

Promoting Gender Pay Equity

March 2025



Woodside's success is underpinned by our people and culture, with a strong commitment to a safe, respectful and inclusive environment where everyone can participate and contribute.

At Woodside, men and women are paid equally for the same job based on skills, responsibilities and performance. This approach reflects Woodside's dedication to fairness and equality in the workplace.



What we aspire to

- Improve overall representation rates of women across Woodside.
- Strengthen leadership pathways for women and increase representation in leadership roles.
- Promote greater female participation in trade and technician roles.
- Have a workplace in which all genders have an equal feeling of belonging and inclusion.

What we do

- **Flexible work arrangements:** Gender-neutral flexible work options to support work-life balance.
- **Parental leave:** Gender-neutral paid parental leave and maintaining superannuation contributions during unpaid parental leave.
- **Pay equity:** Ensuring fair pay practices for new hires and promotions.
- **Gender representation monitoring:** Tracking and improving gender balance through capability development, succession planning, and career advancement processes.
- **Annual remuneration reviews:** Separate budget provided for pay parity adjustments if required.
- **Respectful behaviours training:** Offering training for leaders to learn about appropriate workplace behaviours, manage biases and become advocates for inclusion.
- **Employee initiatives:** Support employee-led gender equality initiatives and leader-led Women in Operations working groups to champion gender equality within the organisation.

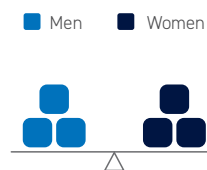
Gender pay gap vs equal pay

The gender pay gap refers to the difference in average pay between men and women, expressed as a percentage of men's average pay. It is not the same as equal pay, where men and women are paid the same for performing comparable roles. It is also not a comparison of like-for-like roles.



GENDER PAY GAP

A higher representation of men in higher paid roles creates a pay gap between men and women.



EQUAL PAY

Men and women who perform the same or comparable work are paid fairly and equitably.



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For more information visit [Woodside Energy](https://www.woodsideenergy.com)

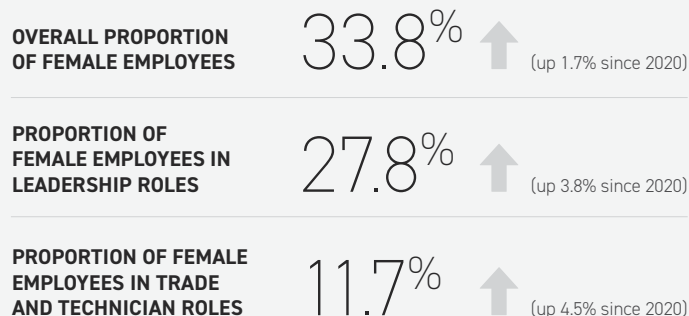
Progress made

Woodside's gender pay gap has been decreasing in Australia as the representation of women in the company, particularly in leadership and operational roles, has increased.

Since 2020, the representation of women across the business has shown positive growth, aligning with the company's 2021-2025 Inclusion and Diversity Strategy. This strategy includes aspirational goals to further improve the representation of women, particularly in leadership, and trade and technician roles.

Woodside will continue focusing on achieving fair representation and ensuring equitable pay for all employees.

Since 2020, representation of women across our business has increased¹:



Workplace Gender Equality Agency (WGEA) data

What is our WGEA gender pay gap

This data is based on the WGEA 2023-2024 reports which cover our Australia-based employee workforce.

30.4%

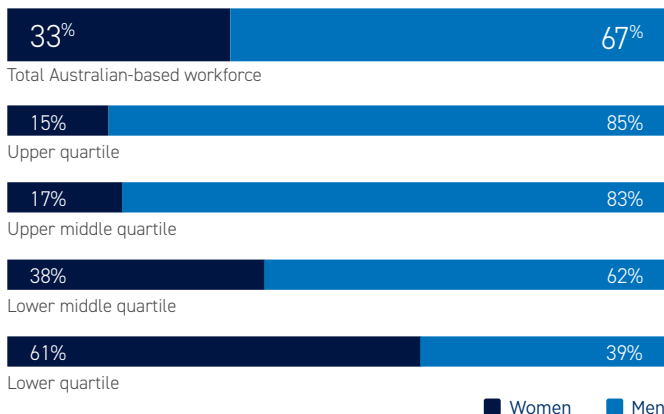
Median total remuneration²

13.2%

Median base salary²

Woodside 2023-2024 gender representation

WGEA presents the workforce data by sectioning employees into quartiles based on total remuneration as below.



What impacts our gender pay gap?

The gender pay gap is not a comparison of like roles at Woodside and is influenced by our current representation across all roles.

HIGHER PROPORTION OF MEN IN LEADERSHIP ROLES

HIGHER PROPORTION OF MEN IN HIGHER PAYING JOB GROUPS

HIGHER PROPORTION OF MEN IN OPERATIONAL ROSTERED ROLES THAT HAVE ALLOWANCES, INCREASING THEIR OVERALL REMUNERATION

1. As of 31 December 2024, Board female representation is 36.4%.

2. Part-time/casuals/part-year employees are annualised to full-time equivalent. Calculated on remuneration from 1 April 2023 to 31 March 2024. The 2023-2024 gender pay gap calculation does not include voluntary salary data submitted for Overseas managers and casual managers.

Further resources

Our commitments are outlined in our [Inclusion and Diversity Policy](#).

