



Voluntary Principles on Security and Human Rights Annual Report 2023

Woodside Energy Group Ltd.

TABLE OF CONTENTS

1.	COMMITMENT TO THE VOLUNTARY PRINCIPLES.....	3
1.1	Internal Promotion of the Voluntary Principles	3
1.2	External Promotion of the Voluntary Principles	3
2.	POLICIES, PROCEDURES AND RELATED ACTIVITIES	4
2.1	Risk Assessment.....	4
2.2	Engagement with Security Forces	4
3.	COUNTRY IMPLEMENTATION	4
4.	PRIORITIES FOR 2024	5

1. Commitment to the Voluntary Principles

Woodside Energy Group Ltd (“Woodside”) conducts business in a way that respects the human rights of all people, including our employees, the communities in which we are active, and those working on our supply chains.

Woodside’s [Code of Conduct](#) applies to all Woodside personnel, regardless of their role or location within Woodside. Everyone, inclusive of employees and contractors, who work for Woodside must comply with the Code of Conduct. It includes human rights principles and commitments.

Woodside’s [Human Rights Policy](#) sets out the standards we expect our people and suppliers to abide by. It outlines our commitment to managing security in a way that respects human rights, reflected in our commitment to the Voluntary Principles on Security and Human Rights (VPSHR).

1.1 Internal Promotion of the Voluntary Principles

Our internal Security and Human Rights approach includes company-wide requirements for the protection of our people, communities, assets, environment, and respecting the rights of those affected by our security arrangements, in line with the VPSHR. A guideline is being revised to ensure a global, fit for risk approach.

Activities throughout the year included:

- Our Security and Human Rights assurance program,
- Security and Human Rights training through our e-learning content,
- Code of Conduct refresher training, which is an annual requirement for all employees and contractors,
- On-going reconciliation of the approach to VPSHR across high-risk locations and assets to ensure alignment and identify gaps.
- On-going communication of the VPSHR guideline to merged asset focal points.
- Continuing participation in the Woodside Human Rights Working Group to promote awareness and understanding of the VPSHR across the company.

1.2 External Promotion of the Voluntary Principles

Woodside promoted the implementation of the Voluntary Principles on Security and Human Rights practices by:

- Maintaining a successful and on-going dialogue / engagement with the Armed Forces of the Republic of Senegal (Senegalese Navy) regarding VPSHR.
- Continuing to ensure our contract deliverable requirements for security contracts include security and human rights and provisions for risk-based assurance.
- Reporting on our commitment and implementation of the VPSHR in Woodside’s annual Sustainability Report, which is posted on our publicly facing website.

2. Policies, Procedures and Related Activities

2.1 Risk Assessment

Woodside conducts security and human rights risk assessments where we have operations of activities in countries identified as high risk. To determine a country's rating, initial risk assessments are conducted, for which a standard tool has been developed. It includes a fit-for-purpose review of the country's conflict situation and dynamics, security provisioning, governance and socio-economic setting.

If a country is determined to be of high risk, a more detailed human rights risk assessment is completed. Recommendations from detailed risk assessments are incorporated into security and human rights implementation plans each year.

Additionally, we approach and manage risk for other locations through an annual questionnaire to relevant locations on their private security providers, conduct contract conformity, and assurance over security contract deliverable requirements (CDR's). During 2024, we are seeking to improve this process with additional guidance and tools to assist our operations.

2.2 Engagement with Security Forces

Woodside conducts security and human rights due diligence on all private security providers prior to awarding contracts, which include a questionnaire process. Our commitment to the VPSHR is reflected in our standard contractual clauses for private security providers and major contractors responsible for security services. These clauses contain specific information related to personnel screening, training (including VPSHR and international human rights and humanitarian law), conformance with the International Code of Conduct for Private Security Providers and IFC Performance Standard 4, subcontractor management, use of force, and reporting and investigations.

We reserve the right to conduct audits, assurance and conformity assessments on contractors, and conformity assessments were completed on our private security providers in Senegal and Timor-Leste in 2023.

There were no security-related human rights incidents identified or reported in connection with any of Woodside's activities across the globe in 2023.

3. Country Implementation

Australia

In 2023, assurance was completed on our private security provider for Western Australian operational sites and Perth-based offices. The assurance addressed due diligence, policies and commitments to security and human rights, and training. There were no areas of improvement identified.

United States

A desktop review regarding our security and human rights arrangements for our Houston office was completed in 2023.

Senegal

In Senegal, we have continued to mature the implementation of our VPSHR framework, ensuring on-going awareness and safe management of security related human rights. In August, the annual VPSHR conformance assessment of our primary, in country, private security provider was complete. This conformance assessment reinforced a commitment to providing sustainable training to our employees regarding our human rights policy and approach.

Woodside complies with Senegalese legislation for offshore oil and gas platforms and vessels, where the continuous presence of an unarmed Senegalese naval officer in a liaison role must be maintained.

On-going engagement with the Senegalese Navy and other Senegalese Government authorities has continued throughout 2023, as Woodside works towards a shared understanding of the offshore security environment and potential development of a fit for purpose management framework for maritime security and safety risks.

There has been an increase in civil unrest in Senegal in 2023 resulting in sporadic riots. These were heavily policed by government forces, the majority of which dispersed over a couple of days. The exposure to Woodside personnel was well managed and led to no interactions with these events.

Timor-Leste

In May, a full VPSHR conformance assessment of our private security provider in Timor-Leste was conducted. The review addressed the private security providers' policies and commitments to security and human rights, training and framework for on-going contract conformance assessments.

Mexico

A conformity assessment and assurance were conducted on our private security provider in Mexico during 2023. Both processes included a review of contract arrangements, due diligence, policies, risk assessments, training plans and requirements. There were no areas of improvements identified in relation to VPSHR.

Trinidad and Tobago

Following the merger between Woodside and BHP Petroleum in 2022, heritage company private security provider contractual terms and conditions were reviewed, and in 2023 were updated to conform with Woodside's VPSHR framework. In Trinidad & Tobago, following this review the private security provider contract was updated and re-awarded to the private security provider and subsequent conformity assessment satisfactorily completed.

4. Priorities for 2024

In 2024, we will continue to expand and improve our security and human rights framework, regarding our assurance program, training and the activities of private security providers in high-risk locations for security and human rights.

Further priorities for 2024 include:

- Face-to-face training for private security providers in Senegal and Trinidad and Tobago.
- Due diligence and contracting of a new private security provider in Mexico, inclusive of VPSHR risk assessment, training and expectation setting for the new provider.
- Reviewing our approach to assurance and conformity assessments to align our assets.
- Conducting a full review of our e-learning content and refreshing where required.
- Review of company approach to Security and Human Rights and explore opportunities for greater participation in IPIECA Responsible Security Task Force and potential ICoCA membership.

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