

Trunkline

The magazine for Woodside people | Q1 2019



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On the cover

Getting connected: Karratha Gas Plant asset manager Andrew Lobb, Pluto operations team leader Jason Stone, and King Bay Supply Base regional logistical manager Aaron Porteous know teamwork will make the Burrup Hub strategy a success.

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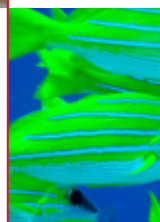
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As our cover story explains, Woodside's proposed Burrup Hub concept has the potential to deliver enormous benefits to the company, the communities in the Pilbara, Western Australia – indeed, the nation.

The concept is progressing, with 2019 containing important milestones for the development of the interconnected multi-billion-dollar projects in WA's North West. It builds on our 30-plus year history in the region, and lays the foundations for another three decades.

But as large and significant as it is, the Burrup Hub is only one

of a series of projects keeping Woodsiders busy. For example, progress is well underway to achieving our target of first oil in 2022 from Senegal reserves.

We've also helped to devise a solution to disposing of mercury waste; boosted production at Karratha Gas Plant trains with some innovation and collaboration; and set out a climate change strategy and policy which positions the business for a lower carbon future.

Read on to discover more on what we're doing, and where we're heading.

Notes on Petroleum Resource Estimates: All petroleum resource estimates in this publication are to be read in conjunction with the Reserves Statement in Woodside's most recent annual report, as updated by subsequent ASX announcements available at <http://www.woodside.com.au/Investors-Media/Announcements>. This publication may contain forward-looking statements that are subject to risk factors associated with oil and gas businesses.

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It's a **hub** of activity

Woodside's Burrup Hub concept holds out the exciting prospect of fuelling the company's growth and securing Karratha's future for another three decades, says Richard van Lent, senior vice president Browse.

And Richard says it's a rare convergence of circumstances that has made the concept possible.

"It's like an alignment of the stars – an event that happens only once in a lifetime," he observes.

"I think it's a fantastic strategy that unlocks the resources of both the Browse and Scarborough fields, and brings them onshore to the North West Shelf (NWS) facilities at Karratha Gas Plant (KGP) and Pluto LNG Plant respectively.

"Together they will ensure another 30 years at Karratha, which is fantastic for the community, for Woodside – in fact, for everyone."

Chief operations officer Meg O'Neill took up the theme at the Australasian Oil and Gas Exhibition and Conference in Perth in March.

"The Burrup Hub will mean we are here for the long term and can continue to invest locally ... energising the Pilbara and energising WA," Meg told delegates.

"Our plans will ensure a vibrant future for the community that has, over the past 35 years, grown alongside us, with a population that has doubled since the early 1980s as enviable amenities and facilities have been added to the town."

Meg said Woodside's proposals for the Burrup Hub would create an estimated 5000 direct jobs in the construction phases, 2000 jobs in steady state operations, and thousands more in the supply chain.

The Burrup Hub comprises an integrated, regional LNG production centre on the Burrup Peninsula using proven LNG facilities.

Richard's aligning "stars" include the worldwide shortage of LNG forecast for the 2020s with the Scarborough and Browse targeted ready for start-up (RFSU) dates of 2023 and 2026 respectively.

At the same time KGP will have spare capacity as our existing gas fields mature. The conditions for expanding the Pluto site, via addition of a second LNG train, are also suitable.

Another supporting factor is the strong relationships Woodside has built with the participants in the Browse, NWS and Scarborough joint ventures (JVs).

Below is a summary of the key components of the Burrup Hub concept.

Scarborough to Pluto

"Scarborough's time is now," says Daniel Kalms, senior vice president Scarborough.

"A combination of our expertise, infrastructure position and onshore and offshore experience means now is the time to develop this resource.

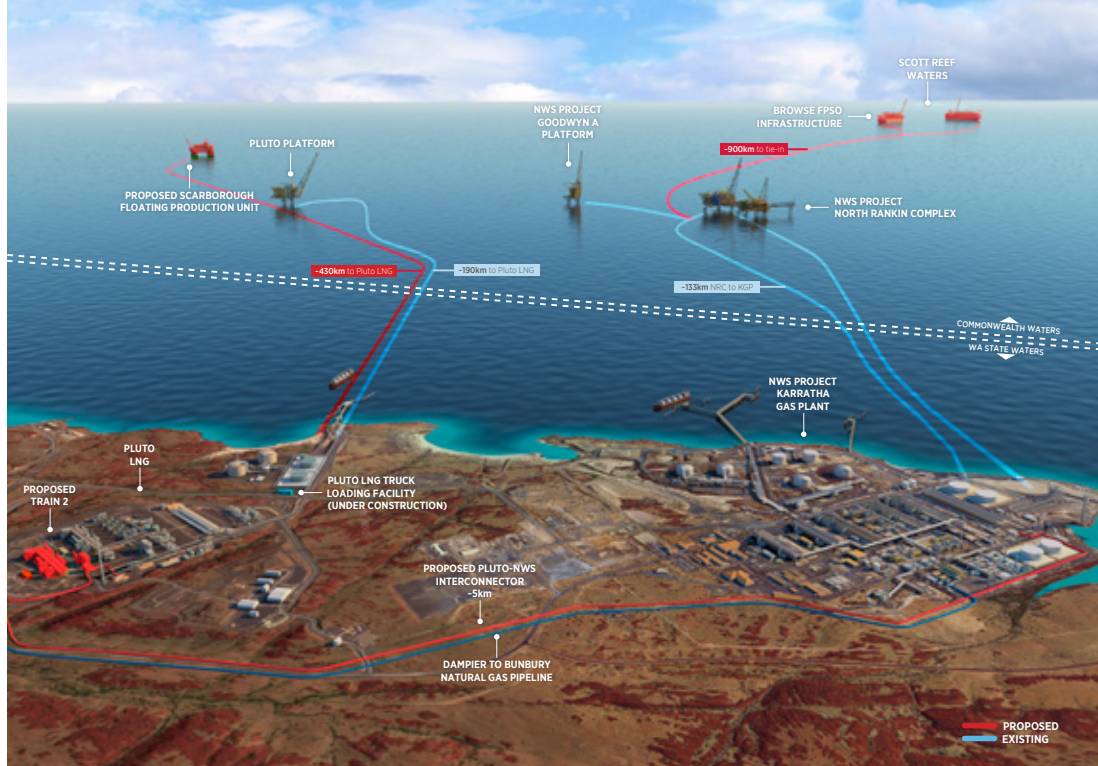
"The work we've successfully completed over the past 35 years on the Burrup – building offshore platforms, building trunklines, drilling subsea wells, operating floating production systems – it all gives us the ability and experience to deliver this."

Located in the Carnarvon Basin, approximately 375 km west-northwest of the Burrup Peninsula, Scarborough contains an estimated 7.3 trillion cubic feet or Tcf (2C, 100%, Woodside share 5.5 Tcf) of dry gas.

The initial development proposes up to seven subsea gas wells feeding a semi-submersible floating production unit.

A pipeline roughly 430 km long would transport the dry gas to the Pluto LNG plant, where LNG Train 2, plus additional domestic gas infrastructure, would be constructed.

"The Pluto LNG processing facilities are well matched to Scarborough gas composition, which is lean, dry and contains nitrogen," explains Daniel.



Interconnecting: Opposite page, from left, Aaron Porteous (King Bay Supply Base), Andrew Lobb (Karratha Gas Plant) and Jason Stone (Pluto) understand the Burrup Hub proposal requires close collaboration; the King Bay Supply Base provides wharf and warehousing facilities for the North West Shelf Project. Above, Daniel Kalms (Scarborough) and Richard van Lent (Browse) confer on their two projects which form a large part of the Burrup Hub vision; an artist's conceptual impression of the proposal, not to scale. (Developments are subject to joint venture approvals, regulatory approvals and relevant commercial arrangements.)

Browse to NWS

The Browse gas fields, located offshore approximately 425 km north of Broome in the Browse Basin, boast contingent resources of 13.9 Tcf of dry gas and 390 million barrels of condensate (2C, 100%, Woodside share 4.3 Tcf and 119 MMbbl).

The Browse development plan involves the condensate being exported offshore at the floating production storage and offloading (FPSO) facilities, while the gas will be transported by pipeline almost 1000 km long to existing NWS infrastructure in Karratha.

It would produce around 10 Mtpa of LNG/LPG and 1.4 Mtpa of domestic gas.

Burrup Hub

Senior vice president NWS and Burrup Hub Niall Myles makes the point the Burrup Hub is more ambitious than the combination of mega projects that comprise Scarborough and Browse.

“Our vision is for a truly integrated seven-train operation on the Burrup, with the an interconnector pipeline joining Pluto and NWS LNG plants, allowing gas to be processed in the plant best suited and optimised to do so,” Niall says.

Moreover, proposals to upgrade and extend the life of the Pluto and NWS facilities provide an opportunity to explore new ways to power these plants,

and Woodside is exploring other energy options to reduce our emissions and improve the efficiency of these facilities.

Then there's the LNG truck loading facility to provide LNG for distribution by truck to the Pilbara, Kimberley and Gascoyne regions of Western Australia.

By making LNG available for remote power generation and as fuel for heavy transport used in mining operations, Woodside intends to create new markets.

Daniel and Richard say our focus in 2019 will be on ensuring milestone targets are met, JV participants are kept abreast of developments, the necessary regulatory approvals are pursued, and marketing discussions progressed with buyers to support the financial investment decision (FID) for both the Scarborough and Browse to NWS Project.

“The Burrup Hub will provide a long-term solution for processing gas resources to supply both domestic and export markets for decades to come,” Richard says.

“Not only are we helping meet the predicted world shortage of gas, but the Burrup Hub will help our transition to a lower carbon future as well as provide jobs and economic benefits to the local and broader communities.

“We should be incredibly proud of this endeavour whose time has come.”

Fast Facts:

Scarborough

- Scarborough resource is estimated to contain 7.3 Tcf of dry gas (2C, 100%, Woodside share 5.5 Tcf)
- Gas will be transported to Pluto LNG plant via about 430 km of pipeline
- The upstream design capacity would be 7.5 Mtpa (LNG plus Domestic Gas)
- Pluto Train 2 capacity would be approximately 5 Mtpa
- Domestic gas infrastructure of about 225 TJ/d is proposed to be added with Pluto Train 2
- The Woodside-operated Thebe and Jupiter gas fields provide opportunities for future tie-backs to Scarborough infrastructure

Browse

- The Brecknock, Calliance and Torosa fields contain 13.9 Tcf of dry gas and 390 million barrels of condensate (2C, 100%, Woodside share 4.3 Tcf and 119 MMbbl).
- Gas would be transported to shore via 900 km of pipeline to existing NWS infrastructure
- The development concept includes two FPSO facilities to export the condensate
- Operations are anticipated for up to 50 years
- FID target is late 2020



Joining forces: Left, some of the Woodsiders who assisted in delivering greater efficiency at Karratha Gas Plant through adjustment of the mixed refrigerant controls. Right, Darwin Trijo and Yasmine Lewis contributed on site.

Small differentials produce big results

It's taken more than five years and the input and efforts of many people, but the hard work has been worthwhile: adjusting the mixed refrigerant (MR) controls at Karratha Gas Plant (KGP) has boosted production.

In fact, output at KGP's Trains 1 and 2 has increased by about 1.5% per day, adding many tens of thousands of tonnes of LNG to production totals.

"We think there is much more to come," says Geoff Byfield, downstream technology lead.

"The more we can accelerate the work, the sooner these benefits will flow."

It was in 2008 when Geoff and Derek Hodges, principal process engineer, first talked about controlling the temperature differentials of MR.

A mixed refrigeration process requires a combination of gases called refrigerants to cool (below -130°C) and liquefy gas, producing LNG.

Traditionally, the MR is set to a specific temperature, regardless of the ambient temperature.

But Geoff believed that monitoring the differential temperature between the natural gas and MR temperature would lead to better optimisation of power, and this would lead to an increase in LNG production.

"Theoretically, if we cool the MR to

the optimal temperature, this would minimise power usage while maximising output," he says.

Geoff acknowledges the importance of the contribution of university students on placements at Woodside and our graduates.

In 2012, Yossy Wicaksana, then a second-year graduate and now a process engineer, worked on simulation tools to solve the entire profile of the heat exchanger accurately in a respectable time

"What would have taken days to run the data can now be solved in minutes," explains Yossy.

The following year Dan Murphy and Drennan Goodall, then Curtin University undergraduates, worked on a generic LNG train and came up with some promising results.

In 2016, Josh Goyder, then a first-year graduate, took the principles from the generic model and applied them to a specific design model of the KGP LNG Train 2.

Josh worked on fine tuning the simulation model and, after 10,000 observations, the results indicated that moving the compression ratio would lead to better output on KGP Trains 1 and 2.

With the assistance of the site operators like Darwin Trijo and process

engineer Yasmine Lewis, trials at KGP demonstrated that dropping the compression ratio below its traditional setting could indeed lead to more efficient production.

It was well known that this could lead to instability, but it was believed this could be addressed with some new instrumentation.

"It was imperative that operators had full confidence in the new operating mode and that the plant's stability was safeguarded," Derek said.

Visiting PhD students from Massachusetts Institute of Technology assisted Derek with the site trials of temporary instrumentation to monitor MR levels.

After successful trials Darren Shanahan, production program manager in the Technology function, wrote the business case for installing permanent instruments.

Late in 2018, the first longer-term trials using temperature differential controls and lower compression ratio were completed and delivered more than 100 tonnes per day of additional LNG production from a single train.

Excitingly, the benefits of this project are not yet fully realised.

The plan is for similar enhancements to be applied to the other NWS LNG trains 3,4,5 and Pluto train later this year.

A first for Pluto

Woodside's Pluto LNG plant has supplied its first gas to the Dampier to Bunbury Natural Gas Pipeline (DBNGP) with the commissioning of its new pipeline gas facility.

The commissioning brought to a successful conclusion the concept proposal which won the Chairman's Award for Excellence in the 2017 Woodside Awards.

Mike Price, vice president Pluto, floating production storage and offloading (FPSO) facilities and Wheatstone, led a site ceremony in Karratha mid-December to celebrate the successful commissioning.

Among those in attendance were the State Member for Parliament Member for the Pilbara Kevin Michel, City of Karratha mayor Peter Long, Pluto asset manager Yvette Manolas and Australian Gas Infrastructure Group (AGIG) general manager commercial Jon Cleary.

AGIG is operator of the DBNGP, and Mike acknowledged its support and cooperation to enable Woodside's gas to be supplied into its facilities.

Internally, Marketing, Development Planning, Projects and the Pluto Business Unit were among those which worked closely together to devise a low-cost solution to the small-scale supply of Pluto domgas.

Externally, says project manager Chris Howard, DBNGP and the Wood Group (the engineering, procurement, construction, management contractor) were vital collaborators.

"They all helped us meet the goal – under budget and meeting schedule," Chris says, adding the project was run in a very lean manner with few direct reports.

He says operations readiness adviser Heath Hunter was instrumental because of his operational experience.

"He and I were involved all the way through the design, and then Heath went on site for the commissioning," Chris adds.

Heath says a lot of lessons learnt – and the relationships built – during the

facility's construction will be important for the Pluto to KGP interconnector as part of our expanded Burrup Hub strategy.

Woodside recognises the State's domestic gas objectives with respect to infrastructure, reservation and marketing to meet the needs of Western Australians.

Mike says the domgas facility is the first step towards both medium- and long-term domestic gas production from Pluto.

The Pluto pipeline gas facility capacity is 25 terajoules a day (which is roughly enough to power the Kalgoorlie region for a day).

And domestic gas volumes at Pluto will only increase with the start up of Pluto's LNG truck-loading facility and future development of the Scarborough project which will be processed on the Pluto site through the Pluto Train 2 expansion, targeting final investment decision in 2020.

Mike says the successful commissioning of the domestic pipeline gas facility is an important step in Pluto LNG Plant's short history and our journey of growth towards becoming the Burrup Hub.

"The coming years will be exciting times with growing our facilities, our people and our capabilities for operating in the decades to come," he says.



From concept to conclusion: Top, Heath Hunter, Chris Howard, Yvette Manolas and Mike Price reflect on another important milestone in Pluto LNG Plant's history. Below, the ceremonial ribbon-cutting of Pluto's pipeline gas facility.



Changing world: Clockwise from above, Chief operations officer Meg O'Neill examines the various components of climate change strategy and policy with Vinati Chaudhari and Marc Senders; Solomon Faka is responsible for managing technology in carbon capture, conversion and storage; Stan Dzieciol and Ryan Conway have been working together to reduce emissions and improve our energy efficiency.

The climate change challenge

As a leading energy company, Woodside is committed to the global quest to provide clean, affordable and reliable energy. Our chief executive officer Peter Coleman stated in the 2018 sustainable development report: "Changes are underway in energy markets as the world tries to reduce emissions while extending access to modern energy."

"We think natural gas has a big role to play, as the cleanest burning fossil fuel and ideal partner for renewables. On the Burrup Peninsula, where sunlight is plentiful, we are developing options for integrating gas-fired and solar power to supply our operations."

Chief operations officer Meg O'Neill is Woodside's climate change risk owner.

"We aim to manage the risks and opportunities presented by climate change in a structured way that complies with our climate change policy and climate change strategy," she explains. "This means we must reduce our net emissions intensity by abating emissions across the value chain, through design-out, operate-out and offset."

"We also need to protect our assets by ensuring they are designed to withstand any potential physical impact

of climate change and maintain and build a carbon-resilient portfolio by continuously and reliably supplying gas, keeping costs low and developing innovative new markets and energy technology."

Meg adds: "Last but not least, we must advocate for a competitive lower carbon economy by playing a positive role in the global response to climate change."

Senior climate change adviser Alex Hyndman points out that Woodside has a team examining the risks and opportunities surrounding climate change, including the areas of carbon management and new energy.

"We've also signed up to the World Bank's zero-routine flaring initiative and the methane guiding principles," Alex notes.

"The world has changed and Woodside is changing with it."

As part of those changes, Marc Senders became climate change improvement manager late last year.

Based in the Health, Safety, Environment and Quality (HSEQ) function, Marc has set up a structure to inform and guide our response to climate change.

He's also communicating internally and externally the extent of Woodside's work on climate change and explaining how this work is interconnected.

HSEQ vice president Deb Morrow says a cultural shift is required across the business.

"People need to think about climate change in a similar way as they regard health and safety or continuous improvement," Deb says.

"It must become part of Woodside's DNA."

Deb makes it clear she sees this new preparedness as being embraced throughout the business by the relevant divisions – whether improving our energy efficiency of existing assets (Operations), designing the most energy efficient new projects (Development), investing in offsetting and research for carbon and new energy (Technology) or creating markets for new customers (Marketing, Trading and Shipping).

In all cases, core skills are used to generate shareholder returns.

Marc says: "The future is bright for Woodside when we align ourselves with the new paradigm of a lower carbon future in energy provision."

"The level of Woodside's future success hinges on the ideas of clever, resourceful people and their collaboration both internally and externally."

And with many of the world's brightest young minds seeking to make a difference in the burgeoning clean energy sector, Woodside is positioning itself as an attractive employer.

Graduate climate change adviser Vinati Chaudhari says it is important for her to be proud of the company and the work it is doing in managing climate change.

"I joined Woodside because I saw it as more than just an oil and gas company," Vinati says.

"It was investing in robotics, developing its graduates by exposing them to serious issues and preparing itself for the future by taking climate change seriously."

Marc echoes this sentiment.

"Climate change is an emotive topic for some but we hope that by supplying the facts in a clear way, we can take the emotion out and set Woodside up for success – now and in the future."

Meg notes that managing climate change is being embraced by the Board, the executive committee (ExCom) and across the business, as the following breakouts illustrate.

Seeking offsets

Jayne Baird assumed her role as vice president carbon late last year, and her team manages and delivers Woodside's carbon offset portfolio.

"This requires us to investigate the options, nationally and internationally, to generate, acquire and trade in quality carbon offsets," she explains. "Reduction of our own emissions is one strategy, alongside acquisition of offsets."

Jayne says climate change is a truly global problem.

"The atmosphere doesn't care where or how the carbon is reduced, so long as it is," she says.

"If we are serious about decarbonisation, we also need to be serious about doing it efficiently."

"Offsets not only do this, but they also create co-benefits such as biodiversity and regional employment opportunities as well as new economic opportunities – national and international."



Carbon capture

Solomon Faka assumed the role of technology carbon program manager in January, and became responsible for managing technology developments in carbon capture, conversion and storage.

"The focus in carbon capture is to develop technologies with a lower cost and energy consumption," Solomon explains.

"For conversion, the emphasis is on development of technologies for conversion of CO₂ into valuable products – technologies which will allow a more productive use of CO₂ than

merely storing it in a reservoir."

Solomon's work is supporting the new carbon business led by Jayne Baird.

"Ultimately, the program's aim is to build for Woodside a carbon-resilient portfolio through investments in new opportunities and technologies," he says.

Solomon says he's excited about working with our FutureLab partners at Curtin University, the University of Western Australia and Monash University (and others) in uncovering them.



additional work-force-led optimisation opportunities in our operations," he notes.

Ryan says improving our energy efficiency can be achieved by reducing both fuel usage and flaring; by managing leaks and venting; and by pushing the boundaries of outstanding production.

"Bottom-up" innovations, he says, reflect a growing awareness and focus on energy efficiency.

And they complement step-change improvements being considered as part of new investment opportunities and life extension works.

In 2018, we delivered a total of nine energy-efficient improvements across our operated asset portfolio.

Energy efficiency

Australia optimisation manager Ryan Conway is responsible for improving Woodside's energy efficiency by 5% by next year, compared to our baseline prior to 2016.

"To achieve that target, we need to identify and implement many

These included increasing the operating pressure of the Pluto LNG processing train, increasing production for no extra energy input; and turning off a compressor at KGP's domestic gas facilities when energy demand is low, saving more than 1000 tonnes of fuel per month when applied.



Sustainable outcomes: Above, Mark Wittwer, Jarrod Pittson and Simon Rate are three of the team who helped deliver the mercury waste project. Opposite page, top, Chris Coffey and Richard Horlock (first and third from the left) with Xavier Ibarz and Jeffery Kerferd of Contract Resources inside the world-class recycling facility. Below, Xavier Ibarz moved from Switzerland to the Pilbara to take charge of the plant.

Steady success for mercury plant

Perseverance,

passion and a willingness to pool resources and expertise has led to a better solution to the disposal of Woodside's mercury waste.

The result is a more sustainable and environmentally responsible outcome to the waste issue: a world-class recycling facility in Karratha capable of treating all mercury waste produced in Australia.

Contract Resources (CR), which provides industrial and mechanical services to the oil and gas and mining industries, now owns the largest mercury-contaminated waste treatment plant of its kind in the Southern Hemisphere.

Construction and installation of the plant was 96% WA local content, introducing new skills and local employment opportunities.

Moreover, the end product is no longer waste.

Instead, processed mercury is sent to Melbourne for use in dental amalgam fillings by a company that previously imported mercury – thereby adding import replacement to resource recovery and less landfill on the list of benefits.

The Woodside team involved in the project were the worthy winners of the Sustainable Outcomes category in last year's Woodside Awards (see the Q4 2018 edition of Trunkline).

For general manager environment Jarrod Pittson, the facility's opening last November signalled his vision had become a reality.

"It was the result of a lot of hard work and collaboration between CR and various functions within Woodside, but together we managed to establish a fully operational world-class mercury recovery facility only three years from the very first discussions we held," says Jarrod.

"It's an unprecedented time frame."

"Commercial interface manager Simon Rate, who worked in Contracting and Procurement at the time, was key to our success."

Simon wasn't the only contributor.

"Environment engineer Mark Wittwer provided the technical input and collected samples for me," Jarrod adds.

"And the project wouldn't have happened without our executive sponsor Niall Myles, the senior vice president North West Shelf and Burrup, and Phil Reid, vice president operations excellence."

The mercury facility is in the Gap Ridge Industrial Estate, 10km outside Karratha. Located close to waste sources helps minimise transport risk and cost.

Jeff Kerferd, CR's resource reclamation manager, has managed the project from its concept through construction to its full commissioning.

"We had great support from Jarrod and Woodside's environmental team and that gave us the security to know we could push forward and build this plant," Jeff says.

He says the facility has created jobs in the community, including indigenous workers, and they have plans to expand their workforce.

Mercury is a naturally occurring element commonly found in hydrocarbon reservoirs.

It must be removed from natural gas during the process of producing LNG but exposure can be highly dangerous and its treatment is tightly regulated under The Basel Convention.

Previously, our treatment and disposal of mercury included a 12,000 km journey through 10 countries to a facility in Switzerland.

The process was administratively intensive, and delays of up to 12 months were not unknown, meaning extended periods of safe storage were required.

"Although Woodside relied on third-party contractors to transport the waste to Europe, we continued to bear responsibility until it was received in Switzerland so the company was exposed to potential liabilities," Jarrod notes.

He was involved in our first-ever shipment of mercury waste to Switzerland in 2007, and foresaw that



tightening regulations meant it was only a matter of time before this route was closed.

He'd already been investigating an alternative solution to the issue when Jeff Kerferd approached him in 2015 to see if Woodside would be interested in a local solution.

"The samples, testing, technology selection, contracting – Jeff put his heart and soul into this project and so did I," Jarrod says.

The collaboration resulted in the construction of a \$25 million facility for the secure storage, processing and purification of mercury waste from the LNG process.

Jeff says it's the first facility of its kind in Australia.

"It provides full cradle to grave waste management processes and solutions, near the source, quickly and in an environmentally responsible manner," he points out.

It also represents the largest investment in infrastructure CR has ever made, and the company has plans to expand in the near future.

"This is now CR's hub for the North West, and it has given us the basis to expand not only in terms of our mercury services but also our other industrial services," Jeff says.

Niall concludes: "With shorter timelines for processing mercury and no risk of delays and uncertainties associated with permits of shipping mercury to European treatment facilities, this has been a great success story.

"With the addition of local investment, employment and Indigenous participation opportunities in Karratha on a long-term basis this is clearly an optimal result for all."



From Catalonia to Karratha

Spanish-born Xavier Ibarz is celebrating his second year in Australia after moving specifically to take charge of Karratha's new mercury recycling facility.

Xavier's skills and knowledge of mercury waste are highly specialised, and rare in the world of process engineering.

He has a master's in chemical and process engineering and his previous role was as manager of a mercury plant in Switzerland where he developed his mercury waste treatment skills.

That experience made him just the person Contract Resources (CR) was seeking as manager of its proposed Mercury Treatment Recovery Plant, which opened in July 2018 after Xavier migrated in February the previous year.

"From the transportation, installation and commissioning of the plant, it started from zero to what we have here today," he explains.

"I'm very happy and very proud of it."

Xavier and his family (he's married with

a young son) welcomed the move, both for his professional development and the prospect of a much different lifestyle because they love the beach and ocean.

"It was a great opportunity for developing my career, but one of the conditions of moving here was I wanted to buy a boat to enjoy with my family and see the nice Dampier archipelago," he says.

"We didn't have this opportunity in Switzerland, so we thought that Karratha would be a great place to explore."

He's now a member of the Dampier yacht club but there's been no real chance yet to indulge his other passion – roller hockey.

Indeed, Xavier originally moved to Switzerland from Spain not to progress engineering ambitions but to pursue a career as a professional roller-skater.

He says with a smile: "Karratha is really growing, but there is not a roller hockey club yet."

Leading edge

Building leadership skills across Woodside was boosted last year by a raft of new programs, and more opportunities are being rolled out in 2019.

With our Leadership Expectations strategy requiring everyone to be leaders in their own right, that's good news for Woodsiders gearing to improve their leadership skills.

It's a recognition valuable momentum is gathering across the organisation.

And new performance agreements now contain a goal around capability development, meaning it's more important than ever to better understand your own abilities, leadership potential and how you can develop yourself and others.

Learning, development and capability manager Jennifer Barnes says leadership courses held last year have proved extremely popular.

"We organised 145 leadership programs, attendance exceeded 2140 and the feedback has been very encouraging," Jennifer reveals.

Leading Self, Leading Others and

Building Resilience were the most popular.

"These programs all include an element of self-assessment or 360-degree feedback, helping individuals understand how their behaviours and actions impact themselves and others," she says. And the collaboration to develop these new leadership required programs is increasing.

"For example, change management is a new suite of programs for 2019," Jennifer points out.

"It's been developed with Eloise Browne-Cooper in the Woodside Management Systems, together with Claire Swyny in People and Global Capability (P&GC) enabling a creative approach."

Neil Maxfield, general manager project capability, is a big supporter and is working closely with other members of the Woodside Leadership Community (WLC) and P&GC.

With 700 members leading 2300 people, the WLC has a big role to play, Neil points out, adding: "We ask: how do we make sure we are the best leaders we can be?"

"We've identified a need for a spread of programs that focuses on emerging leaders and supporting those leaders who've been asked to lead the organisation forward as well as helping their teams.

"But we always work 'arm in arm' with the professionals, whether it be safety, quality, or HR on leadership – that's most important."

WLC members have been working with P&GC to co-facilitate sessions via role playing in small groups.

"Starting in 2018, we've put a program of Everyday Leadership offerings to bring academic leadership to life and it's increasing this year," Neil says.

"It's a piece of the leadership journey determining how the Senior Leadership Team and the WLC help the business."

Theo Anderson, the then general manager organisational development, says it is significant that the momentum to improve leadership skills is being driven not "top down" but from within the organisation.

"P&GC is providing the framework for the Leadership Expectations strategy but it's not being driven by P&GC – it's becoming self-supporting," Theo says.

Courtney Fields is one who last year experienced internal and external leadership training..

Courtney, a geologist in Reservoir Management, believes this mix provides a different perspective on the quality of the professional development opportunities offered by Woodside.

"The external accelerated leadership program I undertook was brilliant; but it also helped me appreciate the high quality leadership development opportunities being offered right here at Woodside," she says.

"For example, the Resilience and Influencing Programs were really worthwhile. The most valuable part was they allow you to dedicate some time to self-reflection and personal growth."

Programs will continue to run in 2019 and are available to book through SuccessFactors Learning.



Leading the way: Neil Maxfield discusses with Theo Anderson, Courtney Fields and Jen Barnes how collaboration helps develop leaders across the business.



Recruitment drive: Resourcing manager Nicole Magill, standing, explains the new recruitment branding to Faye Stephen, Erin Lane, Jean Loudon, Lindsey Allen, Cecile Delande and Ben McGinty.

Attracting **top talent**

Employing the best talent is a priority to Woodside becoming a global leader in downstream oil and gas.

And our ambition to be an employer of choice has received a major boost with The Australian Financial Review (AFR) nominating Woodside as the Top Resources Industry graduate employer for 2019.

It's a significant accolade for the business and for those whose role is to promote Woodside in the employment market – the recruitment team, led by resourcing manager Nicole Magill, inside People and Global Capability (P&GC).

“Being number one in our very competitive industry is a fantastic achievement and rewards the team and the business for their hard work,” says Nicole.

She adds Woodside also has risen to 34th position in the AFR's list of Top 100 Graduate Employers for 2019, which details the companies Australian graduates are most interested in joining.

Nicole says one of Woodside's attractions is the award-winning Graduate Development Program (GDP) which has been operating for the past 30 years.

“Our evolution of this program reflects all the exciting opportunities we have at Woodside and fits in with our mantra ‘it's not just a career, it's an adventure’,” she notes.

Nicole's team and Corporate Affairs have re-branded Woodside's recruitment campaigns to better showcase the company and its strengths.

“We needed to make sure our culture now, and in the future, is reflected in the branding we have in the market and that we stood out from the crowd so candidates can connect with who we are and the exciting future pipeline of work Woodside has,” she explains.

“So we're now using bright, eye-catching colours, as well as showcasing our diverse workforce.”

Nicole is confident the re-branding will help keep Woodside in the forefront of students' minds as they focus on their careers.

Another indication of how well Woodside is positioning itself as an employer of choice in an increasingly competitive market is the number of applicants for our 2020 Graduate Development Program. At 6278, it is the largest number the company has ever received.

And vice president P&GC Jacky Connolly says it supports one of the organisation's key priorities – developing an inclusive and diverse workforce.

“We feel we have made positive improvements on female diversity at Woodside,” Jacky says.

“We proactively and constructively challenge business stakeholders on our talent needs, and this has been reflected in the fact females make up more than 50% of our 2019 graduate cohort.”

Jacky agrees the accolade of Top Resources Industry graduate employer highlights not only the good work of the recruitment team but the entire business.

“The need to hire more and more graduates every year is vital to the longevity of Woodside,” she stresses.

“We enable people to grow from inside the business, and this is shown to work. For instance, there are people who started on the graduate program who have now been with us for more than 20 years.”

The recruitment team will maintain a high focus on encouraging a diverse pool of applicants in future campaign, and Jacky points out the business is gearing up for a big phase in recruitment to meet our expansion plans.

“We want to attract the right people, and the new recruitment branding will help us do just that,” she says.

Additionally, it sets up Woodside to reach success in our growth strategies as well as staying on track to meet Horizon I goals and prepare for Horizon II goals through the attraction and selection of great talent to complement our existing workforce.

All systems go for Senegal

An extremely busy and productive 2018, and an equally busy year ahead.

That's the prognosis for 2019 for Woodside and the Senegal team.

"We made record pace going into FEED (front end engineering design) for SNE Field Development Phase 1 and we're maintaining that pace because we're targeting first oil in 2022," says vice

president Senegal Greg Mogan.

"Entering FEED for SNE was a huge milestone for us.

"We submitted our evaluation report and exploitation plan – which is essentially the field development plan.

"Early this year we were granted an extension of the production sharing contract for the SNE area.

"This gives us more time to collect the necessary inputs to be able to take the final investment decision (FID) and get the necessary Senegal Government approval for our exploitation plan."

The joint venture for SNE Field Development Phase 1 comprises Woodside, Cairn Energy, FAR Limited and the Senegal national oil company, Société des Petroles du Sénégal (PETROSEN).

Woodside acquired interests in offshore Senegal in 2016, which include the SNE oil field located about 100 km south of the country's capital, Dakar.

SNE is a key pillar of Horizon II of our growth strategy.

Phase 1 development concept includes a floating production storage and offloading (FPSO) facility fed by 23 subsea wells. The FID is to be taken around mid-year 2019.

But Greg indicates there remains a lot of work to be done across the many areas of the opportunity first.

"Because this is Senegal's first ever offshore oil development, we need to provide a lot of support and facilitate the necessary collaboration to make it happen," he notes.

He lists some of the activities Woodside is conducting and some of the collaboration taking place to ensure SNE progresses on time and continues to have the full support of the Senegal authorities and community.

For example, the Environment and Social Impact Assessment (ESIA) for



Relationship building: Top, Dakar-based Zahra Diallo recently spent three months in Perth working with Mike Burns, projects services team lead Senegal, and Greg Mogan, vice president Senegal. Below, consulting with the local fishing industry as part of our commitments to engage with the community.

SNE Phase 1 was approved in Q1 2019.

“That was a great outcome for a huge amount of work in a new West African basin for Woodside,” says Greg.

“It took the team about a year to prepare and submit. And because it was the first offshore oil project in Senegal, and the first ESIA Woodside has completed in more than a decade, it was doubly significant.

“A huge proportion of Senegal’s population relies on fishing so we needed to make sure we were putting forward a production opportunity that’s going to be safe and reliable from both an environmental and social impact angle.”

In the EISA we made commitments to continually engage with the community and the Dakar office is constantly working with the local communities to ensure those commitments are being fulfilled.

Woodside also became operator of SNE Phase 1 late last year, and Greg says this has important ramifications, including with the newly created National Institute of Oil and Gas, INPG.

INPG’s goal is to train a future workforce and leaders of Senegal’s fledgling petroleum industry and build capability.

“As part of assuming operatorship we are working closely with INPG to help educate and train their inaugural masters program in oil and gas,” Greg says.

“We recently supplied INPG with computers and office equipment so its inaugural cohort has sufficient resources; also, I provide a one-hour oil and gas lecture there once a month.”

The joint venture (JV) also entered subsea FEED in December 2018 and has just entered FEED on the FPSO, which is scheduled to come into the field in 2021.

It was decided an FPSO in the form of a converted oil tanker would provide the best solution for the long-term production needs of SNE.

And the business is working with the Senegal Government to assess producing domestic gas into the Senegal market – potentially in 2024.

Heavy fuel oil is currently used in Senegal power stations and the Senegal Government is planning to convert power stations to dual fuel so gas could be used.



Broadening horizons

A three-month secondment in the project services at Mia Yellagonga has proved invaluable in helping Dakar-based Zahra Diallo gain a broader view on where the SNE project sits within Woodside’s portfolio.

Zahra (also known by her given first name, Fatoumata) is a technical assistant working in the SNE project and supporting other functions such as Corporate Affairs, with country representative Cheikh Gueye, the Security and Emergency Management function and others in Woodside’s nine-strong Dakar office.

After gaining technical and commercial experience in the mining industry and a masters degree in petroleum geoscience from Scotland, Zahra joined Woodside from Cairn Energy, one of our joint venture participants in the SNE Field Development oil project.

But project services was an unknown when she arrived in Perth late last year.

“It gave me a wider understanding of the SNE project that I wouldn’t otherwise have gained,” she noted.

“For example, I learnt more about subsea engineering and D&C (drilling and completions) and FPSO (floating production and storage and offloading) facilities. It’s helped me build a comprehensive map of the project and how the different functions all connect together.”

During her secondment, Zahra worked under Mike Burns, project services team lead, Senegal.

“Given Zahra had no experience in project services coming into the secondment, I was very impressed by her enthusiasm and willingness to learn,” says Mike.

“We selected the SNE Gas Study Project for Zahra.

“This was a challenging opportunity whereby Zahra could apply her core geoscience qualification but also engage with the broader SNE workgroup to understand each stage of the project life cycle.”

Before she returned to Senegal in mid-February, Zahra delivered an update to the cost estimate and schedule.

Mike adds: “She presented to the key stakeholder group with great confidence.”

Zahra also took particular interest in Woodside community development initiatives such as GEM which promotes diversity and inclusion, STEM in Schools – a program to promote science and maths and the Woodside Reconciliation Community.

“Woodside community development activities have been very inspirational to me,” she said.

She’s taking back to Senegal what she’s learnt about Woodside’s activities in those fields and considering how best to replicate the work while building on her previous experience in raising awareness and supporting women in the resources sector in Senegal.



Women **leading** the way

Woodside has emerged with a win at this year's Chamber of Minerals and Energy (CME) Women in Resources Awards (WIRA), held in March.

This year marked WIRA's 10th anniversary.

And it was a night to celebrate for Fiona Hick, vice president strategy, planning and analysis. Fiona won the Outstanding Woman in Resources Award.

"It's a huge honour, but I have worked with a range of great women who I think were equally deserving of this title," she says.

Fiona believes awards such as WIRA are important and play a vital part in helping to inspire women in the workforce.

"The business case of having diverse teams is well-established, and a part of this is gender diversity. Awards like this are great at showcasing the wide range of women who are doing inspiring things in our industry across the state," she enthuses.

"Just look at the other women who I was nominated alongside and the fantastic contributions they are making."

After entering the resources industry with a Bachelor of Engineering in metallurgical and materials engineering, Fiona has worked in diverse range of roles, building both a strong technical knowledge and business knowledge.

"I often say to people that a career is a marathon not a sprint and different roles give different skills and experience, so just make the most of whatever job you have at the moment," Fiona confesses.

"I have always wanted to do the current job as best I could and then take whatever opportunities came along."

After years of balancing career with building a family, Fiona is passionate about supporting the next generation of professionals.

"I had great mentors throughout my career who have helped me during my

career, especially when returning to work and managing a young family," she says.

"Because I had these mentors and coaches, I understand how important that is."

Established in 2010, WIRA recognises the work of individuals and organisations to provide great career opportunities and build the participation and recognition of women within the mining and energy industry.

This is also something with which business adviser Sarah Loh agrees.

"We're fortunate to work in an industry that can provide continuous career opportunities," Sarah notes.

"Collaborating with a wide range of people also gives each of us a chance to have a positive impact on those around us, while broadening our minds."

Sarah was nominated for the WIRA Outstanding Young Woman in



Winning smiles: Opposite page, from left, Fiona Hick won the award for the Outstanding Woman in Resources; Sarah Loh was nominated for the Outstanding Young Woman in Resources; members of GEM and Spectrum enjoying the WIRA evening.

Resources Award, highlighting her leadership in building an inclusive environment for all.

“It was also really nice to receive the unexpected recognition from CME, and pretty fabulous to be counted among some truly impressive women who are making inspiring contributions,” she reflects.

Sarah completed her first industry placement as soon as she'd finished her first year at university, and has experienced an accelerated career progression at Woodside.

She mentors a number of engineers globally and volunteers as a communications officer for the Society of Petroleum Engineers WA Section.

After working for several years in positions where she experienced front-line operations, both offshore and onshore, Sarah moved into leadership roles and saw ways she could contribute to inclusivity.

“We started small with our Reservoir Management (ResM) monthly morning tea,” she explains.

“I thought that there's an opportunity to open the conversations we have to promote and celebrate cultural diversity.

“We themed them to reflect our own backgrounds, celebrating events such as Eid and Diwali.

“Instead of sausage rolls and party pies, we'd have hummus, fattoush, onion bhaji and chicken tikka. Everyone always came away with a better appreciation and understanding of our team mates.”

Sarah also explored other initiatives for the function, including LGBTI+ awareness, Indigenous cultural awareness and “Journeys” sessions where ResM staff from a wide range of career paths shared their story with their colleagues.

“I think there's a strong collective desire to get to the heart of the matter and understand how to embrace and harness true diversity of thought,” she muses.

Two of Woodside's community groups were also recognised at this year's WIRA.

Gender Equality Matters (GEM) – formerly Women of Woodside (WoW) – and Spectrum, the group for LGBTI Woodsiders and their allies, were also nominated for the Outstanding Company Initiative Award.

“It is an absolute honour to have been a

finalist and have the journey that both groups have been on recognised,” says GEM co-chair Matthew Brierley.

James Nicholson, Spectrum co-chair, agrees.

“This nomination is a testament to both the hours of hard work put in by the committees and the enthusiastic members of both communities,” James notes.

In the past few years, GEM and Spectrum have worked to raise awareness of the value of inclusion and diversity, organising various events and initiatives at Woodside to address gender and sexuality-based inequality.

These two communities now encompass about 1500 members in Perth and across the company's remote and regional operations, and they aim to educate and challenge unconscious bias and promote inclusion in what is a traditionally male-dominated industry.

Men now comprise about 29% of the combined membership compared with a mere 2% in 2017.

Though GEM and Spectrum did not win their category, Spectrum emerged a winner at the inaugural LGBTI awards the same month (see page 29).



A day in the life of ... a lead **production** technician

Blake McCarthy's introduction to the electrical trade started with work experience while at high school and it provided the spark for his career after school, too.

"I learnt a little of what life as an electrician was all about, and it appealed," Blake recalls.

"So after completing the work experience, I applied and got an electrical apprenticeship and embarked upon my journey."

That journey involved joining Electrical Group Training and the Water Corporation as an electrical apprentice while completing his instrumentation qualification at night school.

Proof that he'd made the right choice came fast. In 2009 he qualified as an instrumentation electrician and won the WA Apprentice of the Year award, followed by Australian Apprentice of the Year.

Blake's next move took him into the oil and gas industry.

He attained a coveted traineeship as a production technician with Apprenticeships Australia – one of only 20 chosen from almost 1000 applicants.

In 2010 Blake started at Karratha Gas Plant before joining the commissioning and start-up team at Pluto LNG plant.

After completing his traineeship in late 2011, he joined Woodside as a Pluto production technician and has since been an LNG operator, storage and loading operator, panel operator, central control room (CCR) lead and now lead production technician.

He describes the lead role as very dynamic, providing the opportunity to engage with various stakeholders across the business, including Health Safety and Environment (HSE), Operations, Maintenance, and Engineering.

"Every day my job provides me with a diverse, enjoyable and challenging working environment," he says.

Career ambitions include progressing to an operations team leader (OTL) with

further aspirations to progress to an onshore/offshore installation manager (OIM).

"The opportunities at Woodside are endless and I'm grateful for the experience and chance to work with great people along the way and look forward to many years ahead," he says.

Below is a typical day:

4.15am: After the alarm wakes me at Aspen Village, I have breakfast, pack my lunch, and depart at 5.10am. First job is to catch up with the night shift lead for a handover to get an overview of what happened during the shift, the plant status and any issues that need following up.

I then check the Ensure Safe Production (ESP) portal for any new operations targets or instructions, and populate the Shift Priorities board which includes priorities and the 24 hour lookahead.

6.30am: A short meeting with the OTL, and CCR lead to align and confirm the shift priorities. Then follows a shift team



Operations room: Opposite page, from left, lead production technician Blake McCarthy discusses work schedules with the Pluto team; Blake is a former WA Apprentice of the Year and Australian Apprentice of the Year; catching up with onshore installation manager Ross Trainer; with wife Kate and baby Jaxon.

meeting – a very interactive meeting where HSE, Operations, Maintenance and Engineering all have input. For my part, I go around the room to get an update from the operations team based on the outcomes of their Start of Shift Orientation, which is an ESP process where the team go out into the plant and confirm their handover from the previous shift, and get an overview on the status of the plant. I then run the team through the shift priorities.

7am: The daily tasks vary daily and between day shift and night shift but would contain at least some of the following tasks.

After the meeting I meet with the maintenance team leader (MTL) and engineering to discuss the maintenance notifications raised in the previous 24 hours. We go through the proposed work, risk assessment, and confirm the priority so the work can be scheduled accordingly.

730am: I then follow up on any items raised during the meeting that need investigation and engineering or maintenance engagement, and liaise with the operations team who may want to discuss tasks for the day.

9am: Tasks vary during the two-week swings although normally they'll contain an emergency response exercise, safety meeting, process safety management operating procedure assurance check and Golden Safety Rules safety walks.

11am: I spend time in the field and CCR liaising with the operations team to maintain situational awareness of

the plant status and support the team wherever I can. We formally conduct process scenarios once a swing although there is always discussion around past learnings or upcoming work scopes where the team shares knowledge.

1pm: I prepare for upcoming campaign and frontline maintenance by reviewing and progressing permitry with the team.

3.15pm: Time to prepare for the daily conflicts meeting where I pre-review the permitry planned for both the following day and in 48 hours time.

3.30pm: The daily conflicts meeting is where we discuss planned work for the next 24 hours and identify any potential conflicts and the controls needed to manage these conflicts. We reflect on the previous day based on the HSE Perfect Day metrics to see how we went. We collaboratively identify the risk profile for the next day and review the work planned ahead.

4.30pm: I verify that all required OPAM (Operator Proactive Monitoring) checks have been completed for the shift.

5pm: Time to compile the end of shift report in preparation for the handover to nightshift. This involves attaining an update from the operations team followed by a short meeting with the OTL to align on information and confirm the priorities for the oncoming shift.

5.45pm: Handover with the nightshift lead where I give an overview of the plant status, what happened during the shift, and any issues that need following

up. Once the handover is complete, we depart site.

6.30pm: Back at Aspen and it's time for dinner, relaxation and a phone call to the family.

Outside of work, I'm active in my local community as a member of the Volunteer Fire and Rescue Service and in 2017 I was awarded my 10 year service medal.

I also participate in community safety and hazard prevention. For me it's a way of giving back to the community in more ways than one which comes with a large amount of job satisfaction.

I've been fortunate enough to be recognised with the Premier's Australia Day Active Citizenship Award for my continuing efforts in giving back to the community – through my role in firefighting and also as an Ambassador for training following my Apprentice of the Year award.

I also enjoy motorbike riding, travelling, walking our dog Lyla and most days on my time off you will find me out and about with my family and friends.

This past couple of years have been personally very exciting. In 2017, my partner Kate and I married; we've taken regular trips to Bali and Margaret River and last year we were lucky enough to spend a month travelling in the USA.

Last August we were thrilled to welcome our son Jaxon to our family - the most exciting event of all.

Supporting sustainability

Creating a sustainable future requires us not only to enhance the positive impacts our activities bring to communities but also to minimise any negative impacts.

That's one of the key messages in Woodside's 2018 Sustainability Development Report, published in March.

The importance of acting responsibly is evidenced by the fact our impact on the social and cultural wellbeing of the communities in which we operate is once again deemed to be "material".

"Each year we undertake a 'materiality assessment' to identify and understand topics of importance to our stakeholders and business," explains Laura Lunt, Corporate Affairs manager sustainability.

"If an issue is deemed to be 'material' it means our stakeholders are telling us it that it is important and may significantly influence their assessments or decisions."

The 2018 assessment involved engagement with 35 internal and

external stakeholders ranging from our own people to government and community representatives, customers and suppliers.

Besides social and cultural impacts on communities, additional topics identified as material included:

- Health and safety performance
- Climate change and greenhouse gas emissions
- Fraud, anti-bribery and corruption

Laura notes that the expansion of Woodside's footprint inevitably means the business is impacting more communities in more regions across the globe.

From the Indigenous communities in the Pilbara to the fishing villages of the Ayeyarwady region in Myanmar and coastal communities in Senegal, there is an increasing number of stakeholders with whom we are engaging and consulting.

"This is one reason our community impacts have become material again," Laura says.

"As a good corporate citizen and a member of these communities, we have a responsibility to not only prevent or minimise any negative impacts of our operations, but to enhance the positive impacts like employment, training and education."

Corporate Affairs vice president Sandra McInnes points to some of the highlights of our engagement with communities last year.

"We completed environment and social impact assessments in both Senegal and Myanmar, where the business has only become very active in more recent years," says Sandra.

"For example, we've supported the establishment of an institute in Senegal to train future leaders in the country's petroleum industry (see page 14).

"We've also partnered with a university in Myanmar to provide practical work experience for petroleum engineering students."

In Australia, the business launched the online Karratha Jobs Portal with the aim of boosting employment opportunities for local people to work on Woodside-operated projects and other local opportunities.

"And our Elevate Reconciliation Plan 2016-2020 has enjoyed some positive progress, not least in Indigenous employment and business participation outcomes achieved," Sandra adds.

Chief operations officer Meg O'Neill says this year's Sustainable Development Report demonstrates the achievements Woodside has made in the sustainability space, but acknowledges there is a lot still to be done.

"Sustainability is embedded throughout Woodside and, as we pursue our growth projects, it is fundamental to our long-term success," Meg points out.

"As our footprint grows we must continue to raise the bar for our performance across all areas – from energy efficiency and our health and safety performance, to building and maintaining strong relationships with our host communities wherever we operate."



Facing the future: the list of communities with which we engage and consult stretches around the world, and includes the Pilbara region of Western Australia.



Talking turtles: left, Josh Malone, Tayla King, Dani Rob, Denise McCorry and Paul Allen examine where turtles are nesting and travelling in Western Australia; right, Paul keeps a close eye on a nesting turtle.

Tracking **turtle** travels

Woodside volunteers have been tagging nesting female sea turtles in and around the Ningaloo region, helping scientists gain a greater understanding of the behaviour and movements of these amazing creatures.

Female turtles nesting along Western Australia's Ningaloo coast and on the Muiron Islands were tagged in late 2018 by the Department of Biodiversity, Conservation and Attractions (DBCA).

In two separate campaigns, one on the mainland and one on the islands, the volunteers helped tag a total of 25 green and loggerhead turtles.

Satellite tags allow the turtles' migrations between their nesting beaches and their resident feeding grounds to be tracked and logged. These journeys can span hundreds, even thousands of kilometres.

The tags also allow researchers to see how many times they nest during the season.

Since 2012, Woodside has supported the Ningaloo Turtle Program (NTP) – a community volunteer program run by DBCA and Exmouth's Cape Conservation Group.

The turtle tagging fieldwork in 2018, however, constituted further studies and was made possible by extra support from the Greater Enfield Project – a joint venture between Woodside and Mitsui E&P.

As a result, Woodside was invited to help in the fieldwork.

Six Woodsiders participated in the fieldwork. They work in the Greater Enfield Project, a joint venture between Woodside Mitsui, and the Ngujima-Yin floating production storage and offloading (FPSO) facility. The project delivers oil to the Ngujima-Yin from the Enfield oil field, some 60 km off Exmouth.

The offshore field workers slept on DBCA vessel "Worndoom" during the day and set up camp on the Muirons shortly before sundown.

Throughout the night, they combed some four kilometres of beach, tagging turtles after they laid their eggs.

Thirty knot winds added to the physical exertions in moving boxes used to hold the turtles during the tagging process.

But there were many highlights to raise the mood, says production maintenance coordinator Paul Allen, who lists dramatic sunsets and sunrises, pristine marine conditions, and the thrill of first seeing a turtle lay eggs as standouts.

Plus, there were the learnings from the varied and knowledgeable field workers.

"They included marine scientists, archaeologists, Indigenous representatives, as well as officers from DBCA's Parks and Wildlife Service and other Woodsiders, and I managed to learn more about turtles than I ever dreamt of," Paul says.

Health and safety adviser Josh Malone says he had an "amazing experience".

"I loved learning from the Indigenous elder in the group and connecting with nature," Josh says.

Sea turtles nest along Western Australia, Northern Territory and Queensland coasts.

The Ningaloo Marine Park (part of the Ningaloo Coast World Heritage Area) is recognised as one of the most important nesting grounds in the world for green and loggerhead turtles.

The surveillance lasts as long as the tags stay operational and already they're demonstrated the great distances turtles travel.

"The turtle to have travelled the longest total distance so far is one a Woodsider has named Adwaitaa, which has travelled 2,341 km in 98 days," reports graduate environment adviser Tayla King.

Dani Rob, marine conservation officer with Parks and Wildlife, Exmouth, led the fieldwork.

Dani and principal environment adviser Denise McCorry are excited about the findings of the studies as new knowledge on sea turtles can support future conservation, management and understanding of the region's environment.

Check the turtles' travels on the dedicated tracking page on seaturtle.org. For further information on the Ningaloo Turtle Program visit <http://www.ningalooturtles.org.au/>.



Scientific milestones celebrated

Milestone anniversaries of two of Woodside's longest alliances were celebrated recently to highlight their importance and the results generated.

Last year marked the 25th anniversary of the Woodside partnership with the Australian Institute of Marine Science (AIMS) and the 20th anniversary of our collaboration with the Western Australian Museum (WAM).

Both organisations are celebrating with engagement activities, the first being a stakeholder event entitled "25 Years of Discovery" which was held at Mia Yellagonga last December. Our relationship with WAM, which houses WA's scientific and cultural collection, began in 1998.

Woodside and WAM have built some of the most comprehensive collections of marine species in the world, helping make WA a leader in marine biodiversity research.

The Marine Life of the Dampier Archipelago and Marine Life of the Kimberley collections have identified

10,700 animal and plant marine species – some 700 of which are new to science. Woodside has collaborated with AIMS, the world's leading tropical marine research institute, since 1993, when exploring the vast expanse of our north-west oceanic region was just beginning.

Achievements of these two partnerships include:

- 476,00 km² surveyed off our North-West coast, and 3,624 hours of captured video;
- 84 expeditions involving 170 scientists from 58 organisations;
- 430,000 annual visitors to the Woodside Downunder Gallery at the WAM; and
- 289 International publications, nine books and 18 state and national awards.

Woodside also holds a partnership with the Foundation for the WA Museum through the \$2 million Discovery Fund (2016-2024) that has enabled the implementation of key public programs.

And the WAM partnership will result in a permanent gallery at the new WA Museum in 2020 to promote the lasting legacy of the Woodside Collections.

Chief operations officer Meg O'Neill told the December gathering that the two partnerships had generated a far better understanding of WA's North West marine region, and its inhabitants – some of which live up to 800 metres below the surface.

And she noted that our company had changed a lot since 1993. "Woodside has grown exponentially as a company," Meg said.

"We have built an additional three LNG processing trains at our Burrup Hub facilities and commissioned a large fleet of offshore oil and gas production facilities and LNG carrier vessels. Our knowledge of the environment in which we operate has also grown."

Credible science equips us to operate in precious environment in a way that preserves their value, and our partnerships with business, government and community helps us make informed decisions.



Joining forces: Two of Woodside's longest alliances, with the WA Museum and the Australian Institute of Marine Science, have been marked with celebrations, including a stakeholder engagement at Mia Yellagonga at which Alec Coles, chief executive officer of the WA Museum, spoke (opposite page). Above, also attending were Rachel Cooke, US Consul General, Meg O'Neill, Peter Jeffries, chief executive officer of the Murujuga Aboriginal Corporation, Sharon Reynolds, Kate Gauntlett and Sandra McInnes. The two partnerships have identified 10,700 animal and plant marine species, 700 of which were new to science.



As Meg noted: "We have also discovered much more about WA's treasured offshore reefs and how we can continue to manage the potential impacts from our activities."

She concluded by pointing out Woodside was in a growth phase and was progressing approvals for the proposed Burrup Hub project.

"Our partnerships with the WA Museum and with AIMS have laid a good foundation for these developments, providing a long-term knowledge base that underpins our environmental understanding and informs our approvals and impact assessments," she said.

"Looking to the future, we are excited about the 2020 opening of both the new WA Museum and the Woodside learning gallery, a place which will foster scientific innovation and educate the next generation on the marine biodiversity of our State."



Rich history behind new office



A sense of history pervades Woodside's new office in Roebourne – and perhaps also the faint aroma of coffee beans and freshly baked bread.

For the new office is a restored heritage building that counts a bakery and café among its many previous reincarnations.

Roebourne is located in the Pilbara along the North West Coastal Highway some 1500 km from Perth and 40 km to the east of Karratha.

The former gold rush town commemorated 150 years of existence in 2016. Just down the road is another historic town, Cossack, which has a pearly history dating back to the 1860s.

The pearling industry brought Malay, Chinese, Filipino and Japanese migrants to Cossack and there is also evidence that European settlers "imported" Chinese labourers as servants and labourers for the pastoral industry.

Our new office, on the main street, Roe Street, in Roebourne, was built in the early 1870s.

Over the years it's been part of the commercial enterprise of Freddie Yee Palk, who established a bakery, general store, tailoring business and market gardens.

The bakery and store were repeatedly damaged by cyclones and the Harding River in flood (in 1889, 1935 and 1954). Since its restoration, it housed most recently Juel's Bakery and Café.

Now it's a place where Woodside works with the community to deliver

on our commitments and support community projects. Senior Corporate Affairs adviser Shanine Ryan is based at the office full time, but the office also provides capacity for community meetings and visiting Woodsiders.

"After nine months of team work with our Global Property team and local contractors, we began relocating to the office in December 2018, and it officially opened for business on 12 February 2019," Shanine explains.

"The new office space is really welcoming and has a sense of calm about it that creates a great work environment.

"Its accessibility and facilities assist with our continued efforts in working with the Roebourne community.

"It is also exciting to feel a connection to this historical building that has meant many things over the years to local people."

Roebourne enjoyed rapid growth in the 1960s due to the mining boom

of the time. It became home to many neighbouring Aboriginal groups across the Pilbara during the period in which Aboriginal people were being moved from their home lands for various reasons, but particularly due to pastoralists seizing ownership of station lands.

And it's home to the key traditional owner groups with significant cultural heritage interests on the Burrup (Murujuga) where Woodside's North West operations are sited.

Meg O'Neill, chief operations officer, says Woodside is looking forward to maintaining its presence in the Pilbara for years to come.

"The Burrup Hub strategy builds on our 35-year history in the region and creates new opportunities for us to collaborate with local stakeholders," Meg notes.

"The Roebourne office and our presence in this important community enables us to build genuine relationships and work together towards achieving mutually beneficial outcomes."



Our old new office: Shanine Ryan outside the restored heritage building in Roebourne which is the company's new base in the Pilbara town.



Training trip: Cody McDermott, Elsemieke Marren and Lachlan Chaytor thoroughly enjoyed their four-day trip on the Siem Thiima, during which they practised ship-handling skills on the vessel's onboard training simulator.

Leeuwin cadets in ship shape

Three maritime cadets sponsored by Woodside successfully completed their 12-month program on the Sail Training Ship (STS) Leeuwin II in February, and celebrated with four days on the Siem Thiima, our dual-powered platform supply vessel.

As port operations manager Zubin Bhada explains, helping youngsters get seafaring experience also assists the maritime industry get access to skilled participants.

"That's why Woodside supports young sailors through the Marine Career Pathway Program with the Leeuwin Ocean Adventure Foundation, thus 'bottom feeding' the maritime industry," Zubin says.

The Woodside-sponsored cadets finished with a Master Class-5 certificate and an Engineering MED-2 qualification.

"Normally we'd simply have a sundowner and a photo session and I'd help them with their job applications as they apply for positions across the maritime industry," recounts Zubin.

"But this year we decided to give them a deeper insight into the offshore industry with short placements on the Siem Thiima.

"The idea was to help them meet more people in the maritime industry, give them greater experience and expose them to some new technology."

The sundowner event was held at The Leeuwin in Fremantle in December and among the guests was executive sponsor Mike Abbott, senior vice president Corporate and Legal.

This year's Woodside-sponsored cadets were Cody McDermott, Elsemieke Marren and Lachlan Chaytor.

Elsemieke describes the 12 months cadetship as a "very rewarding kind of hard work".

"I've not only been able to develop and expand my maritime skill set but I've also worked on my personal development," she says.

Lachlan describes the Siem Thiima voyage as "awesome . . . a dream come true".

"I came away from this trip with the direction and a clear path to work towards, and to one day work on a vessel just like the Siem Thiima," he adds.

Cody says: "Being a part of the Woodside-Leeuwin Cadetship Program has changed my life and given me direction and motivation like never before.

"The cadetship has worked me to my core, at times testing my mental and physical fortitude.

"But it has also built me up, fortifying my

strengths and weaknesses and bringing out the best in my new abilities.

"The skills, qualifications and experiences that I've gathered from the cadetship have ensured that rather than having a foot in the door in the maritime industry, I can confidently say that I have a leg in the door."

The four-day Siem Thiima voyage sailed from Karratha to the North Rankin platform and Goodwyn Alpha platform, and Cody cites it as a highlight of the cadetship program.

"Before leaving for the trip, we three cadets were uncertain about a life offshore, but now, armed with our newfound knowledge and experience, we're more inspired than ever before."

Carol Shannon, chief executive officer of the Leeuwin Ocean Adventure Foundation, says Woodside deserves "enormous thanks" for enabling the cadets to enjoy such a unique opportunity on the Siem Thiima.

"It provided an extraordinary 'next-level' opportunity for them to understand more about commercial maritime operations and their own future career options," Carol notes.

"The captain and crew on Siem Thiima were very generous with their time and advice and the cadets took every opportunity to soak up their wisdom and guidance."



Variety show: Woodsider John Marshall volunteered his photographic skills at this year's FRINGEWORLD and his stunning images reflect the variety of entertainment at the biggest-ever festival. Opposite page, bottom, entertainer Philip Walley Stack, Meg O'Neill, artist and MC for the opening night Jessica Wilson, signature artist Joylene Warrie and festival director Amber Hasler.

Fringe benefits creativity

Perth's FRINGE WORLD Festival, enjoying a new three-year sponsorship deal from Woodside, set impressive records in 2019.

Bigger and better than ever, the 2019 festival recorded a ticketed attendance of more than 400,000 and generated box office sales of more than \$11.5 million – an increase of more than 10% on last year's sales figure and a ten-fold increase from the first festival eight years ago.

Woodside is a founding partner and announced last November that it would be building on its continued support for Fringe.

FRINGE WORLD chief executive officer Marcus Canning said it was a measure of Woodside's commitment to the people and culture of Western Australia that the company had increased and extended its support.

"Woodside's support of FRINGE WORLD is a tangible contribution to the festival's vision to enrich and evolve the cultural fabric of Western Australia," Marcus said.

"Woodside backed us from the start and their support has been rock solid ever since."

Senior vice president Corporate and Legal Michael Abbott said the company was delighted to extend its valued partnership.

"The festival brings energy and vibrancy to our great city of Perth and Woodside is honoured to be associated with such a fabulous summer event," he said.

The new sponsorship deal included naming rights for the festival's most popular destination, now called The Woodside Pleasure Garden, in Northbridge.

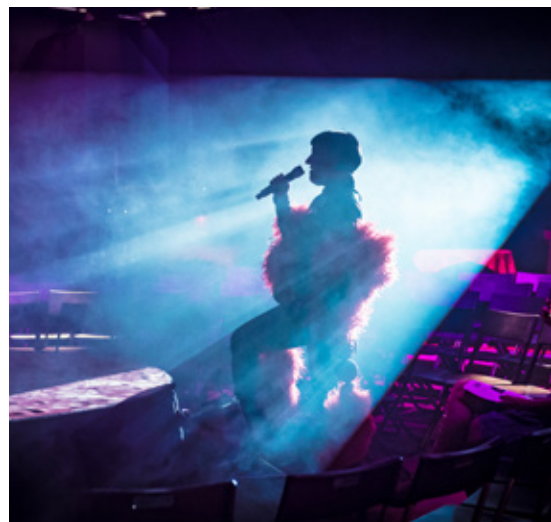
Our new commitment as a Principal Partner of the festival continues until 2021, when the two organisations will celebrate a decade-long partnership.

The WA Emerging Artist award, presented by Woodside, was awarded to the cast of *The Book of Everything*, a play based in post-Nazi Amsterdam.

It was put on by the Fenceline Theatre Company – Swan Christian College's school-based theatre that provides students and alumni with the opportunity to gain professional theatre experience.

System engineer John Marshall, a keen photographer in his spare time, once again volunteered to help FRINGE WORLD.

The photographs on these pages represent some of John's work.



Building on the art connection

The State Theatre of WA in Perth is a long way from home for signature artist Joylene Warrie, but that is where her signature piece Python Pool hung in this year's Ngurra Nyingu Art Exhibition. Joylene started painting at the age of 13 at Cossack in the Pilbara, before moving to the Cheeditha Art Group.

Her art is inspired by the landscape combining traditional brushwork with leaves and skewers to complete her work. Python Pool has been proudly purchased by Woodside and will be on display in our new Roebourne office (see page 24).

Joylene says: "When I found out I was to be the signature artist I was emotional, excited and really happy that my art was selected."

She says a highlight of the opening was being complimented by our CEO Peter Coleman and talking with him about her painting.

Joylene was one of 50 artists who were showcased in the foyer of the State Theatre Company in January this year.

The change in venue was the idea of Shanine Ryan, senior Corporate Affairs adviser, and it became a reality with the support of Gemma Rapson, Corporate

Affairs manager social investment and Ryan Felton, Corporate Affairs adviser communities.

Moving to the venue had many positive benefits, explains Ryan.

"It was a great success all round," he says.

"It allowed greater exposure for the artists with longer opening hours and drawing from a more diverse audience than we saw when it was held in the foyer of the Plaza. It has helped forge closer ties between our partnership with Fringe and the Indigenous artists."

And the figures back him up. More people visited the exhibition than in previous years, giving greater exposure to emerging artists.

Amber Hasler, FRINGE WORLD festival director, opened the exhibition.

"The visual arts program at FRINGE WORLD continues to grow and we are so pleased to have the Ngurra Nyingu exhibition presented as part of the 2019 festival," Amber said.

"With Woodside's support we are able to shine the light on our WA artists."



Celebrating equality

International Women's Day (IWD) proved a huge attraction at Karratha Gas Plant (KGP) in early March.

A morning tea was planned for 80 people but in the end more than 130 arrived to lend their support.

"It was more than double the number who've previously attended any Gender Equality Matters (GEM) event at KGP – in fact, it was the biggest community event in the plant's history," says happily surprised mechanical technician Carly Wieland.

"It meant the event was severely under-catered and we had to find more chairs; but nobody minded and everybody was welcomed with open arms."

The event was held in KGP's Retro Lounge and was launched by systems engineer Kelsie Clarke who acknowledged the land's traditional owners, past and present.

First speaker was operations superintendent Wayne Edwards who spoke about what gender equality means to Woodside as a business and the company's targets to increase (and retain) its percentage of female employees across the business.

"The responsibility sits with all of us" and "it's about the culture" were two of Wayne's messages, helping the crowd feel they were part of the solution.

Enthusiastic maintenance superintendent Aaron Bruce continued the discussion of gender equality by reflecting on history but focused on the future.

In what might well have been the most touching moment of the event, he posed the question: What can we do to ensure a more equal future for our children?

"We need to lead our boys, our sons, into being great men who support diversity and inclusion and support our girls, our daughters in knowing that they can achieve whatever they want to achieve," a passionate "Brucey" said.

He also spoke about the books he reads his daughter Macy, including "Goodnight Stories for Rebel Girls" which highlight some amazing women in history who did great things.

Health and safety adviser Daniella Antonucci then wowed the crowd with an interactive discussion that got everybody to their feet.

Daniella spoke about cultures where gender inequality was richly engrained in the culture, and about what IWD meant to her as a modern woman.

"We talk a lot about zero – zero recordable injuries and zero incidents; but today I want to talk about 100 – 100 per cent inclusiveness, 100 per cent respect and 100 per cent work satisfaction," she stated.

"For me that's what balance looks like."

Kelsie concluded by urging people to get involved in the discussion and to be part of the GEM community of Woodside.

Carly says the event proved Woodsiders really wanted to band together and stand up for gender equality because inclusion and diversity made everybody stronger."

She says: "Let's keep this ball rolling and continue to talk about gender equality."

Woodsiders based in Singapore working on the Greater Enfield Development also celebrated IWD and wore white ribbons to symbolise anti-violence against women.



Telling tales: Top, Aaron Bruce gave a passionate talk on gender equality at the IWD event organised by GEM, referencing the books he reads his daughter; below, Woodsiders working on the Greater Enfield Development in Singapore joined in the IWD celebrations.



Fair Play: Georgia McClanachan, Kimberly Walpot, Meg O'Neill and Christine Forster proudly display the award won by Woodside for supporting LGBTI staff through Spectrum.

Spectrum shines

Woodside's Spectrum community has achieved national recognition for its efforts in support of LGBTI inclusion, receiving the award for best New LGBTI Employee Network at The Australian LGBTI Awards.

The award, announced in Sydney in March on the eve of the famous Mardi Gras Parade, recognises Woodside's innovative approach to supporting our LGBTI staff through the efforts of Spectrum.

Woodside's LGBTI employee network was in good company with the shortlisted nominees including Carlton and United Breweries, ME Bank, Maurice Blackburn Lawyers, Vodafone, Flourish Australia and Woolworths Group.

Chief operations officer Meg O'Neill accepted the award on behalf of the company, together with Spectrum's outgoing co-chairs Georgia McClanachan and Kimberly Walpot.

"By advocating for diversity and inclusion at work and beyond, the work of Spectrum members has set a positive example for not only other LGBTI+ employees but for *all* of Woodside's employees," Meg said.

"Spectrum is not only raising the bar – as all the finalists have done; it's helping to raise the floor, which is the only way we can ensure young LGBTI people truly

have equality of choice in their career paths."

The Australian LGBTI awards showcase individuals and organisations that have demonstrated an outstanding commitment to the LGBTI community in the belief that those who go the extra mile to ensure equality, opportunity and fair treatment for all – regardless of sexuality, gender identity, or intersex experience – deserve to be recognised.

Silke Bader, director of The Australian LGBTI Awards, said these awards were created "to draw attention to those LGBTI people and straight allies who are standing up to further advance LGBTI equality in Australia".

Other Woodside attendees at the awards ceremony included incoming Spectrum co-chairs Sean Sweeny and James Nicholson, and Christine Forster.

Kimberly said: "Under the banner of Spectrum, LGBTI people and their allies at Woodside have made a concerted effort to encourage inclusion by putting themselves in the spotlight, telling their personal stories and advocating for inclusion at work and beyond."

They have achieved the delicate balance of inclusion and advocacy in an emerging area of cultural change for the resources industry in Western Australia, she added.

Georgia noted that not only does Spectrum advocate for inclusion at Woodside head office, but members have personally taken the LGBTI+ inclusion conversation to remote sites, international offices and the external community, including universities, government agencies and business partners.

"Spectrum's members have demonstrated a personal commitment to making a change in the workplace – to create an environment where everyone feels comfortable bringing their authentic selves to work every day," she pointed out.

Since coming together as an employee-led initiative in late 2016, Spectrum has achieved a broad-reaching impact.

Georgia said national recognition was a credit to all Woodsiders who had been part of its journey.

Incoming Spectrum co-chairs James and Sean said they were honoured to attend the awards and described Woodside's award as awesome recognition of the efforts of Georgia, Kimberly and the Spectrum committee over the past two years.

"The speeches at the awards night were so heartfelt and a reminder of exactly why we both put up our hands to do more and be involved," they said.

Decade of development

Two of Woodside's oldest communities recently celebrated their tenth anniversaries and gave themselves the birthday gift of a strategy refresh to ensure they're continuously improving.

The Graduate Community (GradComm) and the Woodside Young Professionals (WYP) both strive to help the company's younger employees enjoy the best possible professional development.

The original Graduate Action Group (GAG), which focused mainly on organising social and networking events for graduates, rebranded to become GradComm in 2008.

It added a "harder edge" to the community's purpose.

From the start, GradComm aimed to develop a strong network across the business from which to leverage as graduates progressed through the organisation, says inaugural chairperson Leon Burgin.

"They wanted not only to promote strong relationships, but also to provide

access to learning and development opportunities that would complement the structured training provided by their skillpools," explains Leon.

GradComm progressed in leaps and bounds, in part due to the increased influx of graduates to Woodside and more than 700 have been members.

It updated its strategy house last year to focus on collaboration with other community groups and involvement with the wider business.

"This collaboration is exemplified by our public speaking course," points out Lis-Marie Hunt, newly elected GradComm chairperson.

"Members of the WYP teach this key workplace skill to the graduates, while simultaneously improving their own leadership competencies."

WYP arrived a year after GradComm.

The group was born out of recognition for the need to continue supporting professional development and networking after the graduate program.

"We are innovating and pushing the boundaries of what community groups can do to accelerate the development of young professionals and to bring that added value back to their roles," explains Rey Jr Rombawa, management of change lead in the engineering function, and current WYP co-chair.

Kaye De Pardo was in the first WYP committee in 2009, and says it was the foundation for building rapport and trust.

"Because of my time on the committee with Jane Taylor (now domgas scheduling manager), we have reconnected and together set up a Stand Together for Safety event," says Kaye.

Scott Marshall reflects on his time as a WYP chair.

"I put aside my fears and attended a speed networking event," recalls Scott.

"Eighteen months later I was working for one of the amazing individuals I'd first met there."

Building on the previous decade of learning, WYP has evolved its strategy to build on the great networking opportunities and associated community involvement to accelerating personal development.

"GradComm will be striving towards the strategy house vision of creating a high-performing, engaged and inclusive graduate community," Lis-Marie says.

"By providing a supportive community in both Perth and Karratha that offers a variety of ways to be involved, including leadership development opportunities and collaborative events with internal and external communities, there should be something to suit all of our more than 300 members."

Jacky Connolly, vice president People and Global Capability, says the company recognises both communities have vital roles.

"Woodside continues to invest and support the graduate and WYP communities as an opportunity to inspire and accelerate the growth our employees," Jacky notes.



Shared history: Past and present leaders of the Graduate Community and Woodside Young Professionals, with respective sponsors Mike Abbott and Reinhardt Matisons, reminisce on their community's 10th birthday anniversaries.



Pleased to meet you: Woodsiders lined up on a blistering hot day in February 1994 to say g'day to the Prince of Wales when he visited the North West Shelf project. Those present remember His Royal Highness remarking on the project's size – even before Trains 4 and 5 had been built.

Karratha's warm welcome

The Prince of Wales received a warm welcome from Woodsiders when he travelled to Karratha as part of his visit to Australia in early 1994.

Accompanied by the then premier of Western Australia, Richard Court, the Prince flew from Perth to the Pilbara on 1 February.

He visited Deep Gorge, where he discussed its archaeological significance with Indigenous members of the Roebourne community, and the Visitors Centre at the North West Shelf Project.

Henry Egan was a senior production engineer at the time, and one of 12 in the offshore support team based at Karratha Gas Plant (KGP).

He recalls everybody remarked on the heat.

"The UK journalists who accompanied the Prince were writing stories about the

bitumen melting on the road and frying an egg on the pavement," says Henry, now a senior WMS adviser.

"We lined up around an open area, waiting for the Prince's car to arrive. I was stood next to a couple of young women and when the Prince approached the crowd he was drawn towards them.

"He just asked them what they did and how they coped with the heat.

"I didn't speak to him directly but it was an experience to be just an arm's length from the future king."

Engineering delivery manager Danny Hackwill also remembers the "stinking hot day".

"We had to arrive early, and then ended up standing around for about an hour before Prince Charles arrived," Danny recalls.

"Unfortunately he didn't bring Princess Diana out to site with him."

Maintenance supervisor inlec (instrument electrician) Tony McTigue was in LNG Train 1 on the day.

"A small group of inlecs gathered at the side door of the CCR near the bicycle racks while Prince Charles was getting the Cook's tour inside," says Tony.

"When he was leaving we met him and just had a brief 'hello'. He was amazed that the trades people had to ride bikes around the LNG plant because it was so big."

Tony adds: "Trains 4 and 5 hadn't even been built – imagine what he would think now."

These photographs were discovered by the Karratha Corporate Affairs team when moving into their new office in The Quarter.

This is where Woodsiders discover a little bit more about their colleagues – and what they've been getting up to outside work hours. Think of it as Trunkline's version of the water cooler.

Because whether it's satisfying a passion for a sport, an unusual hobby or doing good deeds in the community, Woodside's employees and contractors tend to live life to the full. As a result, they often have interesting stories or experiences to recount.

If that sounds like you or a colleague and you think it should be shared with the Woodside community, give us a call or drop us a line.

Daniel delivers

Why not take in the Pilbara's outstanding scenery and raise money for charity at the same time – from astride a postie bike?

That was Daniel Crabbe's idea after he took part in the 2017 Gibb River Postie Bike Ride when he raised \$11,000 for the Bright Blue charity for sick children.

Daniel, an operations technician, says there were no other similar rides around and he wanted to showcase the Pilbara as well as fundraise.

So he and a friend have devised the "RED DOG Pilbara Postie Bike Challenge".

The aim is to raise a minimum of \$1000 per rider for the local charity group EPIC (Empowering People In Communities).

"It's a nine-day fully escorted postie bike adventure designed to take people

through some pretty awesome parts of the Pilbara," he explains.

The route is designed to take in the Karijini, Millstream and Murujuga National Parks, Hamersley Gorge, Whim Creek, Roebourne, Cossack, and Karratha and is scheduled for 13-21 September.

Through third party providers, he hopes to also provide abseiling, an Indigenous

cultural tour and finish off with an all-day boat cruise off the Dampier Archipelago.

"We're working out how best to advertise and are hoping to get 15 to 20 people, which is around the number needed to make it feasible."

Visit postiebikeadventures.com for more information



Incredible WA

NWS commercial adviser Rhyse Maughan's photographic skills are well known to Woodsiders and now his work is more widely available with the publication of his first book, *Reflections: Landscapes of Western Australia*.

The book contains 100 visually stunning images that capture some of the most



diverse landscapes of WA over a six-year journey that began when he was working at Karratha Gas Plant.

Since then Rhyse has travelled widely (he calculates there are only 10 towns in the State he has NOT visited).

"My aim is to promote the incredible State we live in and share the beauty of its diverse landscapes," he says.

"The hard part was not taking the photos but choosing the final 100."

Reflections became part of his recovery after Rhyse was diagnosed with mental fatigue in February last year.

"I never thought I had a mental health issue, but when it got so bad I was unable to complete simple mathematical calculations I realised I needed help," he says.

Fortunately, Rhyse found a psychiatrist who recognised the symptoms.

"The condition is caused by a serotonin imbalance in my brain and it meant my mind was working overtime even when I was physically asleep," Rhyse explains.

"I basically could not switch off."

He was prescribed medication and six months' leave, during which he found that photography and producing this book was the best therapy.

Reflections was launched in February with part proceeds of the book sales directed to Tiamoyo Empower – a not-for-profit organisation in Tanzania Rhyse has long supported.

Copies can be purchased online at rhysemaughan.com.au.

Homeward Bound

Two Woodsiders experienced a “trip of a lifetime” in Q1 to Antarctica, capping off an innovative year-long leadership program.

Homeward Bound – a privately funded organisation started by four Australian women in 2015 – aims to promote the leadership capabilities of women in STEM (science, engineering, maths and medicine) so they can help make the world a better place.

Geoscientist Ines Melendez and systems engineer Kelsie Clarke were two of 80 women chosen worldwide for its 2019 program.

Kelsie says: “The application process is quite testing with a lot of self-reflective questions and things which drive your self-awareness and leadership capacity and visibility.”

The program’s culmination (for which Ines and Kelsie had to raise funding) is the three-week trip to Antarctica – chosen for its remoteness and ability to generate a level of reflection not experienced anywhere else.

Antarctica is also showing the fastest responses to some of the global sustainability problems Earth faces.

The group left southern Argentina by ship in late December and crossed some of the wildest seas on the planet.

Kelsie reports waves up to 12 metres high on the return journey, while Ines who was in the second trimester of her first pregnancy was confined to cabin for more than 18 hours during the journey back to Argentina. While in Antarctica, every day comprised six to seven hours of learnings on leadership, science communication, peer to peer coaching, self-awareness and climate change.

Weather permitting, these days also were accompanied with landings or zodiac cruises to witness the majestic landscape and wildlife of Antarctica.

“You’re completely removed from your comfort zone in a ship in the middle of nowhere,” Ines says.

“You discover who you are through the process and then you try to understand how your new self can impact the world around you.”



Climb every **mountain**

Operations readiness manager Matthew Brierley likes a challenge (he’s taken 50 or so marathons and ultra marathons in his stride) and that includes a mountain or two.



“Growing up in New Zealand, mountaineering is in your DNA – if you see a mountain, you need to climb it,” he jokes.

Matthew has climbed Kilimanjaro and several peaks in Nepal, and for his next challenge landed on Aconcagua in the Andes in Argentina – at almost 7000m, the highest mountain in South and North America and the southern hemisphere.

A bonus was that his climbing party included Queensland’s Alyssa Azar, one of the world’s top climbers.

At only 19 Alyssa became the youngest Australian to summit Mt Everest (on her third attempt) and later the only woman to conquer the world’s highest peak from both its north and south sides.

“She’s a very modest, almost ordinary person who works damn hard and with great determination to do extraordinary things,” Matthew says admiringly.

The Aconcagua climb was not straightforward.

Matthew suffered a couple of injuries, endured 100kph winds and minus 40 degrees temperatures, and spent five frustrating days at base camp waiting for a weather window to clear for the final ascent.

Eventually on 18 January, after a hard seven and a half hour push, his group reached the summit. Matthew (left) is pictured on the summit with fellow Perth mountaineer Stuart Oldfield.

Readers of Yammer may have seen the photo of Matthew atop Aconcagua holding a poster in support of the 2017 Uluru Statement from the Heart, which calls for a constitutionally enshrined Indigenous voice to Parliament, and a commission to oversee truth telling and treaty-making.

He says the hard climb was a metaphor for the journey we are on to recognise the Uluru Statement.

“We slogged on through a lot of hardships and discomfort because we truly believed in what we were doing,” he says.

Marking the future

How do you inspire the upcoming generation of young adults? Invite them into the post-match celebrations of a AFLW league game, of course.

Proud dad Steve Trench snapped a quick photo of his two daughters, Aliya (11) and Tiana (7) and their friend, Sasha Monro (11), getting up close and personal with AFLW player Alica Janz of the Fremantle Dockers.

In the spirit of celebrating International Women's Day, held in March, the youngsters were invited into the change rooms after the game.

"As you can tell from their smiles, the girls loved it," says Steve.

Not only were the young women excited to get a behind the scenes tour, they were also in awe of the athletic abilities of the team.

"The girls were inspired by how strong and fit the team were," he says.

"They learned a few more moves for their school and club football activities, too."

The Fremantle Dockers are not just a community partner of Woodside

but mark the way forward in women inspiring women of all ages.

In fact, by making their maiden finals series this year, the team is an inspiration to all their followers.



Soccer support

Employees of Woodside and oil and gas services giant Schlumberger got together in March to demonstrate some friendly rivalry for a good cause.

They joined other amateur footballers playing a "footballathon" – a series of five-a-side matches held over 24 hours.

The fundraiser supported the families of three members of amateur soccer clubs who had tragically died over the past couple of years.

Strategic technology manager Neil Hookway, who is heavily involved in amateur soccer, received an invitation to participate.

Neil (fifth from left in the back row) invited soccer players from subsurface data and information management, and from other disciplines such as digital and geoscience.

Players included David Tassone, Aman Lal, Manish Agarwal, David Bason,

Samuel Correia, Paul Sheppey and Abiodun Ayorinde.

Neil also passed on the invitation to Schlumberger and in total 48 teams took part.

The pitch was a converted floodlit bowling green in the Perth suburb of Victoria Park, and the game times were pulled out of a hat.

"I was very fortunate in the times of the two games I played in," reports Neil.

"The Woodside-Schlumberger game was played at 9am and another game I played in was at 2pm."

In total, more than \$6500 was raised for the families.

And for the record, Woodside and Schlumberger shared the honours in a high-scoring game.

"We drew 7-7 though we missed a glorious chance of a winner in the dying seconds," says Neil ruefully

"Schlumberger also thought they should have won and have already asked us for a rematch so we might have to start training!"



Myanmar is a country undergoing rapid change but keeps hold of the traditional ways that define its culture – like the water festival (also called Thingyan) that denotes the start of the New Year and usually falls in mid-April. “The mass water spectacle is intended to wash away all the bad luck and bad deeds and sins

of the past year,” explains logistics specialist Pyae Phyo Zaw, who took this photo in Yangon’s Chinatown. “Such celebrations are also held in Southeast Asia nations such as Cambodia, Laos, Myanmar, and Thailand as well as among the Dai people of China.”



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