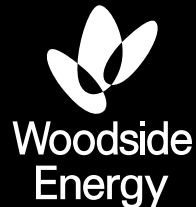


# 2023 RECONCILIATION ACTION PLAN REPORT





## ACKNOWLEDGING COUNTRY

Woodside Energy (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.

## NOW MORE THAN EVER

Woodside has a long-standing history of leadership and advocacy for First Nations issues, highlighted by our early support of the Uluru Statement from the Heart. As the first corporation to host the Statement in December 2017, and later joining 14 leading RAP partners to publicly endorse it in May 2019, Woodside has demonstrated leadership and commitment to these initiatives.

The recent defeat of the Voice to Parliament proposal does not lessen the importance of the issues at stake, nor Woodside's commitment to them. Looking ahead, Woodside remains committed to supporting Indigenous voices through our future Reconciliation Action Plans. We will continue to meaningfully engage with First Nations communities and leaders to reflect on the lessons from the referendum and explore new pathways for substantive change.

We believe now more than ever, visible leadership in this area is essential. Reconciliation is, and should be, a journey of growth and understanding. As we continue to address the energy transition, our commitment to learning and partnering with First Nations Communities remains as strong as ever. Now more than ever we continue to support Indigenous voices, learn from our shared history, and strive for a better future.

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# 2023 IN REVIEW

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This 2023 RAP Report reflects on Woodside's progress against the four pillars outlined in the 2021-2025 RAP:

- Respect for Culture and Heritage
- Economic Participation
- Capability and Capacity
- Stronger Communities

Each pillar is measured against specific outcomes, providing a clear picture of progress and areas needing attention.

Over the past three years, Woodside has demonstrated a deepening commitment to Reconciliation, marked by considerable progress and adaptation. In 2021, Woodside focused on building strong foundations by aligning its initiatives with community priorities and ensuring Indigenous voices were central to its efforts. This included documenting cultural knowledge, supporting skill transfers through the Jawun program, and launching community-led early childhood education initiatives.

Despite organisational changes in 2022 due to the merger with BHP's Petroleum business, Woodside adapted our strategies to maintain cultural competency and cultural heritage management, while the Woodside Reconciliation Community (WRC) expanded its impact through numerous initiatives and a revised strategy.

In 2023, Woodside's efforts reflected a maturing and evolving approach to Reconciliation. The company made substantial improvements in cultural learning and competency, supported more ranger programs, and continued to excel in promoting reconciliation through the WRC.

Enhanced development programs for Indigenous employees and increased participation in economic opportunities highlighted Woodside's commitment to capability building and economic Reconciliation. Additionally, ongoing support for community-led initiatives and self-determination highlighted Woodside's dedication to creating positive outcomes for Indigenous communities, demonstrating a comprehensive and integrated approach to Reconciliation.

“

*We are on a journey in our relations with First Nations peoples. We haven't always got it right. We are working to get it right, by listening to and learning from First Nations peoples. Our support for Reconciliation is unwavering.*

*It is only through working together across society, government, and industry that we can solve the big challenges that confront us.*



**Meg O'Neill**

CHIEF EXECUTIVE OFFICER  
Woodside Energy

# OUR COMMITMENT TO RECONCILIATION

Woodside is a global energy company, founded in Australia providing reliable and affordable energy to help people lead better lives.

We are committed to Reconciliation, embarking on this journey in 2009 when we became the first oil and gas company to publish a Reconciliation Action Plan (RAP). Woodside builds long-lasting relationships with the communities in which we are active. We act with integrity as we generate positive social and economic outcomes and demonstrate respect for the culture and values of our host communities. Managing our activities in a sustainable way is fundamental to the wellbeing of our workforce, our communities and our environment.

## We achieve this by:

- Proactively engaging with our stakeholders.
- Understanding and managing the social impacts and opportunities associated with our activities.
- Contributing to host communities in ways that are of mutual benefit to Woodside and the community.
- Communicating our progress and performance with stakeholders and host communities.
- Working with communities to contribute to their long-term capacity and capability.
- Pursuing opportunities to meaningfully contribute to the United Nations Sustainable Development Goals that best align with our operations, value chain and impacts.

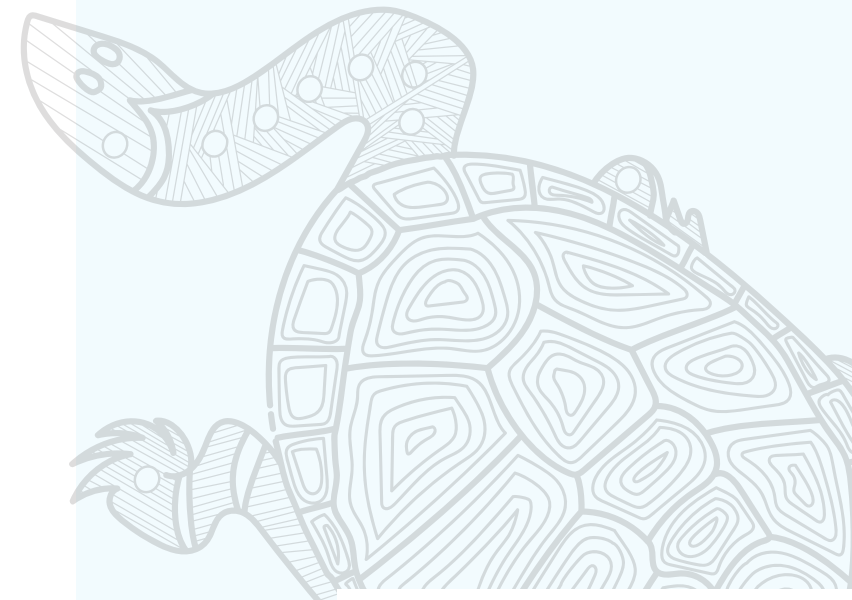
Over the years we have moved from initial awareness and engagement activities to a more comprehensive strategy that measures outcomes and impacts. This journey reflects our dedication to building meaningful relationships with First Nations communities and incorporating Indigenous knowledge and culture into our core business operations.

As we reflect on our progress, we have learnt the importance of cultural safety, community-led initiatives, and continuous improvement. Ensuring a culturally safe environment for First Nations employees and integrating cultural knowledge into daily operations have been critical in building a sense of belonging and respect. Our commitment to aligning RAP initiatives with community priorities has ensured that Indigenous voices are at the centre of our efforts, leading to successful community-led projects like the Murujuga Rangers.

Long-term partnerships with Indigenous organisations have been instrumental in our success, facilitating knowledge sharing, cultural engagement, and economic opportunities. As we move forward, we remain dedicated to building on these foundations. Woodside is continuously learning, evolving and adapting its approaches to achieve meaningful and lasting outcomes.

## Milestones

- **1998** Woodside's first Indigenous Agreement signed with Ngarluma Yindjibarndi Foundation Ltd (NYFL)
- **2007** Pluto LNG Conservation Agreement signed with the Commonwealth Government
- **2009** Woodside commits to Reconciliation and joins the RAP Program  
Woodside partners with the Clontarf Academy
- **2011** Woodside funds the Murujuga Ranger pilot program. We remain principle funding partner today.  
Woodside becomes a Jawun corporate partner
- **2023** One-third of Woodside's employees are engaged in the Woodside Reconciliation Community (WRC)



# 2023 RAP OUTCOMES MEASUREMENT FRAMEWORK

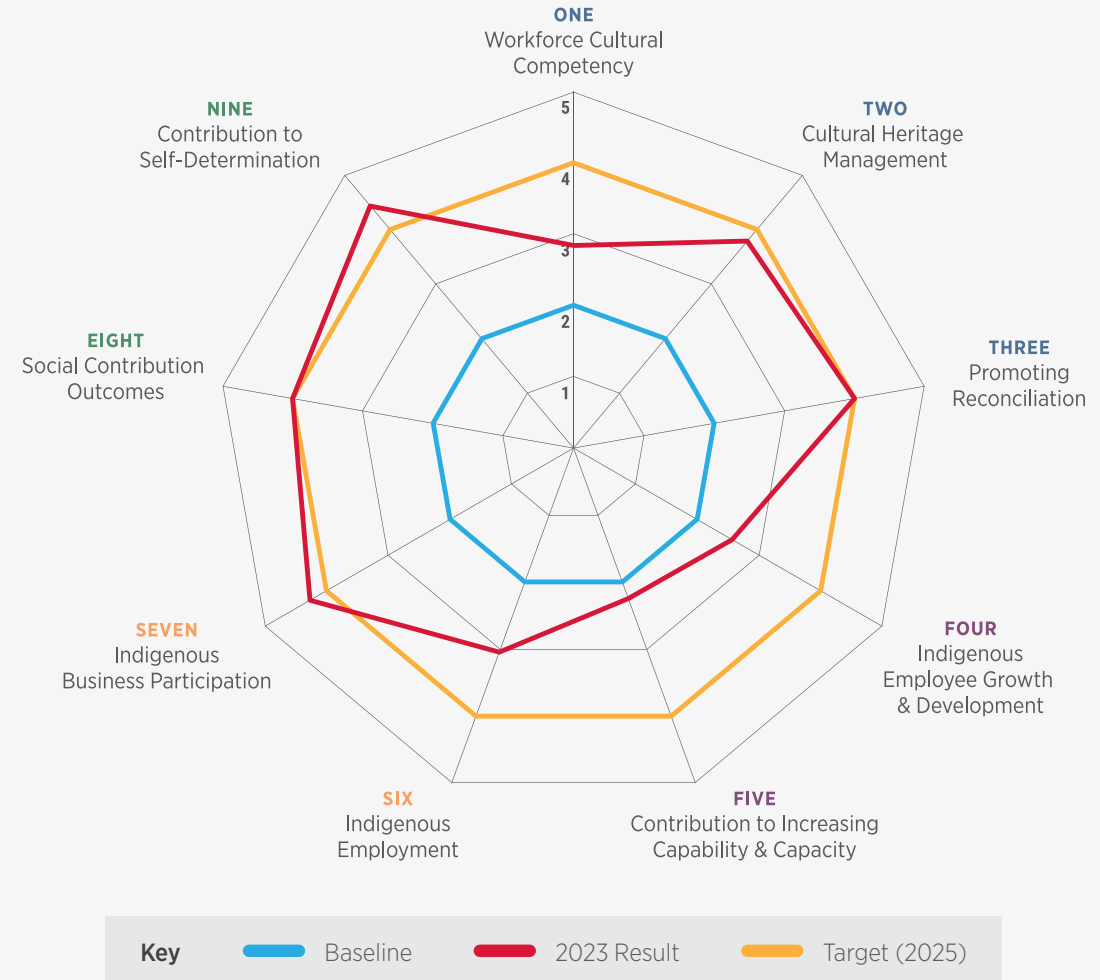
Woodside's 2023 RAP Report is an opportunity to reflect on our progress against the four pillars in our 2021 - 2025 Reconciliation Action Plan:



As highlighted in our RAP, these pillars are comprised of nine indicators. These indicators provide a clear picture of where we are progressing well and the areas that require concerted attention. Each of these indicators is measured against different outcomes. For more information on how we measure our outcomes, please refer to our 2021-2025 RAP. A detailed table of our indicators and outcomes can be found at the end of this report.

The diagram to the right provides a holistic picture of our RAP performance in 2023.

## 2023 RAP Performance



### SCORING LEGEND

The five-point scoring system ranges from 1 to 5, with 1 measuring a decline from baseline (score of 2) and 5 corresponding to outstanding.

- 1 – Decline
- 2 – Baseline
- 3 – Good (target for 2022-2024)
- 4 – Great (where we aim to be by 2025)
- 5 – Outstanding (exceeded expectations)

# PILLAR 1

## RESPECT FOR CULTURE AND HERITAGE

Woodside is committed to supporting positive social outcomes through the protection, recognition, and respect for Indigenous Australian cultures and heritage.

**OVERALL SCORE: 3 – GOOD**

**50.3% increase of workforce participation in cultural learning activities (up to 91.3%)**

**Two additional programs supported that protect cultural heritage interests**

**The Woodside Reconciliation Community exceeded targets across all areas, delivering comprehensive events and educational opportunities**

### Indicator 1: Workforce Cultural Competency

In 2022, 41% of the workforce completed cultural learning activities, prompting significant efforts to improve this rate. Comparatively, by year-end 2023, 91.3% of employees had completed mandatory cultural learning activities, a marked improvement based on previous years.

Feedback from Indigenous employees about cultural safety showed a 10% improvement to 73%, and Woodside saw a slight increase in partner organisation recognition of Indigenous cultures.

### Indicator 2: Cultural Heritage Management

Woodside focused on increasing support for ranger programs. The company partnered with the Desert to the Sea program and the Murujuga Ranger program.

### Indicator 3: Promoting Reconciliation

Woodside's Reconciliation Community (WRC) exceeded its targets by delivering various initiatives, including educational sessions on the Indigenous Voice to Parliament, hosting cultural events, and supporting Indigenous entrepreneurship.

In 2023 the WRC focused on promoting Reconciliation and cultural connection within the workplace. Key achievements and initiatives included educating employees on the importance of the referendum for an Indigenous Voice to Parliament through multiple knowledge sessions and referendum yarns. Hosting a referendum event encouraged engagement and informed decision-making among employees.

Additionally, the WRC organised events for National Reconciliation Week and NAIDOC Week, deepening the understanding of Indigenous histories and cultures. The Acknowledgement of Country Coaching Program educated employees on the importance of acknowledging traditional land custodians. Hosting Mooritj Markets also displayed First Nations entrepreneurship and artistry.

The WRC's strategy emphasised workforce engagement and education, extending Woodside's reconciliation goals, advocating for social change, and amplifying Indigenous voices. These achievements promoted a more inclusive and culturally aware workplace at Woodside, contributing to a solid foundation for ongoing Reconciliation activities and community engagement.

The WRC exceeded its targets across all areas. Looking ahead, Woodside aims to enhance these efforts by increasing participation in cultural competency training, expanding partnerships with First Nations organisations, and integrating Reconciliation objectives more deeply into corporate policies and practices.

## PILLAR 2

# CAPABILITY AND CAPACITY

Woodside supports corporate governance, leadership development, and education initiatives to increase Indigenous Australian capability and capacity.

**OVERALL SCORE: 2 – BASELINE**

**70% of Indigenous employees felt supported in their skills development**

**The % of Indigenous employees participating in the Indigenous Development Program is yet to be developed**

**78% of Indigenous partner organisations agreed that Woodside's support has empowered their capacity and capabilities**

**26% of employees promoted in 2023 were Indigenous Australians**

### Indicator 4: Indigenous Employee Growth and Development

Feedback from Indigenous employees showed that 70% felt supported to learn and improve their skills, and there was an increase in representation at higher job levels. The percentage of Indigenous employees promoted increased from 8% to 26%.

### Indicator 5: Contribution to Capability and Capacity

78% of Indigenous partner organisations reported increased capability and capacity. Woodside advertised 11 contracting opportunities publicly, exceeding our RAP target.



Woodside leaders participate in the Jawun program alongside local community members and Jawun representatives.

### Case Study: Jawun Secondment

Since 2011, Woodside has actively partnered with Jawun, a not-for-profit organisation dedicated to enhancing the capacity of First Nations organisations through secondments from corporate, government, and philanthropic sectors. This partnership aligns closely with our commitment to Reconciliation across all our RAP pillars.

In 2023, we reached a significant milestone in our partnership with Jawun when Sheldon Narine from Woodside's Trinidad and Tobago office became the first international secondee. Sheldon worked in Roebourne in the Pilbara, Western Australia, assisting the Ngarliyarndu Bindirri Aboriginal Corporation and the Ngarluma Yindjibarndi Foundation Ltd (NYFL). His contributions spanned from public relations and communications to strategic planning, supporting their communication knowledge and capacity. Despite the personal challenges of adapting to an unfamiliar environment, Sheldon's experience was incredibly rewarding and emphasised the importance of collaboration and cultural respect.

Our partnership with Jawun represents a reciprocal and two-way learning process. By engaging in community-led projects and facilitating skills transfer, Woodside not only supports the growth of Indigenous organisations but also bolsters our corporate culture and cultural awareness. This mutual exchange builds a deeper appreciation of diversity and mutual respect, benefiting both Woodside and the First Nations communities we work with.





Image from Yirra Yaakin's Sista Girl production written by Alexis West and Elena Carapetis and directed by Bobbi Henry.

## Case Study: Yirra Yaakin

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Since 2012, Woodside has been the Development Partner for Yirra Yaakin Theatre Company, providing annual funding for new works and programs that nurture emerging artists and writers. Yirra Yaakin's Next Step Training Program, made possible through this support, has been instrumental in empowering Aboriginal artists and arts workers, and developing exceptional contemporary Aboriginal Theatre.

In 2023, Yirra Yaakin engaged 18 artists in the Next Step Training Program, with eight of these artists advancing their professional capabilities to become workshop facilitators, assistant producers, assistant directors, and writers. This program has increased the pool of skilled Aboriginal creative talent, building capabilities, and empowering Aboriginal artists and art workers.

The Next Step Training Program received 100% positive feedback from all participants in 2023. This feedback is a testament to the exceptional training provided by Yirra Yaakin, which inspires the next generation of First Nations artists.

The Next Step Training Program is just one example of the positive impact that can be made by supporting innovative programs.

## PILLAR 3

# ECONOMIC PARTICIPATION

Woodside aims to increase the economic benefits and return to Indigenous people and communities through its business activities.

**OVERALL SCORE: 4 – GREAT**

**5.7%** of Woodside's total workforce identify as Indigenous Australians

**282** Indigenous people were employed by contractors on Woodside projects, exceeding the 2025 target of 225

**54** Traditional Owner suppliers were engaged by Woodside contractors

**Six** material contracts (>\$5M, or >4 years) were awarded to Indigenous businesses

### Indicator 6: Indigenous Employment

Woodside increased its Indigenous workforce to 5.7%, with Pilbara-based Indigenous representation reaching 10.9%. The company also exceeded its target by employing 282 Indigenous people through contractors.

Woodside has long been committed to building strong relationships with universities and First Nations support schools, recognising the importance of promoting diversity within our workforce and investing in the next generation of talented professionals. Through these partnerships, we have been able to generate significant interest and increase the number of applicants for the company's vacation programs over time.

We have also established an in-house Woodside Scholarship Program, targeted at students from diverse backgrounds, including First Nations students. This program provides financial support to students while enabling them to participate in our Woodside Summer Vacation Program (SVP), gaining valuable experience with Woodside and being supported throughout their university studies by industry professionals and mentors. The aim is to translate a minimum of 80% of Woodside Scholarship recipients to graduates.

Woodside's flexible pathways, ongoing communication with our community partners, and commitment to diversity and inclusion have enabled employees to share their stories and experiences, inspiring and attracting Indigenous students to be part of these programs. We are proud of the impact these initiatives have had and remain committed to creating opportunities for the next generation of talented professionals.



Kevin Michel MLA (centre) pictured with Programmed trainees and representatives, and Woodside Karratha employees.

## Indicator 7: Indigenous Business Participation

In 2023, Woodside increased its spending with First Nations businesses and awarded several major contracts to Traditional Owner and Custodian businesses, surpassing our 2022 expenditure.

Recently, we partnered with Cedrent Enterprises, an Aboriginal-owned company with franchise rights for Enterprise Rent-A-Car. Cedrent has become a preferred supplier for Woodside, operating at Karratha Airport and offering up to 600 vehicles, including passenger, commercial, and mine spec vehicles. Dan Walmsley, Cedrent's General Manager, highlighted the significant impact this partnership has on the First Nations business sector, noting that such trust and support from Woodside helps build momentum for Indigenous businesses.

In addition to our partnership with Cedrent, Woodside has entered into a 15-year agreement with Yurra Pty Ltd to build and lease 20 houses in Karratha, with construction starting in early 2024. This initiative supports local First Nations businesses and employment opportunities while providing long-term housing for Woodside's residential workforce. These houses will be maintained by Karratha Housing Pty Ltd for the duration of the leases, reflecting our commitment to long-term business development and the growth of the communities in our area of operations.

Furthermore, Woodside has appointed Murujuga Commercial Transport (MCT), a joint venture with Murujuga Commercial Ltd and Australian Transit Group, as the new bus services provider for our Karratha onshore facilities. This contract supports local employment outcomes, including positions for Indigenous employees and traineeships in administration and heavy-duty diesel fitting. The agreement aims to reduce the number of vehicles on local roads and improve community safety. Mike Price, VP Pluto Scarborough Woodside, described this as an important milestone, marking the first direct Woodside contract with a Murujuga Joint Venture, demonstrating our ongoing commitment to working with Traditional Owner businesses.



Woodside (as operator of the Pluto LNG Project) has entered into a long-term agreement with local Traditional Owner business Karratha Housing Pty Ltd (a subsidiary of Yurra Pty Ltd).



Woodside appointed a new bus services provider, Murujuga Commercial Transport (MCT) as its new bussing services provider.



Tyrell Lyndon receiving his award from Josh Hill, Indigenous Development Coach.

### Case Study - Tyrell Lyndon

In 2022, Tyrell Lyndon embarked on Woodside's Pre-Pathway traineeship through Programmed Training Services, which aims to provide young Indigenous school leavers with an opportunity to enter an apprenticeship. The program spans nine months and enables participants to gain hands-on experience on-site and across diverse trades. Over 86% of eligible candidates subsequently secure direct or indirect employment with Woodside.

After successfully completing the Pre-Pathway program, Tyrell is now a 2nd year Instrument Electrical Apprentice. He received the Indigenous Apprentice of the Year award at the end of his first year in recognition of his exceptional contributions to his team. Despite facing competition from 15 other nominees, Tyrell triumphed, reflecting his tireless efforts to enhance both his own abilities and organisational processes.



HAKC Enterprises, an Aboriginal family business based in Karratha, created a fit-for-purpose bike for our site operations at Karratha Gas Plant.

## Case Study: Indigenous Employment: Sharon Reynolds

Sharon Reynolds, the Head of First Nations and Human Rights at Woodside and the Company's most senior Indigenous employee, is an Esperance Noongar woman with strong ties to Kalgoorlie-Boulder. Raised on Wudjari country near Esperance, she relocated to Kalgoorlie for her education and early career, which began in the Commonwealth Government. Sharon has dedicated over 14 years to leading Woodside's Indigenous outcomes, having started as an Administrative Employment Officer with Commonwealth Employment Services (CES) and later as a case manager at the National Native Title Tribunal before transitioning to the resources sector.

In her first role at Woodside, Sharon served as a Senior Heritage Advisor on the Browse James Price Point LNG Project near Broome. Now, as the Indigenous Affairs leader, she manages the impacts of Woodside's operations on Aboriginal cultural heritage, engages with First Nations communities, and oversees Indigenous Land Use Agreements and the company's Reconciliation Action Plan.

Sharon's career was significantly influenced by her upbringing in the Goldfields, where her family was heavily involved in mining. Her passion for native title and cultural heritage management was sparked by these experiences, leading her to pursue a career that bridges Indigenous interests with resource projects.

Sharon is known for her skill in negotiating agreements and supporting outcomes for Traditional Owners and Custodians. She highlights her work with the Murujuga Aboriginal Corporation (MAC), the Ngarluma Yindjibarndi Foundation Ltd (NYFL), and the Ngarluma Aboriginal Corporation (NAC) as key achievements.

Sharon shares, 'I am truly proud to work for Woodside, particularly in roles that involve negotiating agreements and supporting outcomes for Traditional Owners. Woodside's genuine commitment to managing Indigenous issues and impacts resonates deeply with my values, and that is what motivated me and keeps me here at Woodside.'

Sharon's leadership and dedication continue to make a significant impact within Woodside and the broader community. Her efforts are not just about fulfilling corporate responsibilities but about creating a positive, legacy that respects and upholds the rich histories and cultures of First Nations communities.

'I hope that when Aboriginal people look at my career, they think, 'If she's done it, then I can go one better.' I hope they feel they can take up these jobs in the resource sector and make a real difference both for the community and for creating positive internal company culture and change' Sharon said.



Woodside's Head of First Nations and Human Rights, Sharon Reynolds.

## PILLAR 4

# STRONGER COMMUNITIES

Woodside is committed to partnering with organisations to enable stronger Indigenous Australian community outcomes.

**OVERALL SCORE: 4 – GREAT**

**90% of partner organisations agree that they were able to improve their delivery for Australian Indigenous people as a result of Woodside investment**

**64% of partner organisations strongly agreed that Woodside's influence and support increased their efforts toward reconciliation**

**The First Nations Advisory Group (FNAG) was successfully established to support Indigenous self-determination**

### Indicator 8: Social Contribution Outcomes

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In 2023 Woodside's investment improved 90% of partner organisations' capacity and capability to deliver programs.

### Indicator 9: Contribution to Self-Determination

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Woodside supported various programs advancing Indigenous self-determination, including the Murujuga World Heritage nomination, and establishing a First Nations Advisory Group.

In 2023, Woodside maintained its commitment to partnering with organisations to improve Indigenous Australian community outcomes through its social contribution efforts. The company invested in various initiatives focused on early childhood development, education, employment, and community wellbeing. These efforts aim to enhance the capacity and capability of partner organisations to deliver effective programs.

As a result of these partnerships, 90% of the partner organisations reported improved capacity and capability to deliver their programs. This improvement was facilitated by financial support and hands-on involvement, including volunteering and capacity-building initiatives. By prioritising measurable social impact outcomes, Woodside aims to ensure its contributions were effective in creating long-term benefits for First Nations communities.

For more detailed insights, please refer to Woodside's **2023 Social Contribution Impact Report**.

## Case Study: Fitzroy Crossing Flood Disaster Relief

In January 2023, the Fitzroy Crossing in Australia's Kimberley region faced severe devastation due to a 'one in 100-year flood'. Many in the community lost their homes, were left without power, and struggled without stable livelihoods. Woodside responded to this emergency by donating A\$750,000 towards the recovery efforts, which included A\$500,000 given directly to the Leedal Foundation and A\$250,000 to other relief initiatives including the Lord Mayor's Fund. Additionally, Woodside employees personally contributed through an employee giving initiative, raising another A\$17,000.

The funds raised by Woodside and the Leedal Foundation totalled over A\$600,000. Around A\$450,000 of these funds were immediately directed towards community flood relief and assistance, with a significant focus on providing food vouchers and support to family households and key Aboriginal organisations that were impacted by the floods.

The Leedal Foundation, representing the Fitzroy Valley community, acknowledged Woodside's significant support by presenting the company with two pieces of artwork from the Mangkaja Art Resource Agency. These artworks were gifted as a token of appreciation and are to be displayed in Woodside's Perth office, symbolising the strengthened ties between Woodside and local Aboriginal communities in the Kimberley.



Woodside supported the Fitzroy Crossing community during recent floods.

## Case Study: Polly Farmer Foundation: A Long-Term Commitment

Woodside has partnered with the Polly Farmer Foundation for over 27 years, supporting the educational and developmental goals of Aboriginal and Torres Strait Islander students. This long-term collaboration is part of Woodside's commitment to community development and capacity building in regional Western Australia.

The partnership includes support for the 'Follow the Dream' program, which is co-managed by the Polly Farmer Foundation and the Western Australian Department of Education. This program provides academic enrichment, specialist tuition, mentoring, and career planning to help Aboriginal students complete their secondary education and transition into successful post-school pathways, such as university, skill training, apprenticeships, and direct employment.

Woodside's investment in this initiative is essential for sustaining and expanding its reach. For instance, in Broome, the program supports 119 students, offering educational opportunities and extracurricular activities designed to support academic excellence and personal growth.

Our partnership with the Polly Farmer Foundation reflects Woodside's commitment to improving educational outcomes and providing pathways to success for Indigenous youth, reinforcing the company's dedication to reconciliation and social responsibility.

## Case Study: Woodside-Fremantle Football Club RAP Support

Sport plays an important role in First Nations communities. Woodside's partnership with the Fremantle Dockers, now in its 15th year, demonstrates a successful blend of corporate sponsorship and community engagement. Initiated in 2010 and extended to include the AFL Women's (AFLW) team in 2017, this collaboration has helped both organisations to keep kicking goals.

The renewed partnership agreement between Woodside and the Fremantle Football Club (FFC) signed in 2023 extended Woodside's support for another two seasons, with a focus on enhancing the Indigenous Program Partnership. This included the development of Fremantle's second Stretch Reconciliation Action Plan (RAP), which was released in 2023 with support and guidance from Woodside. This is the Club's third RAP overall, focusing on implementing longer-term strategies while working towards defined measurable targets and goals.

Woodside's involvement was important in expanding the Club's reach in regional Northwest WA, supporting the Purple Hands Foundation's Community Connected program and the Next Generation Academy in the Kimberley. These initiatives aim to improve educational outcomes and create pathways for young people, reinforcing Woodside's commitment to Reconciliation and community development.

One of the most significant achievements came in 2023, and again in 2024, when Fremantle renamed itself the Walyalup Football Club during the AFL's Sir Doug Nicholls Round and the AFLW's Indigenous Round, honouring Noongar country. This renaming follows Melbourne Football Club's example, which adopted the traditional name Narmm in 2022, and highlights the collaborative efforts of Fremantle's RAP Working and Advisory Groups.



With Woodside's major partnership with the Fremantle Dockers entering its 15th year, we are proud to extend our support as the official partner for the Club's Next Generation Academy.



# REPORT ASSURANCE

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## About the External Assurance

Following our merger with BHP Petroleum in June 2022, Woodside has been in a transition period. This transition has involved integrating new assets and activities associated with the former BHP Petroleum assets into our operations. Consequently, a limited assurance was conducted by GHD, focusing primarily on material activities relating to employment and economic impact and outcomes.

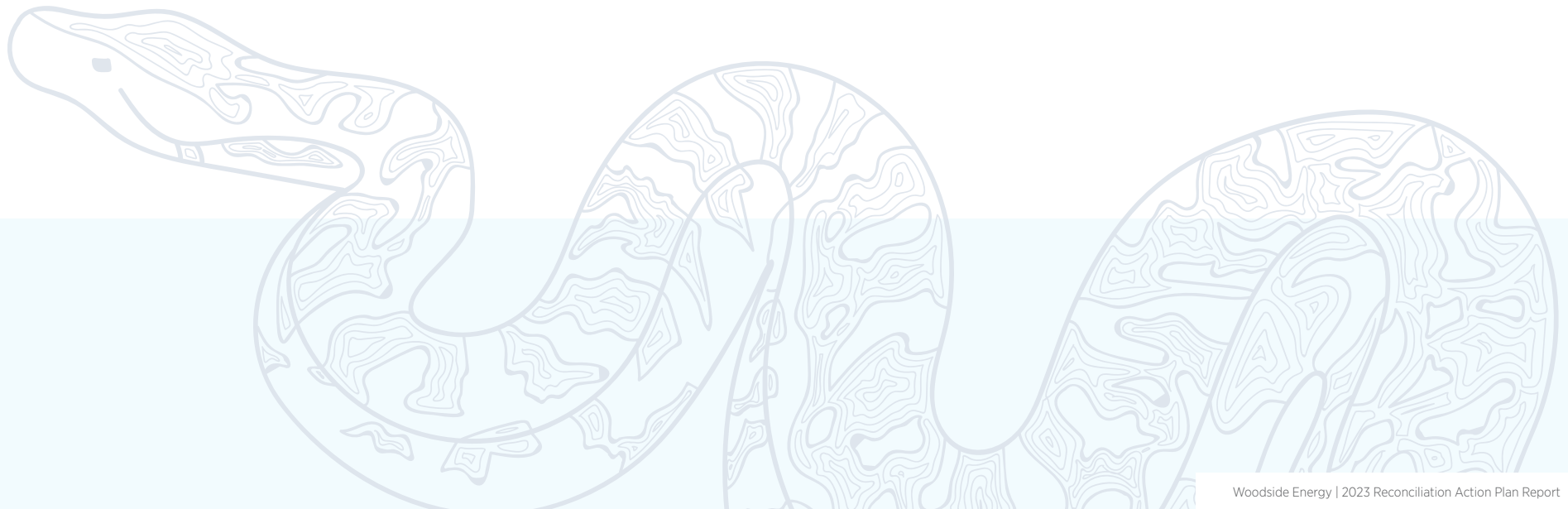
We have also learnt lessons along the way with our 2022-2025 RAP metrics and outcomes measurement framework, and we recognise the importance of developing meaningful, measurable, and qualitative indicators that can be clearly and reliably compared year after year. Some metrics in our RAP were initially designed as one-off measures but, in hindsight, should have been developed as year-on-year metrics to better assess and measure our performance against our baseline and annual activities if they had been developed as year-on-year metrics. While the 2023 scoring metrics are indicative only and may not fully capture our complete progress to date, Woodside believes that it continues to make significant advancements towards delivering on our stated activities and commitments.

## Assurance Statement for Woodside Energy Group Ltd 2023 RAP Report

Woodside Energy Group Ltd (ABN 55 004 898 962) is the ultimate holding company of the Woodside group of companies. In this report, unless otherwise stated, references to 'Woodside', 'we', 'us', and 'our' refer to Woodside Energy Group Ltd and its controlled entities as a whole. The text does not distinguish between the activities of the ultimate holding company and those of its controlled entities.

GHD has provided limited assurance over a selection of measurement indicators that contribute to the nine Indicators of Success present in our 2021-2025 Reconciliation Action Plan (RAP). GHD assured measurement indicators that were new, changed in definition, or had an increased weighted score since the previous RAP Report. This assurance engagement covered the 12-month period from 1 January 2023 to 31 December 2023.

The assurance statement for the 2023 RAP Report can be found on our website at: <https://www.woodside.com/sustainability/social/first-nations-cultural-heritage-and-engagement>



# ABOUT THE ARTWORK AND THE ARTISTS

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**‘Moorditj Danjoo,’ meaning ‘Stronger Together’ in Noongar language, was created by Woodside employees and artists Victor Bellotti and Tana Kickett. Inspired by Western Australia’s landscapes, the artwork tells the story of unity and connection among Woodsiders.**

The story begins offshore with manta rays and sea turtles, symbolising the journey to land. It then moves to Murujuga, home to the Pluto LNG gas plant, where circles and patterns represent the stones and boulders. The kangaroo, a central figure, travels through Murujuga, and moves south. The story continues to Perth, Noongar country, highlighting the black swan (maali), a totem for Noongar people, and the Swan River (Derbarl Yerrigan).

At Kings Park’s base lives the Wagyl, the life-creating snake, while the black cockatoo in the trees signifies spirit strength and impending rain. The journey

culminates at Woodside’s Mia Yellagonga headquarters, representing a meeting place where past stories blend into the future, symbolising one team from offshore, Karratha to Perth. This artwork was specially commissioned for the Pluto Remote Operations Centre (ROC), bringing together onshore and offshore operations.

**Scan the QR code to learn more about the artwork:**

[youtu.be/\\_EzDD2vNTt0](https://youtu.be/_EzDD2vNTt0)



## About Tana Kickett

My name is Tana Kickett, and I am a proud Ballardong Whadjuk Noongar woman from the South West of Western Australia. Through my contemporary art, I share symbols, patterns, and messages that reflect the pride I have in my culture and heritage. Living in the Pilbara for 24 years, I acknowledge the Ngarluma people as the traditional custodians of this land.

Creating art allows me to connect with my culture, learn about the language, stories, and people, and share these with both Indigenous and non-Indigenous communities. I balance my passion for art with being a busy wife and mother of three, and I am also working towards completing an Electrical Instrumentation Apprenticeship.

I believe our history and culture should be embraced by all Australians. I love that my artworks offer a way to educate and inspire future generations.

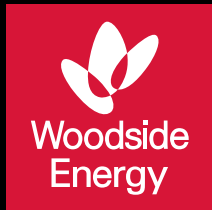
For more about my work, visit: [www.tanakickettaboriginalart.com](http://www.tanakickettaboriginalart.com)

## About Victor Bellotti

My name is Victor Bellotti, and I am a proud Indigenous artist and maintenance technician at Woodside. I have been with Woodside for over ten years, currently serving as a mechanical fitter at the Karratha Gas Plant. My journey began as an apprentice in November 2013, and I am now part of the Storage and Loading team. Balancing my career and passion for art, I integrate my heritage into daily life, sharing its richness while contributing to the industry's growth.

In 2019, I had the honour of designing the Fremantle Dockers jumper for the Indigenous round. In addition to my work at Woodside, I won the Indigenous category at the 2022 Dampier Art Awards for my piece 'Mangrove Jack'.





**Head Office:**

Woodside Energy Group Ltd  
Mia Yellagonga  
11 Mount Street  
Boorloo (Perth) WA 6000

**T:** +61 8 9348 4000

**F:** +61 8 9214 2777

**E:** [companyinfo@woodside.com](mailto:companyinfo@woodside.com)

**Postal Address:**

GPO Box D188  
Perth WA 6840  
Australia

**Woodside Energy Group Ltd**

ABN 55 004 898 962

[woodside.com](http://woodside.com)

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