

# First Nations Communities Policy

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## OBJECTIVE

Woodside partners and engages with First Nations communities to create positive economic, social and cultural outcomes that leave a lasting legacy. We do this through building respectful relationships and partnerships with First Nations communities where we are active, in the areas where they are most interested in. We acknowledge the unique connection that First Nations communities have to land, waters and the environment.

## PRINCIPLES

We will achieve this by:

- Complying with laws relevant to First Nations communities' rights, interests and obligations where these apply.
- Being guided by the United Nations Declaration on the Rights of Indigenous Peoples.
- Engaging with affected communities of First Nations in ways that are consistent with the principles of seeking Free, Prior and Informed Consent (FPIC).
- Ensuring our management of cultural heritage is thorough, transparent and underpinned by consultation and continued engagement with First Nations communities.
- Avoiding future damage or disturbance to cultural heritage and, if avoidance is not possible, we will minimise and mitigate the impacts, in close consultation with First Nation communities and Traditional Custodians.
- Ensuring the voices, views and aspirations of First Nations communities and leaders are heard and understood within Woodside.
- Supporting First Nations self-determination, truth telling, economic empowerment, strong corporate governance, leadership and cultural heritage protection.

## 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.*