

# Anti-Bribery and Corruption Policy

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## OBJECTIVES

Woodside is committed to conducting its business and activities with integrity and in compliance with all applicable anti-bribery and corruption laws (ABC Laws).

To achieve this objective:

- Woodside will not engage in corrupt business practices;
- Woodside will implement risk-proportionate measures to prevent Bribery and Corruption by any director, employee, contractor or third party representing or providing services for or on behalf of Woodside;
- Woodside will, at a minimum, comply with all applicable laws, regulations and standards (including ABC Laws) or, where internal policies require a higher standard, will apply and comply with such higher standard;
- Woodside is a signatory to the Extractive Industries Transparency Initiative which promotes improved governance in resource-rich countries by requiring the verification and publication of company payments to, and government revenues from, oil, gas and mining;
- Woodside maintains a Fraud and Corruption Control Procedure that provides detailed guidance on the specific controls in place to manage Bribery and Corruption risks.

## PRINCIPLES

### Prohibition on Corruption

As set out in Woodside's [Code of Conduct](#) and [Supplier Code of Business Conduct](#), Woodside prohibits Bribery and Corruption, in any form, whether direct or indirect, whether in the private or public sector, anywhere in the world.

Most countries have laws prohibiting Bribery of Private Individuals and Government Officials. There are serious consequences (for Woodside and persons representing Woodside) for contraventions of ABC Laws. These consequences can include civil and criminal penalties for individuals and corporations, including substantial fines and imprisonment. Employees who engage in misconduct are subject to internal discipline, up to and including termination of employment, in addition to civil and criminal penalties.

To this end:

- You must not offer, pay, give, authorise, solicit or accept:
  - bribes or kickbacks in any form; or
  - anything of value to, or from, a Government Official or any other person to influence any decision or secure any improper advantage.
- You must not engage in any form of corrupt business practice, whether for the benefit of Woodside, yourself or another party.
- Facilitation Payments are prohibited.
- Requests for bribes or Facilitation Payments must be reported to the VP Ethics & Compliance.

Gifts and entertainment (which for the purpose of this Policy includes meals, travel, hospitality, personal favours or assistance), conflicts of interest, political engagement, charitable contributions, sponsored travel for Government Officials and the use of local agents and representatives all give rise to the potential for conduct which may contravene ABC Laws. For this reason, Woodside has adopted special rules in relation to these areas to ensure openness and transparency.

## Gifts, Travel and Entertainment

Giving and receiving gifts and entertainment can be a legitimate way of fostering and maintaining good business relationships; however, such gifts and entertainment can present risk under the ABC Laws. To ensure compliance with those laws, gifts and entertainment (including meals, travel and hospitality) may only be provided, accepted or reimbursed in accordance with the following guidelines.

If you are uncertain whether it is appropriate to offer or receive gifts or entertainment in any particular circumstance, you should speak with your line manager or a member of Woodside's Ethics & Compliance or Legal teams before doing so.

### ***Overarching principles***

- *Bona fide business purpose* - Offering and receiving gifts or entertainment must always be for bona fide business purposes. Where Woodside is providing the gift or entertainment, there must be a justifiable business purpose for the expense to be incurred. Valid entertainment expenses may include meals and events such as theatre, sporting and other cultural events. The business purpose may be related to fostering the business relationship or be ancillary to a business discussion that takes place during, immediately before or immediately after the event. In all cases, such gifts should be offered as a courtesy, token of regard or esteem, expression of gratitude, or in return for hospitality in accordance with customs of the country where given.
- *Appropriate nature and frequency* - Gifts and entertainment should only be provided or accepted if they are modest and occasional. Woodside prohibits the giving and receiving of gifts and entertainment in connection with Woodside's business of a kind or a frequency which goes beyond common courtesy associated with general commercial practice. This is to ensure that the offer or receipt cannot be interpreted as creating an obligation on the recipient, and cannot be used by others to allege favouritism, discrimination, collusion or similarly unacceptable practices by Woodside. You must consider the value and frequency of gifts or entertainment exchanged with the same party within any six month period, and determine if this is appropriate having regard to common courtesy, general commercial practice and local law and customs.
- *Avoiding perception of undue influence* – Gifts and entertainment must never be offered or received to unduly influence business or government decision making. In addition, you must not allow the offering or receiving of gifts or entertainment (including the timing of this) to create the perception that there has been an attempt to improperly influence decision making.
- *No cash or cash equivalents* – Giving or receiving gifts of cash or cash equivalents (i.e. gift cards) is not appropriate and is strictly prohibited by Woodside.
- *Nominal value* - While offering or accepting gifts of excessive value is never permitted, particular care must be exercised where the recipient of a gift is a Government Official. Where the recipient is a Government Official, any gifts given must be of only nominal value and (unless approved by Compliance Legal) be company-branded.
- *Transparency* – Do not offer or receive gifts or entertainment which you would feel uncomfortable explaining to your work colleagues, your family or the media. Always ensure that the offering and receiving of any gifts or entertainment is accurately recorded and approved in accordance with this Policy.
- *Complying with legal restrictions* - Some countries impose strict limits regarding the value of gifts or entertainment that can be provided to or received from Government Officials and private sector persons. It is your responsibility to ensure that you are familiar with any applicable legal restrictions before offering or receiving gifts or entertainment. If you are unclear on whether any legal restrictions apply, you should refer the matter to a member of the Ethics & Compliance team. Where there is a conflict between Woodside's requirements relating to gifts and entertainment, and applicable legal requirements, you must always follow the stricter requirement.

- *Accurate documentation* – Any gifts or entertainment provided or received by Woodside or on Woodside’s behalf must be fairly and accurately recorded in the company’s books and records, and in compliance with the applicable approval and registration requirements outlined in Woodside’s Gift & Entertainment Rules.

The offering and receiving of gifts and entertainment in connection with Woodside’s business must always comply with the above principles. Without limiting those principles, you must not:

- Request gifts or entertainment of any kind from any organisation or person with which Woodside does business (including, without limitation, contractors, suppliers, business partners and customers).
- Exchange gifts or entertainment with a Government Official, or any other person, during periods in which they, or you, are to make important decisions affecting Woodside’s business (for example, during tender or bidding periods or during contract negotiation periods or approval processes), or contrary to the requirements for dealing with Government Officials described in this policy.
- Provide or accept gifts in violation of the approval requirements set out below. And in all cases you must not offer or receive gifts or entertainment where the cost or nature of the item exceeds either the level of common business courtesy (having regard to the country in which the item is offered or accepted, and what would be appropriate in light of your role and responsibilities within Woodside) or exceeds any applicable legal restrictions.
- Accept invitations to events involving activities over consecutive days, overnight accommodation or travel unless Woodside management determines that there are bona fide business reasons for you to attend. Where approval is given for you to attend, Woodside will meet any travel, accommodation and related expenses unless determined otherwise by the VP Ethics & Compliance (or their delegate).

**Approval and registration requirements**

The following requirements apply to all Woodside officers, executives, managers, employees, and third party contractors when representing or acting for or on behalf of Woodside, whenever they exchange gifts or entertainment with Government Officials or any third parties connected to Woodside’s business.

*Where Government Officials are involved*

Woodside requires the exercise of a high degree of caution in relation to exchanging gifts or entertainment with Government Officials. The provision of gifts or entertainment to a Government Official may be a legitimate and justifiable business activity in some circumstances, but the practice can potentially create the perception that Woodside has sought to improperly influence the Government Official to obtain or retain an improper advantage or preferential treatment.

The following approval and registration requirements apply to the offer, provision, acceptance or receipt of gifts and entertainment involving Government Officials:

<b>Total value of gift/entertainment (per person) involving Government Officials</b>	<b>Prior approval of VP Ethics &amp; Compliance (or delegate)</b>	<b>Registration</b> <i>Via online Gifts and Entertainment Register (Involving Government Officials) on Code of Conduct Dashboard</i>
US\$0 - US\$100	Not required	Required
> US\$100	Required	
Any value where item may be perceived as intended to improperly obtain/retain a business advantage		

*Where Government Officials are not involved*

The following approval and registration requirements apply to the offer, provision, acceptance or receipt of gifts and entertaining not involving Government Officials:

<b>Total value of gift/entertainment (per person) not involving Government Officials</b>	<b>Prior approval of VP Ethics &amp; Compliance (or delegate)</b>	<b>Registration</b> <i>Via online Gifts and Entertainment Register (Not involving Government Officials) on Code of Conduct Dashboard</i>
US\$0 - US\$100	Not required	Not Required
> US\$100 – US\$250	Not required	Required
> US\$250	Required	
Offer of item which is refused by a Woodside employee	NA	Required where (i) value of item >US\$250, and/or (ii) refusal was due to concerns that the item was excessive or may be perceived as intended to obtain/retain a business advantage

*\* If you are uncertain whether it is appropriate to offer or receive gifts or entertainment in any particular circumstance, you should refer the matter to a member of Woodside’s Ethics & Compliance team before doing so.*

**Sponsored travel for Government Officials**

Woodside prohibits the payment of travel and travel related expenses for Government Officials unless such payment has been approved by the VP Ethics & Compliance (or delegate) and reviewed by Compliance Legal. Sponsored travel will not be approved for Government Officials while contract tenders or approvals are pending before the Government Official’s organisation, absent exceptional circumstances. Sponsored travel expenses must also comply with the following:

- The travel is directly related to the promotion, demonstration or explanation of Woodside’s business, products or services or directly related to the performance of a contract with a government or government owned organisation;
- All expenses are for reasonable and bona fide expenditures properly incurred in relation to travel or travel related activity;
- Travel or lodging are provided only for the relevant Government Official(s), and not for spouses, relatives, friends;
- For travel and lodging, no side trips (e.g., Disney World, New York City, sporting or cultural events etc) are included;
- Costs are paid directly to vendors or travel providers (e.g., airlines) rather than to the Government Official(s);
- Sponsorship is not made for Government Officials with direct authority over decisions related to current or potential Woodside business, unless approved by Ethics & Compliance;
- “Per diem” fees to Government Officials are not included, where practical;
- Sponsorship is legal under the laws of the US, UK, Australia and the home country of Government Official(s);
- Any souvenirs are promotional in nature, of nominal value, and (unless approved by Ethics & Compliance) are company-branded; and
- All costs and expenses associated with the company sponsored travel are accurately recorded by Woodside.

The VP Ethics & Compliance is required to report any travel provided to a Government Official to the Board on a semi-annual basis. This prohibition does not apply to travel undertaken by a Government Official or employee:

- to a Woodside offshore facility in connection with the execution or performance of their regulatory functions; or
- on a Woodside site-approved vehicle,

in both cases where, for health and safety reasons, Woodside organises and facilitates the travel arrangements to such offshore facility or on such site-approved vehicle.

Non-compliance with these requirements will be reported to the Executive Vice President of your business area for appropriate management.

## **Conflicts of Interest and External Commitments**

Conflict of interest situations and external commitments which are not declared and approved, or which are not properly managed, can give rise to a perception of corrupt conduct. Woodside's [Code of Conduct](#) sets out Woodside's requirements in relation to seeking approvals in relation to actual, potential or perceived conflict of interest situations as well as external commitments.

Non-compliance with these requirements will be reported to the Vice President of your business area for appropriate management.

## **Political Engagement**

### ***Political donations***

As set out in the [Code of Conduct](#) and [Political Contributions Procedure](#), Woodside does not donate to campaign funds for, or provide in-kind contributions to, any political party, politician or candidate for public office in any country. You must not, in an official Woodside capacity, make such a donation or contribution. All other political donations or contributions by Woodside require Board approval.

### ***Attendance at political functions***

Attendance at party-political functions as a representative of Woodside or in connection with Woodside's work is permitted where there is a legitimate business reason. Attendance at these functions must be approved in advance by the Vice President Corporate Affairs. A record of attendance (and the cost of attendance) is maintained by Woodside.

### ***Political lobbying***

Woodside engages in debate on policy and shares its view on policy matters which relate to Woodside's business and activities. Political lobbying may only be done by authorised employees and must be done in a manner which is consistent with Woodside's Values and this Policy.

## **Charitable Contributions**

Social contributions by or on behalf of Woodside must be managed in accordance with Woodside's [Social Contribution Management Procedure](#), which includes (amongst other things) anti-bribery and corruption due diligence requirements. Social contributions made to government are not considered to be a political donation or contribution.

## **Third Parties and Due Diligence**

Woodside engages in a variety of commercial and social investment relationships and transactions across its operations, such as with product customers, joint venture partners, suppliers and social investment partners. We require those business partners to conduct themselves in accordance with all laws, this Policy, the provisions of the applicable contract, and Woodside's Supplier Code of Conduct, and with integrity in engaging with Woodside or when acting on our behalf.

Woodside adopts a risk-proportionate approach to the performance of third party due diligence on business partners, customers and suppliers prior to contracting, and in monitoring and management of those relationships once they are in place. More information is contained in Woodside's [Third Party Anti-Bribery and Corruption Due Diligence Procedure](#).

### **Local agents and representatives**

It may, in certain circumstances, be necessary for Woodside to engage a third party person or entity that will act for or on behalf of or otherwise represent Woodside (either in its capacity as operator for a Woodside-operated joint venture, or in its corporate capacity) in Woodside's business dealings with public sector and/or private sector third parties, in overseas countries or overseas markets (a "local agent or representative").

Local agents and representatives will only be engaged in accordance with Woodside's [Third Party Anti-Bribery and Corruption Due Diligence Procedure](#) and after the completion of risk-based due diligence as required by that procedure.

The prior approval of Woodside's VP Ethics & Compliance (or delegate) is required for the appointment or engagement of any local agent or representative.

Woodside remains responsible for the acts of its local agents and representatives. Therefore, any local agents or representatives must be chosen with care following the process set out below:

- the agent's or representative's reputation and qualifications must be thoroughly checked;
- the agent or representative must be made aware of, and agree in writing to comply with, Woodside's [Code of Conduct](#), this Policy and all applicable anti-bribery and corruption laws;
- the remuneration payable to the agent or representative must be clear, reasonable for the services being rendered and not provide incentives to act improperly. Without limiting the need to scrutinise the proposed remuneration, close attention must be paid to any proposals for payment of any remuneration:
  - which depends on the local agent or representative achieving a particular outcome for Woodside (such as commissions, 'success fees', 'bonuses' and other incentive payments); or
  - before the agent or representative has undertaken any work for Woodside;
- the appointment of the agent or representative must be documented in a written agreement which must contain suitable anti-bribery and corruption clauses, performance monitoring and audit rights to ensure compliance and termination rights for failure to comply with the ABC Laws.

If you are unsure whether, through its scope of activities, a third party would be acting as a local agent or representative for Woodside, please contact a member of Woodside's Ethics & Compliance team.

### **Record Keeping**

An accurate and auditable record of all gifts, entertainment and payments to Government Officials, employees and others must be maintained in accordance with generally accepted accounting principles. No entry should be made in Woodside's records that distorts or disguises the true nature of any transaction.

### **Reporting Violations**

You must immediately report any suspected or actual violation of this Policy. The report may be made to any of the people listed in Woodside's [Code of Conduct](#) or via the external confidential whistleblower hotline EthicsPoint ([woodside.ethicspoint.com](http://woodside.ethicspoint.com)) in accordance with Woodside's [Whistleblower Policy](#).

## Non-retaliation

You will not suffer any form of retaliation, reprisal or detriment from Woodside for raising a concern or reporting a violation of this Policy (nor will you suffer any form of reprisal from Woodside for refusing to make a corrupt payment).

## Consequences

Any suspected breach of this Policy is a serious matter which will be assessed, investigated and addressed by Woodside in accordance with its internal investigation procedures.

Any material breach of this Policy will be reported to the Audit and Risk Committee.

Disciplinary action will be taken against anyone who breaches this Policy. Disciplinary action will depend on the severity of the breach but may include:

- reprimands;
- formal warnings;
- demotions;
- termination of contracts of employment.

Matters may also, depending on the circumstances, be referred to law enforcement agencies.

## Training

Woodside maintains an anti-bribery and corruption training program that includes mandatory [Code of Conduct](#) training for new starters, mandatory annual [Code of Conduct](#) refresher training, and annual Advanced Anti-Bribery and Corruption training for personnel in high risk roles.

## APPLICATION

This Policy applies to all Woodside directors, officers, executives, managers, employees and contractors (where they are providing services for or on behalf of Woodside, or are otherwise under a contractual obligation to comply).

## DEFINITIONS

For the purpose of this Policy, the following definitions apply:

Term	Meaning
ABC Laws	<p>Includes:</p> <ul style="list-style-type: none"><li>• the Criminal Code Act 1995 (Cth);</li><li>• the Foreign Corrupt Practices Act 1977 (US);</li><li>• the Bribery Act 2010 (UK);</li><li>• any other anti-corruption laws of the Commonwealth of Australia or any State or Territory of Australia (including any applicable common law, law of equity, any written law, statute, regulation or other instrument made under statute or by any government agency);</li><li>• any anti-corruption law of a country other than Australia which applies to Woodside, its business partners or third parties operating on Woodside's behalf.</li></ul>
Bribery	<p>The offering, authorising, promising, giving, receiving, soliciting, or attempted offering, authorising, promising, giving, receiving, soliciting, of anything of value, directly or indirectly, to improperly influence the execution of an individual or organisation's public, commercial or legal duties.</p>

Term	Meaning
Corruption	Means dishonest activity in which a director, executive, manager, employee or contractor of an entity acts contrary to the interests of the entity and abuses his/her position of trust in order to receive some personal gain or advantage for him or herself or for another person or entity.
Facilitation Payment	Means a small payment or other inducement provided to a Government Official to secure or expedite a routine function that the Government Official is ordinarily obliged to perform.
Government Official	<p>Means:</p> <ul style="list-style-type: none"> <li>• any politician, political party, party official or candidate of political office;</li> <li>• any official, employee or representative of a domestic, foreign or supranational government, government body or agency (e.g. an employee of the EU or a state or federal regulator or government department, etc.);</li> <li>• any official, employee or representative of a government-owned or controlled entity (e.g. state-owned energy companies, state-owned universities, etc.);</li> <li>• any official, employee or representative of a public international organisation (e.g. United Nations, International Monetary Fund, World Bank, etc.);</li> <li>• any person who holds or performs the duties of any appointment created by custom or convention (e.g. Indigenous Elders or representatives authorised to act on behalf of an indigenous group or community).</li> </ul> <p><i>Please note:</i></p> <ul style="list-style-type: none"> <li>• The definition of 'Government Official' is relatively broad and extends beyond the common understanding of Government Official or government employee.</li> <li>• If you are unsure as to whether an individual is a Government Official, please contact a member of Woodside's Compliance Legal team.</li> </ul>
Kickback	Means the return of a sum already paid or due to be paid as a reward for awarding or fostering business.
Private Individual	A private or natural person as distinguished from a partnership, corporation, or association.

## APPLICABILITY

Responsibility for the application of this Policy rests with all Woodside employees, contractors and joint venturers engaged in activities under Woodside operational control. Woodside managers are also responsible for promotion of this Policy in non-operated joint ventures.

This Policy will be reviewed regularly and updated as required.

*Reviewed by the Woodside Energy Group Ltd Board in December 2024.*