are also supported by a range of other policies, procedures and processes such as our Anti-Bribery and Corruption Policy, Risk Management Policy and Inclusion and Diversity Policy. These policies are available on our website.





# Identifying and assessing our modern slavery risks

During 2023, we did not identify any instances of modern slavery through our due diligence activities or grievance mechanisms. However, we acknowledge that this does not mean modern slavery may not be present in our supply chains and remain committed to continuous improvement in identifying and assessing our risks.

An update of our salient human rights issues assessment for our post-merger global portfolio was conducted in 2023 with the support of an independent business and human rights expert. The update included a review of the human rights potentially at risk of the most severe negative impact through the company's activities and business relationships. Labour exploitation (including modern slavery) was identified as a salient risk in our supply chain.

## OPERATIONS

Human rights are considered throughout the life of our projects via ongoing due diligence processes. In line with our Human Rights Procedure, human rights due diligence activities are mandatory for all operations and activities under our operational control in countries determined to have high human rights risk. This is required every two years or when there is a significant change in our activity or the operating context. Country risk is determined through an annual internal review of all countries we have interests in through a desktop analysis of independent data sources, including the Global Slavery Index. Where we are not the operator, we will seek to influence joint venture participants to have the joint operation adopts commitments similar to those of our Human Rights Policy.

### Assessing new business opportunities

As part of the assessment of significant new business opportunities and investments, we undertake due diligence assessments that, where appropriate, consider human rights and modern slavery risks. Where we are the non-operator partner in high-risk countries, we may request the operator disclose relevant human rights due diligence documentation. If this information is not available or unsatisfactory, we may conduct our own due diligence to understand the risk profile associated with the activity. During 2023, we updated our new energy due diligence screening tool to include additional social and environmental aspects. This screening tool includes human rights and is used when considering new energy opportunities and carbon offsets.

## SUPPLY CHAINS

We have also undertaken risk assessments to identify the highest risk areas of our supply chain as described on page 13.

Building on these risk assessments, our Supply Chain Modern Slavery Framework is used to map our suppliers' modern slavery risk level which then informs any additional supplier engagement and due diligence. The framework takes into account important aspects of our spend categories, suppliers, and contracts, such as:

- **The location of the manufacturing of the goods purchased or the location of the delivery of the contracted services**  
We base our evaluation on data from sources like the Global Slavery Index to reflect that modern slavery is more prevalent in some places than others
- **The nature of the work**  
To evaluate the risk associated with low qualification, manual, and transient labour in the work we contract for, we use knowledge of our spend categories in conjunction with topic-specific research
- **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 greater leverage.

During 2023, we worked with an expert third party to help map our merged (Woodside and BHP Petroleum) supply chain (including beyond some tier one suppliers). In 2023, we identified 17 high risk suppliers. We plan to continue to review the risk of our merged supply chain in 2024 to further support our understanding of our modern slavery supply chain risks. We also mapped the supply chain of one of our major construction projects to further understand potential modern slavery risks.

## Self-Assessment Questionnaire and Contract Delivery Requirement

Consistent with the Supply Chain Modern Slavery Framework, for contracts considered moderate to potential high risk for modern slavery risks, 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 streamline our approach to enable consistency of requirements.

Suppliers identified as having a medium or high modern slavery risk are also required to develop a modern slavery risk management plan. The plan identifies the specific risks associated with the supplier and outlines the controls the supplier plans to implement to manage the risk. During 2023, this process was integrated with our supply chain teams in Houston (United States) and Port of Spain (Trinidad and Tobago).

## Audits

We undertake independent audits of certain suppliers that have been identified as potentially higher risk for modern slavery. In 2023, we focused on addressing findings from supplier audits conducted in 2022.

During 2023, we received the report for an audit on international fabrication yards in Batam (Indonesia) and Dubai (United Arab of Emirates) that was conducted in late 2022. Whilst modern slavery was not detected, a potential issue was identified as the audit noted that management at the Dubai site retained the passports of foreign workers. Foreign workers, who were interviewed by the auditor, separate to management, communicated that their passports were kept by management for safe keeping and the audit indicated they were comfortable with this process. However, in line with our Guideline on Worker Access to Identity Documents, the contractor pro-actively addressed this audit finding by implementing a form for the worker to formally give their consent for their passports to be held (noting they would be returned whenever the employee requested). The contractor also provided a safe in each of the dormitories for those employees that preferred to keep their own. This allowed the audit action to be closed out.

In 2023, following a desktop audit, we conducted an on-site assessment of a third-party operated supply base (storage location for essential equipment and supplies) in Senegal. Whilst no adverse human rights issues were identified, we did identify opportunities for procedural improvements (both in their Human Rights Management and Employment Contracts) and we will continue to work with the supply base to address these. In addition, we also developed and trialed a Supplier Site Visit Checklist. The checklist is designed to be used by Woodside personnel visiting supplier premises to observe any indicators of modern slavery or labour issues. We will continue to trial and update the checklist as required.

## CASE STUDY

### Applying our human rights approach to solar opportunities

Managing modern slavery in the solar supply chain can be complex, including due to factors such as reliance on high risk raw materials and challenges building visibility of the extended supply chains in this sector. Accordingly, modern slavery formed a key part of our supplier assessment for the proposed Woodside Solar facility in the Pilbara.

We worked with our renewable developer to understand their approach to modern slavery, broaden our knowledge of the risks and options in the supply chain and to understand approaches to responsible sourcing of solar panels. This included a desktop review of the industry's main suppliers by an independent environment and social governance supply chain consultant.

Our assessment also included an examination of the supplier's supply chain transparency and modern slavery policies. The contract for the chosen solar panel supplier applies measures such as traceability reporting, transparency on site location and raw material supplier information as well as modern slavery reporting and notifications. Traceability reporting provides a record of the product location and supplier from raw material to module including supporting documents such as bills of lading. Given the risks associated with solar supply chains, the renewable developer is also required to produce a modern slavery management plan which outlines key deliverables and ongoing reporting requirements.

As Woodside progresses our renewable projects, we continue to apply our human rights approach and work collaboratively with peers, suppliers and government to stay informed on the evolving approach to modern slavery in renewable energy supply chains and continue to enhance our own risk management.



## EMPLOYEES

Woodside maintains an open and collaborative working relationship with our global workforce, and regularly engages with our workforce and supports freedom of association. Our employees are free to join or not to join a labour union. As of 31 December 2023, 202 employees (representative of 4.4% of our total workforce) were covered by collective bargaining agreements. All other employees working conditions and terms of employment are based on industry conditions, as determined by the relevant laws and regulations in the respective jurisdictions.

Woodside has recruitment processes in place aim to minimise the risk of labour exploitation in our own workforce. These include checks of identification documents and visas where relevant. Woodside remuneration and benefits packages are externally benchmarked and all workers are paid their legal pay entitlements on time with payslips that include leave entitlements. We also include modern slavery clauses in our contracts with recruitment agencies and labour hire firms.

## SUPPLIER REQUIREMENTS

Our Supplier Code of Business Conduct sets out our expectations for suppliers including in relation to human rights including modern slavery, as set out on page 15.

The Supplier Code of Business Conduct is incorporated in our standard terms and conditions and consequently, suppliers to Woodside are required to confirm their compliance with the Supplier Code of Business Conduct when they enter into an agreement. Tenderers must also confirm their agreement with the Supplier Code of Business Conduct to participate in our tenders.

Our standard contractual terms and conditions for the supply of goods and services include specific modern slavery provisions which:

- 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.

If we identify adverse human rights impacts in our supply chain, we may not immediately terminate the relationship, we will consider whether we play a role in remediation. If the supplier is not receptive to remedying the impact and improving their practices, then we may terminate the relationship.

## MARINE

Our marine assurance process includes requirements such as vessel operator safety management audits and vessel inspections. We continue to 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 which call at our terminals. All vessels that Woodside charters and which call at our terminals must comply with the Maritime Labor Convention which sets out minimum standards for seafarers' rights at work. In addition, vessels chartered by Woodside in Australia operate under Enterprise Bargaining Agreements with stringent labour standards.

The global transport of our products is supported by our shipping capacity which includes six vessels under long-term contract and multiple vessels on short-term charter.



We work with reputable vessel owners and operators with strong operational and safety records to support our shipping needs. Long-term charter contracts contain modern slavery clauses including requirements for vessel owners to have a modern slavery management policy and to conduct due diligence on subcontractors in relation to modern slavery.

Woodside has chartered five new-build LNG ships to support the delivery of Scarborough LNG cargoes and growth in trading activities. The ships are being built by experienced organisations in established shipyards and the charter parties include modern slavery clauses.

## TRAINING AND CAPACITY BUILDING

Woodside is committed to a safe, inclusive, and respectful working environment. Code of Conduct training is updated each year with relevant content and case examples to illustrate expected standards of behaviour and the pathways for personnel to speak up. The Code of Conduct training includes specific reference to our Human Rights Policy and key issues including modern slavery

Woodside personnel (employees, third party contractors and service providers who access Woodside sites or information technology systems) must complete mandatory training on the Code of Conduct every year. Personnel joining Woodside must also complete training on the Code of Conduct as part of their onboarding.

Woodside has an online Human Rights Awareness training module that is mandatory for our employees in areas of the business with higher risk of exposure to modern slavery issues (for example, Contracting and Procurement, Legal and Corporate Affairs). The training covers our human rights responsibilities and approach, the risk of modern slavery in our operations and supply chains, modern slavery legislation and human rights in the global oil and gas sector.

In 2023, we reviewed our human rights training requirements and commenced focussed awareness sessions for key areas of the business on our approach to human rights. In addition we piloted a one day sustainability course as part of our Navigator Leadership Program which includes information on human rights and modern slavery. Specific modern slavery training for our supply chain team was also rolled out in 2023. This training focused on implementation of our updated Modern Slavery in Contracting and Procurement Guideline to build capacity to assess suppliers for modern slavery risks.

In 2024, we will continue to roll out awareness sessions on relevant topics to targeted areas of the business and update our online human rights training.

## GRIEVANCE MECHANISMS AND REMEDIATION

### Grievance mechanisms

We take concerns about our activities seriously and we encourage all stakeholders to speak up about misconduct, including those related to modern slavery. Stakeholders can lodge a grievance with us using a variety of local and company-wide channels as detailed on our website, which include web, telephone, mail and email channels.

Our whistleblower hotline (EthicsPoint), is a confidential, 24-hour business conduct hotline. EthicsPoint has multi-language and multi-jurisdiction capability and can be accessed by phone or online. All matters reported through EthicsPoint are assessed and investigated in accordance with the internal investigations process, overseen by a multi-discipline Investigations Steering Group. It is available to our employees and certain other stakeholders (including certain contractors and suppliers and their employees) to report unacceptable conduct, including in relation to modern slavery. Woodside personnel identified as eligible recipients under Australian whistleblower laws are trained in their rights and obligations to support whistleblowers. All matters reported through EthicsPoint are assessed and investigated in accordance with the internal investigations process, overseen by a multidiscipline investigations steering group.

In 2023, 54 investigations were completed (being a combination of investigations in progress prior to 1 January 2023 and new matters received during 2023). With 33 investigations (61%) resulting in substantiated misconduct, disciplinary outcomes led to the removal of 11 contractor personnel and termination of six employees.

All concerns which raised potential misconduct were assessed and either responded to or resolved through the internal investigation process. Concerns were raised via internal and external sources including the whistleblower service, EthicsPoint. Of the 63 reports received through EthicsPoint, 80% were anonymous. None of the concerns raised related to modern slavery. Further information in relation to the complaints received is available on the sustainability section of our website.

We also have localised community grievance mechanisms across our operations. 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. Our local mechanisms are based on the framework, but tailored to the local context (for example, to ensure people can raise complaints in the most widely used local dialect). In 2022, we engaged an independent external business and human rights expert to review the guideline and a number of our local grievance mechanisms against the UN Guiding Principles effectiveness criteria for non-judicial grievance mechanisms; in 2023 we commenced implementation of the recommendations from the review which we plan to continue in 2024.

Woodside will not tolerate any form of adverse action being taken against an individual or community that raises a concern or complaint on reasonable grounds. Woodside does not pursue retaliatory suits against persons who have brought or tried to bring a case against it involving credible allegation of adverse human rights impacts or against the lawyers representing them. We also will not terminate employment of any workers for the reason that they have brought or tried to bring a case against us involving a credible allegation of human rights abuse or engage in violent acts or threats to the livelihoods, careers or reputation of claimants or their lawyers. We also expect our business partners to not retaliate against people raising complaints.

During 2023, we did not receive any complaints through our mechanisms that related to modern slavery. However, we will continue to identify ways to improve both our due diligence and the effectiveness of our grievance mechanisms.

### Remediation

Woodside is committed to providing for or cooperating in remediation where we identify that we have caused or contributed to an adverse human rights impact (including modern slavery). This is in line with our Human Rights Due Diligence and Remediation Guideline (the Guideline) and the UN Guiding Principles. The Guideline includes that we would seek to consult and engage with impacted rightsholders and their representatives in determining any remedy and would consider a range of potential remedies as appropriate to the circumstances (for example, apologies, restitution or rehabilitation, and financial or non-financial compensation).

If we identify that we are directly linked to modern slavery within our supply chain or other business relationship, we will consider whether we play a role in remediation, including considering how we may be able to use our leverage to encourage the supplier or other business partner to provide remedy. We may also consider terminating the relationship if the issue is not appropriately addressed.

A review and update of the Guideline was undertaken in 2023, and will be finalised and rolled out in 2024. The review included updates for further alignment with the Human Rights Resource and Energy Collaborative (HRREC) and Walk Free's *Response and Remedy Framework* and will help us to respond promptly and effectively to instances of modern slavery if these are identified in our operations or business relationships.

# Assessing the effectiveness of our actions

Woodside considers an effective response to modern slavery risks to be one where our governance structure, policies, due diligence processes and grievance mechanisms provide us with the capacity to identify modern slavery risks in our operations and supply chain, enable and empower our teams to prevent and mitigate such risks where possible and where we respond effectively to any modern slavery risks, allegations and incidents that are identified.

We acknowledge that assessing the effectiveness of modern slavery risk management actions is challenging, and we are committed to refining our approach.

## HOW WE ASSESS EFFECTIVENESS AND OUR 2023 OUTCOMES

### Review of our governance structures

Woodside's Executive Leadership Team 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.

Woodside continues to review and, where necessary, enhance our corporate governance policies and practices. For example, our Code of Conduct, Human Rights Policy and all other company policies are reviewed annually by the Board.

#### Outcomes:

- » The Board reviewed and confirmed our human rights (including modern slavery) risk management approach, including forward-looking continuous improvement plans.
- » We made some minor continuous improvement updates to our Human Rights Policy.

### Tracking our actions

Suppliers identified as having moderate or high modern slavery risk are required to complete a Modern Slavery Management Plan which mitigates and addresses any identified risks. We work with our suppliers to address and close out these risks as part of our ongoing contract management. We also work with suppliers who we have audited to track their response to audit findings and recommendations.

#### Outcomes:

- » Modern Slavery Management Plans embedded in contracting process for suppliers with moderate to high modern slavery risk.

### Training and capacity building

We track the number of employees who complete our online Human Rights Awareness training module (which is mandatory for employees working in areas of the business with a higher risk of exposure to modern slavery issues).

We also tracked completion of targeted Contracting and Procurement team training.

#### Outcomes:

- » At the end of 2023, 83% of the applicable employees has completed the human rights awareness training module.
- » 79% of targeted Australian supply chain team members had completed the training.

### Grievance mechanisms

We track the grievances we receive through our whistleblower hotline and community grievance mechanisms (see page 15-16). These are regularly reviewed and reported internally.

#### Outcomes:

- » In 2022, we engaged an independent external business and human rights expert to review the effectiveness of our community grievance mechanisms. During 2023, we have been working to implement recommendations from the review including updating the Community Grievance Guideline and developing training for team members managing which will be rolled out in 2024.

### Woodside's Human Rights and Modern Slavery Working Groups

Our internal Human Rights Working Group (HRWG) works to mature our approach to human rights and associated risk management.

Our Modern Slavery Working Group had a smaller number of participants and discussed issues in more detail.

#### Outcomes:

- » We performed well against the majority of our indicators in 2023.
- » Our internal Human Rights Working Group (HRWG) met eight times during 2023. The HRWG's activities included reviewing of how we were tracking against the management of salient risks around the business through our dashboard.
- » The Modern Slavery Working Group met approximately fortnightly and reviewed results of any audits, suppliers assessments and applying lessons learnt.

### External benchmarking

We actively respond to the key environmental, social and governance (ESG) rating agencies, disclosing details of our human rights and sustainability performance.

These ratings platforms considered the company's approach to human rights (among other aspects of our ESG approach), which provides a view of the effectiveness of our approach and performance. For more information, visit our website.

#### Outcomes:

- » In 2023, we continued to perform strongly in our global industry categories across all ratings.

# Stakeholder engagement and collaboration

During 2023, 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. This helps us to learn from other organisations' experiences and supports continuous improvement in our approach.

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

We also continued to engage with our peers in the resources and energy sectors through the Human Rights Resources and Energy Collaborative (HRREC). The focus of the group's discussions provides a forum for sharing human rights experiences including in relation to supply chain and remedy. In 2023, Woodside assisted in coordinating and participated in knowledge share sessions on key human rights challenges and opportunities in the renewables supply chain. One of the sessions included an address by the NSW Anti-Slavery Commissioner. Additionally, we attended the Federal Government's Modern Slavery Conference, themed 'Taking Action Together'. The forum provided an opportunity to listen to and network with experts across government, businesses and civil society including survivors of modern slavery.

During 2023, we also attended a number of modern slavery and broader human rights dialogues, webinars and workshops including the United Nations Business and Human Rights Forum held in Geneva. This has allowed us to hear from a range of companies and stakeholders, continue to build our knowledge and keep across new developments, trends and evolving stakeholder expectations.

## CUSTOMER ENGAGEMENT

In 2023, we continued to receive requests from customers for information in relation to our modern slavery and broader human rights risk management approach, as part of their supply chain due diligence activities. This involved providing evidence of our Modern Slavery Statement and completing questionnaires. Recognising the significance of this diligence to our customers, as the extractive sector can be assessed as high risk, we remained committed to fulfilling these requirements.

## Consultation

Prior to being put to the Board of Woodside Energy Group Ltd for review and approval, this statement was prepared in consultation with our controlled entities (including the reporting entities) via input and endorsement from the Executive Leadership Team and responsible management, including representatives from relevant groups within the business.



# Future actions

We acknowledge that it takes consistent action to identify and address modern slavery risks, and are committed to continuous improvement in our approach.

## IN 2024 WE WILL FOCUS ON THE FOLLOWING ACTIVITIES

- » Finalise the update to our Human Rights Due Diligence and Remediation Guideline.
- » Progress the development and implementation of targeted human rights training for key parts of the business, which will include modern slavery elements, to build awareness and capability. This includes finalising the targeted US-based supply chain Group training and updating our online human rights awareness module.
- » Complete the mapping of our merged supply chain, which will support enhanced supply chain due diligence in relation to modern slavery risks.
- » Utilise the data from mapping of our supply chain to progress the implementation of risk-based assurance activities.



# Reporting entity index

The reporting entities covered by this joint statement are as follows:

| Reporting entity  | Registration number                              | Overview of operations  |
|---|--|---|
| <b>Woodside Energy Group Ltd</b>                        | ABN 55 004 898 962                               | The listed holding – and ultimate parent – company of the Group.  |
| <b>Woodside Energy Ltd</b>                              | 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.   |
| <b>Woodside Burrup Pty Ltd</b>                          | ABN 20 120 237 416                               | Operates the Pluto LNG facility.  |
| <b>Burrup Train 1 Pty Ltd</b>                           | 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.   |
| <b>Woodside Energy Julimar Pty Ltd</b>                  | 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.  |
| <b>Woodside Energy Trading Singapore Pte Ltd (WETS)</b> | Company No: 201324378R (registered in Singapore) | Operates Woodside's marketing office and trades LNG and related hydrocarbon products.   |
| <b>Woodside Energy (Australia) Pty Ltd</b>              | ABN 39 006 923 879                               | Owns interests in certain offshore fields in Western Australia, including Scarborough (under development), Pyrenees, Macedon, Thebe and Jupiter and ceased operations with restoration obligations at Griffin, Minerva and Stybarrow fields |
| <b>Woodside Energy (Bass Strait) Pty Ltd</b>            | ABN 29 004 228 004                               | Holds a 50% working interest in the Bass Strait oil and gas fields and 32.5% unit interest in Kipper gas fields located in the Gippsland Basin, offshore Australia.   |
| <b>Woodside Energy (North West Shelf) Pty Ltd</b>       | ABN 41 004 514 489                               | Holds interests in North West Shelf joint ventures (NWSJV) and owns 16.67% equity interest in companies providing services to NWSJV.  |



Each of these reporting entities is a proprietary company limited by shares, domiciled and incorporated in Australia, except for Woodside Energy Group Ltd and Woodside Energy Ltd, which are public companies limited by shares and incorporated in Australia, and WETS 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 2023.



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