

Woodside's success is underpinned by our people and culture. We strive to create a safe, respectful and inclusive environment where everyone can participate and contribute equally.

At Woodside, men and women are paid equally for the same job based on skills, responsibilities and performance.



## WHAT WE FOCUS ON

- Improving representation rates of women across Woodside.
- Increasing the percentage of women employed in leadership roles, and trade and technician roles.
- Fair and equitable people management practices.
- Embedding inclusive and respectful behaviours.
- Understanding our employees' experience at work to help us improve our culture.



## WHAT WE DO

- Flexible work arrangements including gender-neutral parental leave support.
- Pay equity controls and governance for new hires and through promotion.
- Monitor gender representation through capability development, talent pipeline, succession planning and promotion processes.
- Annual remuneration reviews include a review and budget to support leaders to address any identified diversity pay gaps.
- Provide unconscious bias training for our leaders.
- Have an active employee-led group championing gender equity.



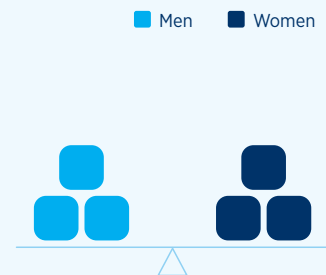
## GENDER PAY GAP VS EQUAL PAY

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



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.



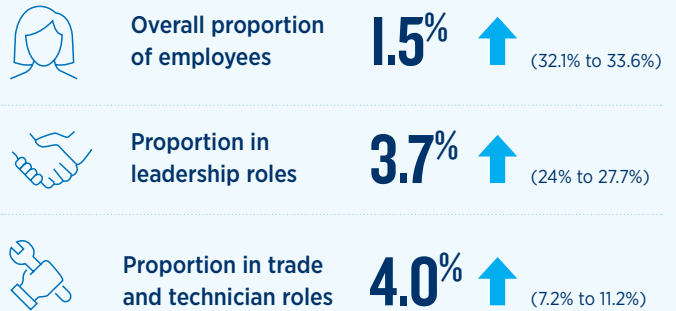
## PROGRESS MADE

Woodside's gender pay gap has been reducing as representation of women overall in Woodside, particularly in leadership and operational roles, has increased.

This reflects steady improvement under Woodside's 2021-2025 Inclusion and Diversity Strategy, which has established aspirational goals to improve representation across women overall, in leadership, and in trade and technician roles.

Woodside will continue to focus on fair representation in all areas of our business and ensure equitable pay for all employees.

Since 2020, representation of women across our business has increased as follows:



## WORKPLACE GENDER EQUALITY AGENCY (WGEA) DATA

### What is our WGEA gender pay gap

This data is based on the WGEA 2022-2023 reports which cover our Australia-based employee workforce.

**30.2%**

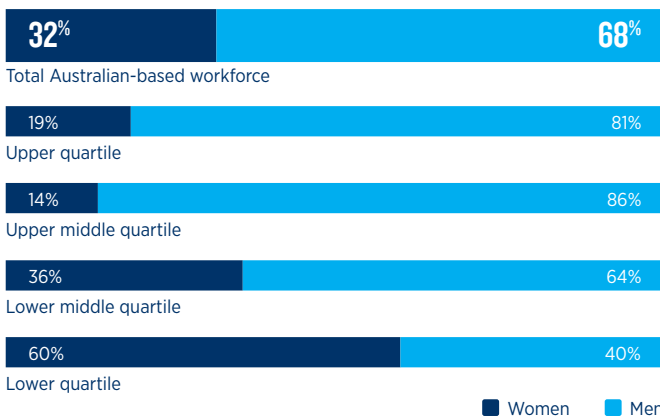
Median total remuneration\*

**16.1%**

Median base salary\*

### Woodside 2022-2023 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**

\* Calculated on remuneration from 1 April 2022 to 30 March 2023.

\* Part-time/casuals/part-year employees are annualised to full-time equivalent.

The 2022-2023 gender pay gap calculation does not include voluntary salary data submitted for CEO, Head of Business(es), Overseas managers and casual managers.

## FURTHER RESOURCES

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

