



DATA TABLES GRI AND IPIECA INDICES

**SUSTAINABLE
DEVELOPMENT
REPORT 2019**



Data Tables

Health and safety performance

	2019	2018	2017	2016	2015
Workforce exposure (hours)					
Employees	6,830,811	7,089,138	7,172,434	7,258,871	7,633,456
Contractors ¹	8,746,294	10,315,447	6,016,084	6,778,640	6,393,049
Total	15,577,105	17,404,585	13,188,518	14,037,511	14,026,505
Number of incidents					
Fatalities – employees	0	0	0	0	0
Fatalities – contractors	0	0	0	0	0
Total fatalities	0	0	0	0	0
Recordable injuries – employees	3	2	5	6	8
Recordable injuries – contractors	11	21	12	17	16
Total recordable injuries	14	23	17	23	24
Lost time injury events – employees	1	1	0	1	3
Lost time injury events – contractors	2	4	8	3	3
Lost time injury events	3	5	8	4	6
High potential incidents	19	7	13	10	10
Recordable occupational illnesses – employees	3	3	5	10	12
Recordable occupational illnesses – contractors	4	5	1	2	5
Total recordable occupational illnesses	7	8	6	12	17
Frequency rates²					
Total recordable injury rate – employees ²	0.44	0.28	0.70	0.83	1.05
Total recordable injury rate – contractors ²	1.26	2.04	1.99	2.51	2.50
Total recordable injury rate ²	0.90	1.32	1.29	1.64	1.71
Lost time injury frequency – employees ²	0.15	0.14	0	0.14	0.39
Lost time injury frequency – contractors ²	0.23	0.39	1.33	0.44	0.47
Lost time injury frequency ²	0.19	0.29	0.61	0.28	0.43
High potential incident frequency	1.22	0.40	0.99	0.71	0.71
Total recordable occupational illness frequency – employees	0.44	0.42	0.70	1.38	1.57
Total recordable occupational illness frequency – contractors	0.46	0.48	0.17	0.30	0.78
Total recordable occupational illness frequency	0.45	0.46	0.45	0.85	1.21
Total recordable injury rate by region²					
Australia	1.00	1.61	1.29	1.74	1.74
Asia	0	0	0	0	0
Other	0	0	22.05	0	2.61
Overall frequency	0.90	1.32	1.29	1.64	1.71
Total recordable occupational illness frequency by region²					
Australia	0.50	0.56	0.48	0.83	1.29
Asia	0	0	0	2.18	Not previously reported
Other	0	0	0	-	Not previously reported
Overall frequency	0.45	0.46	0.45	0.85	1.21
Lost days by region					
Australia	113	312	167	23	225
Asia	0	0	0	0	0
Other	0	0	29	0	28
Overall frequency	113	312	196	23	253
Lost days by gender					
Male employees	41	53	0	10	119
Female employees	0	0	0	0	11
Male contractors	72	259	196	13	80
Female contractors	0	0	0	0	43
Total	113	312	196	23	253
Number of injuries by gender					
Male employees	3	2	3	5	6
Female employees	0	0	2	1	2
Male contractors	11	21	11	17	15
Female contractors	0	0	1	0	1
Total	14	23	17	23	24
Occupational illness by gender					
Male employees	2	3	5	9	11
Female employees	1	0	0	1	1
Male contractors	4	5	1	2	3
Female contractors	0	0	0	0	2
Total	7	8	6	12	17
Training time spent on health and safety by region (hours)					
Australia ³	58,976	31,795	25,505	33,445	5,587
Asia	96	605	0	0	0
Africa	25	13			Not previously reported
Europe	291	53			Not previously reported
North America	150	2			Not previously reported
Total	59,538	32,468	25,505	33,445	5,587
Employee absentee rate by region (%)					
Australia	1.78	1.67	1.39	1.41	
Asia	0.14	0.27	0.23	0.63	
North America	0	0	0.09	0.34	Not previously reported
United Kingdom	0	0.20	1.26		
Other	0	0	0		Not previously reported
Process safety events⁴					
Tier 1	0	1	0	1	0
Tier 2	0	1	0	1	2
Total	0	2	0	2	2

1. Decrease in contractor exposure hours due to completion of the Greater Enfield Project.

2. Frequency rates are calculated per million work hours.

3. Training hours increase for 2019 is due to an increase in emergency response training, new training courses offered and inclusion of contractor data for training provided by Woodside.

4. Classified in accordance with American Petroleum Institute Recommended Practice 754 (API RP 754).

Environmental performance¹

	2019	2018	2017	2016	2015
Hydrocarbon production					
Total – equity (kt) ^{2,5}	10,293	10,389	9,518	10,890	10,683
Total (kt) ^{2,6}	28,618	30,283	29,639	34,520	34,237
Revenue					
Revenue – equity (\$USm) ³	4,873	5,240	3,975	4,075	5,030
Greenhouse gas emissions^{4,10}					
Scope 1 emissions – equity (kt CO ₂ -e) ⁵	3,302	3,535	3,337	3,494	3,424
Scope 1 emissions (kt CO ₂ -e) ⁶	8,840	9,767	9,883	10,084	9,974
Scope 2 emissions (kt CO ₂ -e) ⁶	7	8	8	14	7
Scope 3 emissions – equity (kt CO ₂ -e) ^{4,5}	27,888				Not previously reported
Scope 3 emissions (kt CO ₂ -e) ⁴	74,017				
Scope 1 emissions intensity – equity (kt CO ₂ -e/kt) ⁵	0.32	0.34	0.35	0.32	0.32
Scope 1 emissions intensity (kt CO ₂ -e/kt)	0.31	0.32	0.33	0.29	0.29
Scope 1 emissions intensity – equity (kt CO ₂ -e/\$USm) ⁵	0.68	0.67	0.84	0.86	0.68
Greenhouse gas emissions by gas – operational^{6,9}					
CO ₂	8,506	9,356	9,439		Not previously reported
CH ₄ (kt CO ₂ -e)	325	400	428		
Greenhouse gas emissions by source^{6,9}					
Fuel combustion (kt CO ₂ -e)	6,496	7,048	7,037	7,495	7,171
Flare (kt CO ₂ -e)	608	696	817	654	961
Venting (kt CO ₂ -e)	1,736	2,021	1,990	1,861	1,768
Other (kt CO ₂ -e)	1	1	46	88	81
Flared gas					
Total flaring – equity (tonnes) ⁵	111,666	138,610	158,739	90,652	161,488
Total flaring (tonnes) ⁶	201,368	234,801	280,517	210,045	311,834
Flaring intensity – equity (t/kt) ⁵	10.8	13.3	16.7	8.3	15.1
Flaring intensity (t/kt) ⁶	7.0	7.8	9.5	6.1	9.1
Non-greenhouse gas emissions					
NO _x (tonnes)	11,713	12,652	20,620	19,908	19,998
SO _x (tonnes)	49	53	52	41	42
VOCs (tonnes)	13,223	18,759	19,138	18,508	20,574
Refrigerants					
CFC-11 (tonnes)	0.01	0.01	0.02	0.14	0.11
Resource use					
Fuel consumption					
Total fuel consumption – equity (TJ) ⁵	45,490	48,936	42,021	49,800	46,496
Total fuel consumption (TJ) ⁶	129,412	140,433	139,786	145,356	141,432
Fuel intensity – equity (TJ/kt) ⁵	4.4	4.7	4.4	4.6	4.4
Fuel intensity (TJ/kt) ⁶	4.5	4.6	4.7	4.2	4.1
Electricity consumption					
Grid electricity consumption (TJ) ⁷	37	43	40	68	30
Water					
Fresh water use (m ³) ^{7,8}	311,129	345,576	364,667	381,919	403,361
Fresh water intensity (m ³ /kt)	11	11	12	11	12
Produced formation water – reinjection (m ³)	1,888,731	4,743,523	9,575,269	8,187,635	7,553,687
Produced formation water – open marine (m ³)	2,547,335	3,039,701	3,022,350	5,107,834	10,251,346
Produced formation water – oil load open marine (kg)	17,687	18,173	26,237	44,119	99,131
Waste					
Non-hazardous (tonnes)	2,548	2,768	2,956	1,426	3,126
Hazardous (tonnes)	7,634	8,220	6,645	8,085	8,729
Total waste (tonnes)	10,182	10,987	9,601	9,511	11,854
Waste Disposal					
Incineration (tonnes)	-	-	-	7	6
Evaporation (tonnes)	5,030	5,511	3,115	5,663	5,931
Landfill (tonnes)	2,256	2,316	2,418	1,596	2,866
Reused / recycled (tonnes)	2,767	3,018	3,991	2,174	2,812
Other (tonnes)	130	142	77	71	239
Environmental incidents¹¹					
Total number of hydrocarbon spills (>1 bbl)	2	2	-	2	0
Total – Quantity of hydrocarbon spilt for spills >1 bbl (m ³)	65.05	82.44	-	0.51	0.00
Total number of non-hydrocarbon spills (>1 bbl)	6	1	2	3	8
Total – Quantity of non-hydrocarbon spilt for spills > 1 bbl (m ³)	12.58	1.00	4.40	19.80	13.80

1. Performance data is reported on a total and Woodside equity share basis as appropriate.

2. Hydrocarbon production includes exportable hydrocarbons only.

3. Please see Annual Report 2019 for more information on Total Operating Revenue.

4. Scope 3 emissions are based on use of sold products only.

5. The equity portion of greenhouse gas emissions, flare, fuel and production values include data from non-operated ventures where Woodside owns an equity portion, where data has been made available.

6. Operated greenhouse gas, flare, fuel and production values are for Woodside operated production assets only.

7. Grid electricity consumption and municipal water use have been partially estimated where data was not available.

8. Includes Corporate, KGP and KBSB municipal water use and freshwater use at PGP.

9. Global Warming Potentials are consistent with National Greenhouse and Energy Reporting.

10. Greenhouse gas emissions are estimated in accordance with National Greenhouse and Energy Reporting methodology, except in circumstances where a different methodology leads to greater transparency.

11. Estimated total quantities.

People ¹	2019	2018	2017	2016	2015
Number of staff by gender					
Male	2,676	2,537	2,531	2,499	2,483
Female	1,286	1,125	1,066	1,012	973
Total	3,962	3,662	3,597	3,511	3,456
Number of staff by employment type					
Permanent	3,276	3,112	3,068	3,010	2,931
Fixed term	337	237	253	251	276
Part-time	349	313	276	250	249
Total	3,962	3,662	3,597	3,511	3,456
Number of staff by employment category²					
Administration – Male	107	109	105	90	82
Administration – Female	158	149	146	138	136
Technical – Male	1,040	992	1,004	1,013	1,002
Technical – Female	516	453	453	411	398
Supervisory/Professional – Male	978	900	878	863	879
Supervisory/Professional – Female	465	395	351	360	356
Middle Management – Male	515	502	509	496	479
Middle Management – Female	136	117	105	94	77
Senior Management – Male	36	34	35	37	41
Senior Management – Female	11	11	11	9	6
Total	3,962	3,662	3,597	3,511	3,456
Board Members – Male	7	7	8	7	7
Board Members – Female ³	3	3	3	3	2
Number of staff by region					
Australia	3,874	3,567	3,537	3,468	3,392
Africa/Middle East	8	5	4	0	1
Asia	23	68	34	21	32
Europe	42	17	16	11	17
New Zealand	0	0	0	0	1
USA and Canada	15	5	6	11	13
Total	3,962	3,662	3,597	3,511	3,456
Number of Contractors					
Total	337	241	185	192	243
Woodside staff age distribution (years)					
≤30 Male	386	356	350	348	361
≤30 Female	388	333	319	289	295
31–50 Male	1,547	1,487	1,518	1,514	1,518
31–50 Female	764	665	636	624	588
51+ Male	743	694	663	637	604
51+ Female	134	127	111	99	90
Total	3,962	3,662	3,597	3,511	3,456
Breakdown of employees per category according to Indigenous workforce					
Employees	140	130	117	103	94
Pathways	47	37	41	33	28
Total	189	167	158	136	122
Employee turnover (number)					
Male employees	74	101	80	87	403
Female employees	44	41	50	38	151
Total	118	142	130	125	554
Voluntary turnover (number)	112	123	112	113	199
Voluntary turnover (percentage)	3.0	3.5	3.2	3.3	5.7
Turnover by region (number)					
Australia	117	137	128	123	553
Africa/Middle East		3			1
Asia	1	2	1		
Europe			1	2	
USA and Canada			1		
Total	118	142	130	125	554
Employee turnover by age group (years)					
≤30	27	23	19	22	56
31–50	50	66	70	58	271
51+	41	53	41	45	227
Total	118	142	130	125	554
Returning from parental leave (percentage)	97	97	95	86	92
Traineeship and apprenticeship program (number)	135	107	109	109	142
Employees in Graduate Program (number)					
Male employees	143	139	154	143	114
Female employees	150	143	136	127	97
Total	293	282	290	270	211
Total hours of training by gender⁴					
Male employees	70,626	64,105	70,050	79,827 (62,471)	63,657
Female employees	33,742	25,742	26,325	17,428 (15,752)	13,887
Total	104,368	89,847	96,375	97,255 (78,223)	77,544
Average per person hours of training by gender⁴					
Male	26	25	28	32 (25)	26
Female	26	23	25	17 (16)	14
Total	26	25	27	28 (22)	22
Average per person training by gender – professional/management⁴					
Male	20	22	25	25 (16)	16
Female	23	22	24	16 (13)	11
Total	21	22	25	23 (16)	15
Total hours of training by employee type⁴					
Permanent	91,000	81,041	86,928	91,006 (72,734)	71,660
Fixed term	7,533	4,499	5,350	3,719 (3,427)	3,830
Part-time	5,835	4,307	4,097	2,530 (2,062)	2,054
Total	104,368	89,847	96,375	97,255 (78,223)	77,544
Average per person hours of training by employee type⁴					
Permanent	28	26	28	30 (24)	24
Fixed term	22	19	21	15 (14)	14
Part-time	17	14	15	10 (8)	8
Total	26	25	27	28 (22)	22
Percentage of employees receiving regular performance and career development reviews, by gender (%)					
Male	98	96	97	99	99
Female	95	93	95	97	98
Total	97	95	97	98	99

1. Vacation students are included in relevant metrics, where appropriate.

2. Woodside determines employment category based on job level.

3. Ms Melinda Ciento retired from the Board effective on May 2 2019. In 2019, the Board appointed Ms Swee Chen Goh as a non-executive director and she commenced on 1 January 2020.

4. Increase in total hours of training in 2016 driven by the introduction of mandatory Process Safety Management training. This training now forms part of business as usual training programs. A majority of process safety critical roles are operational or technical, predominately undertaken by male employees. The figures in parentheses above reflect the values excluding PSM training.

Australian Tax Contribution (A\$M)¹

	2019	2018	2017	2016	2015
Corporate income tax	447	555	537	236	1,050
Petroleum Resource Rent Tax	0	-3	-8	-16	10
Federal Royalties	189	217	153	174	209
Federal Excise	39	62	59	72	81
Payroll Tax	57	58	53	51	58
Fringe Benefits Tax	5	5	3	8	8
Carbon Tax	-	-	-	-	2
Total	737	894	797	525	1,418

1. Figures are reported to the nearest million.

GRI and IPIECA indices

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Health and safety

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Social & cultural impacts on communities

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IPIECA

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Health and safety

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Social & cultural impacts on communities

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Notes and definitions

Health and safety

Frequency rates	Frequency rates are calculated per million hours worked
Workforce exposure hours	The total number of hours including paid overtime and training but excluding leave, sickness and unpaid overtime hours. Hours are recorded separately for Woodside employees and contractors. Contracting personnel are defined as people employed by another company to perform activities for Woodside.
Total recordable injury rate (TRIR)	The number of recordable injuries (fatalities + lost work day cases + restricted workday cases + medical treatment cases + permanent partial disability) per 1,000,000 hours worked.
Lost time injury (LTI)	An LTI is an incident that results in a fatality, disability or time lost from work. The number of LTIs is the sum of these .
Incident	Is one, or more, of the following: an unplanned release of energy that actually resulted in injury, occupational illness, environmental harm or damage to assets, a near miss, damage or potential damage to company reputation, breach of regulatory compliance and/or legislation, security breach.
High potential incident (HPI)	Is an incident, regardless of actual consequence, that could have resulted in the worst realistic consequence of Category C or above in accordance with the Woodside Event Reporting Impact Table.
Occupational injury	Is harm to a person such as a cut, fracture, sprain, amputation etc. that resulted from a single, instantaneous incident. All injuries are classified for work-relatedness and severity in accordance with IOGP.
Occupational illness	Is any work-related abnormal condition or disorder, other than one resulting from a work injury, caused by or mainly caused by exposures at work such as inhalation, absorption, ingestion of, or direct contact with, as well as exposure to, physical and psychological situations. All illnesses are classified for work-relatedness and severity in accordance with IOGP.
Loss of Primary Containment (LOPC)	An unplanned or uncontrolled release of any material from primary containment, including non-toxic and non-flammable materials (e.g. steam, hot condensate, nitrogen, compressed CO ₂ or compressed air).
Lost workday case (LWC)	Occurs where any work-related injury results in a person being unfit for work on 'any day' after the day of the event occurring. 'Any day' includes scheduled rest days, weekend days, leave days, public holidays or days after ceasing employment. Lost work days are calculated by counting the total number of calendar days from the date the person was declared unfit for work to the date the person was declared fit for restricted or normal duties.
Restricted workday case (RWC)	Occurs where any work-related injury or occupational illness results in a person being unfit for full performance of their regular job on any day after the event occurring. The number of Restricted Work Days is calculated by counting the total number of calendar days from the date that the person was declared fit for restricted duties to the date that the person was declared fit for normal/routine duties
Medical treatment case (MTC)	This results where the management and care of the patient to address the injury or illness is above and beyond first aid, but does not involve fatality, lost days or restricted days.
Permanent partial disability	Any work-related injury or occupational illness which results in the complete loss or permanent loss of use of any member or parts of the body, regardless of any pre-existing disability or impaired body function. This includes occupational hearing loss.
Occupational illness frequency by region	This frequency rate includes total recordable illnesses only, i.e. the sum of all occupational-illness related fatalities, lost workday cases, restricted work cases and medical treatment cases. It does not include first aid cases.
Lost days	The count of lost days begins on the day immediately after the day of injury/illness. It includes the total number of calendar days that were not able to be worked due to injuries and illness.
Training time spent on health and safety	Includes Woodside in-house training and external courses, health and safety inductions, emergency response training courses and environmental awareness courses.
Number of injuries by gender	The figure expressed in the report is the number of recordable injuries only – it does not include first aid cases or illnesses.
Occupational illnesses by gender	The figure expressed in the report is the number of recordable illnesses only – it does not include first aid cases or injuries.
Process safety event (PSE) (Tier 1 and Tier 2)	An unplanned or uncontrolled loss of primary containment (LOPC) of any material including non-toxic and non-flammable materials from a process, or an undesired event or condition. Process safety events are classified as Tier 1 – LOPC of greatest consequence or Tier 2 – LOPC of lesser consequence. As defined by American Petroleum Institute (API) recommended practice 754.
Absentee	An employee absent from work because of incapacity of any kind, not just as the result of work-related injury or disease. Permitted leave absences such as holidays, study, maternity or paternity leave, and compassionate leave are excluded
Absentee rate	A measure of actual absentee days lost expressed as a percentage of total days scheduled to be worked by the workforce for the same period.

Environment

Total hydrocarbon production	Includes gross liquid and gas products, but does not include reinjected hydrocarbons.
Total energy consumption	Comprises direct and indirect energy consumption.
Fresh water use	Supplied by water utility.
Produced formation water	Water that is brought to the surface during the production of hydrocarbons.

People

Total employees	Total number of employees including permanent, fixed term and part-time. Does not include secondees or contractors.
Contractors	Non-Woodside employees, working within Woodside to support specific activities.
Total turnover	Permanent and fixed-term employees who left Woodside voluntarily or involuntarily.
Voluntary turnover	Permanent and fixed-term employees who left Woodside voluntarily for reasons not initiated by the company.
Social investment	Social investment data has been verified by the London Benchmarking Group (LBG) methodology. The LBG verified data includes donations, community investment and commercial initiatives. For more information, visit lbg-australia.com .

Glossary

Board	Woodside's governing body – the Board of Directors
Flaring	The controlled burning of gas found in oil and gas reservoirs
Greenhouse gases	Gases that trap heat in the atmosphere, including carbon dioxide, hydrofluorocarbons, methane, nitrous oxides, ozone, perfluorocarbons, vapour and water
GRI	The Global Reporting Initiative is a network-based organisation that promotes sustainability reporting worldwide. The GRI reporting framework sets out principles and indicators that organisations can use to measure and report their economic, environmental and social performance.
HSE	Health, safety and environment
IOGP	International Association of Oil and Gas Producers
IPIECA	International Petroleum Industry Environmental Conservation Association. The global oil and gas industry association for environmental and social issues.
LBG	London Benchmarking Group
LTIF	Lost time injury frequency
PSE	Process safety event
Sustainability	Achieving a decent standard of living for everyone today without compromising the needs of future generations. (United Nations, 2013)
TRIR	Total recordable injury rate
VPSHR	Voluntary principles on security and human rights
Absentee rate	A measure of actual absentee days lost expressed as a percentage of total days scheduled to be worked by the workforce for the same period.

Units

bbl	barrel
bn	billion
boe	barrel of oil equivalent
CFC	chlorofluorocarbon
CO ₂ -e	carbon dioxide equivalent
GJ	gigajoules
kt	kilotonne
L	litres
MMbbl	million barrels
MMboe	million barrels of oil equivalent
MT	million tonnes
Mtoe	million tonnes of oil equivalent
Mtpa	million tonnes per annum
NO _x	oxides of nitrogen
SO _x	oxides of sulfur
t	tonne
tCO ₂ -e	tonnes of carbon dioxide equivalent
TJ	terajoules
US\$	US dollars
VOCs	volatile organic compounds

2019 Sustainability topics (including boundaries as per GRI Standards reporting)

Sustainability topic	Boundary
Climate change and greenhouse gas emissions	Company / Operations / Communities
Corporate Governance	Company / Workforce / Shareholders / Suppliers
Cybersecurity	Company / Operations
Economic benefits	Company / Workforce / Communities / Partners / Suppliers
Environment	Company / Operations / Communities
Fraud, anti-bribery and corruption	Company / Workforce / Partners / Suppliers
Future energy mix	Company
Growth readiness	Company
Health and safety performance	Operations / Workforce / Suppliers
Human rights	Company / Operations / Suppliers / Communities
Innovation and technology	Company / Suppliers
Local content	Company / Workforce / Suppliers / Communities
Major incident preparedness and response	Company / Operations / Partners / Communities
People, capability, inclusion and diversity	Workforce
Regulatory compliance	Company
Social and cultural impacts on communities	Operations / Communities
Supply chain	Company / Operations / Suppliers
Transparency	Company