



2025 Modern Slavery Statement





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3 Corporate Reporting 2025

3 Our reporting suite includes our 2025 Annual Report (which includes our Corporate Governance Statement and Sustainability Report), 2025 Climate and Sustainability Summary and disclosures on our website.

6 More information is available at www.woodside.com

8 Acknowledgement of country

9 Woodside acknowledges Indigenous Peoples as the Traditional Custodians of lands and waters across the world. We recognise their enduring cultures, knowledge, and connection to Country. We pay our respects to Elders past and present.

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About this statement

This is Woodside's sixth Modern Slavery Statement to meet the requirements of the Australian *Modern Slavery Act 2018* (Cth) (the Australian Modern Slavery Act) and the fourth to meet the requirements of the United Kingdom *Modern Slavery Act 2015* (the UK Modern Slavery Act), covering the period from 1 January 2025 to 31 December 2025 (reporting period).

This statement is published by Woodside Energy Group Ltd (ABN 55 004 898 962), a reporting entity under the Australian Modern Slavery Act, on behalf of itself and additional entities which are also reporting entities under the Australian Modern Slavery Act (see Appendix 1).

Details of these reporting entities can be found in Appendix 1 on page 24 of this statement and a reference to "reporting entities" is a reference to the entities listed in this appendix. References in this statement to "Woodside", "we", "us" and "our" refer to Woodside Energy Group Ltd and its controlled entities (including the reporting entities) as a whole.

This statement is also published by Woodside Energy Trading Singapore Pte. Ltd. (Company No. 201324378R), as the Woodside entity required to report under the UK Modern Slavery Act.

This statement sets out the actions taken to identify and address the modern slavery risks in Woodside's operations and supply chain during the reporting period.

In this statement, 'modern slavery' is defined, in line with the Australian Modern Slavery Act, to refer to trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and the worst forms of child labour. Key terms used in this document are defined in the Glossary on page 26.

In this statement, references to Woodside's policies, practices and other modern slavery risk management actions apply to Woodside (including the reporting entities and owned and controlled entities) but do not include entities for which we do not have operational control, such as our non-operated joint ventures.

OUR VALUES

One team

We are inspired by our common purpose.
We challenge, respect, and back each other.
We are inclusive, value diversity, and can be ourselves.

We care

We keep each other safe.
We listen and respond with humility.
We respect the environment, operate responsibly, and care for communities.
We adapt to the world's expectations of us.

Innovate every day

We explore ideas, find creative solutions, and try new ways of doing things to provide the energy the world needs today and low-cost, lower-carbon energy for tomorrow.

Results matter

We go after opportunities and show courage by taking the right risks and learning from our mistakes.
We spend and invest as if it's our money.
We are proud of our achievements.

Build and maintain trust

Trust takes time and effort and will not be taken for granted.
We nurture relationships and act with integrity – doing what we say and doing it well.



PART OF
A BETTER
FUTURE



Message from our Chief Executive Officer

Collaboration is essential to tackling modern slavery. Woodside continues to work with suppliers, customers and governments to enable us to understand and address modern slavery risks across our business.



Woodside is determined to conduct our business in a way that respects the human rights of all people – our employees, the communities where we are active and those working in supply chains. This includes having the right policies and practices in place to identify and manage a number of human rights risks, including modern slavery, across our own operations and our global supply chains.

Modern slavery is a complex, global issue that requires ongoing attention, effort and collaboration across multiple sectors. During 2025, Woodside continued to engage with a number of stakeholders and forums on modern slavery, such as the Australian Human Rights Resource and Energy Collaborative. We hosted the Australian Human Rights Commissioner at our headquarters in Western Australia, and attended the annual United Nations Forum on Business and Human Rights. These opportunities to hear from peers, experts, and other stakeholders inform our approach as we strive for continued improvement in addressing Woodside's modern slavery risks.

Woodside also advocates for improvements in reporting efficiency and productivity, to maintain transparency whilst reducing reporting burden on business and enable an increased focus on actions that move towards meaningful change for those directly affected by modern slavery. In this regard, Woodside looks forward to engaging constructively with the Australian Attorney-General's Department on its current consultation about proposed amendments to the Australian Modern Slavery Act.

During 2025, we strengthened our understanding of the modern slavery risks in our supply chain, with a focus on supplier engagement and due diligence. This included engagements with some of our suppliers in inherently higher risk contracting categories about modern slavery and human rights risks, the continued implementation of our supplier site visit checklist, and seeking opportunities to embed modern slavery assurance into our business processes by leveraging existing inspection and assurance practices.

We did not identify any instances of modern slavery through our due diligence activities or grievance mechanisms during the reporting period. However, we acknowledge this does not mean modern slavery is not present in our supply chains and we remain committed to continuous improvement in identifying and assessing our risks.

Our Modern Slavery Statement has been endorsed by the Sustainability Committee and approved by the Board of Woodside Energy Group Ltd on behalf of itself and each of the reporting entities under the Australian Modern Slavery Act on 23 April 2026.

Key highlights in 2025

- Engaged with targeted tier one (directly contracted) suppliers to understand their approach to modern slavery and determine opportunities for efficient assurance and collaboration.
- Continued to utilise our site inspection checklist, responded to inspection findings and implemented improvements.
- Conducted modern slavery 'red flag' training for marine pilots.
- Collaborated with a supplier to develop a fit-for-purpose framework for addressing identified risks, taking into account the scope and size of their operations.



Liz Westcott

Chief Executive Officer and Managing Director

23 April 2026

Continuous improvement

We recognise that it takes consistent action and effort to identify and address modern slavery risks in our operations and supply chain, and we are committed to continuous improvement in our approach.

The following shows an overview of key actions we have taken in our modern slavery risk management approach since 2022, and our planned future actions.

2022–2024

- Independent expert review of supply chain modern slavery risk framework, including review of high-risk supply chain categories.
- Progressed implementation of risk-based assurance activities including development of a supplier site visit checklist and updated other key supplier checklists (including for marine) to support the identification of modern slavery risks and mapping of the individual supply chain of a construction project to support assurance activities of its tier two suppliers.
- Developed modern slavery training for Contracting and Procurement team.
- Independent expert review of community grievance mechanisms against the effectiveness criteria in the United Nations Guiding Principles on Business and Human Rights.
- Delivered targeted modern slavery 'red flag' training for key personnel undertaking supplier site visits.
- Maintained skills and expertise of our human rights working group with briefings on topics such as living wage.
- Completed the mapping of our merged supply chain (following the merger of Woodside and BHP Petroleum assets) and identified inherently higher risk supply categories and suppliers within the merged supply chain.

2025 progress

- A review of the human rights section of Woodside's Supplier Code of Business Conduct was extended to an independent review of the entire document.
- Engaged with targeted tier one (directly contracted) suppliers to understand their approach to modern slavery and determine opportunities for efficient assurance and collaboration.
- Conducted a review of our approach to assessing the effectiveness of actions taken to mitigate modern slavery risk.
- Conducted modern slavery 'red flag' training for marine pilots.
- Continued to build the capability of the workforce with panel discussions and expert presentations on modern slavery risks.
- Collaborated with a supplier to develop a fit-for-purpose framework for addressing identified risks, taking into account the scope and size of their operations.
- Continued to utilise our site inspection checklist and responded to inspection findings and implemented improvements.

2026 focus areas

Strengthen governance in our Human Rights and Modern Slavery Working Groups

Further embed human rights including modern slavery into our enterprise risk management systems

Continue to work with suppliers to gain further awareness of those opportunities that allow collaboration on modern slavery risk management initiatives

Track the implementation of our effectiveness review





Our structure and operations

We are a global energy company headquartered in Australia and operating across three continents, providing the energy to help people lead better lives.

Woodside Energy Group Ltd is a for-profit company limited by shares, incorporated and domiciled in Australia and headquartered in Perth. Its shares are publicly traded on the Australian Securities Exchange (ASX:WDS) and on the New York Stock Exchange (NYSE:WDS) (in the form of Woodside American Depositary Shares). It is the ultimate holding company of the Woodside group of companies that includes the reporting entities (in Appendix 1) and a number of other owned and controlled entities. A full list of our subsidiaries, including country of incorporation and ownership structure is detailed in our 2025 Annual Report.

Woodside is a global energy company, providing reliable and affordable energy to help people lead better lives. Woodside's global portfolio includes oil, gas and new energy assets across Australia, the US, Trinidad and Tobago, Senegal, Mexico, Timor-Leste and Canada. We produce liquefied natural gas (LNG), pipeline gas, crude oil, condensate and natural gas liquids for domestic and international markets, as well investing in the development of new energy products.

Our strategy is to thrive through the energy transition by developing a low cost, lower-carbon, profitable, resilient and diversified portfolio. This is underpinned by three priorities: providing energy; creating and returning value to shareholders; and conducting our business sustainably.

We have delivered natural gas to Australian households and businesses for more than 40 years, supporting vital sectors like mining, manufacturing and electricity generation. As the pioneer of Australia's liquefied natural gas (LNG) industry in the 1980s, we continue to be a leading global supplier to major regional partners.

Our values guide everything we do and underpin our continued focus on safety, environmental and social performance. At Woodside, we regard strong sustainability performance as a key driver of our success and ability to generate enduring shareholder returns.

We are playing a constructive role in the global energy transition, providing secure and reliable energy as economies decarbonise. We are positioning Woodside to become a global LNG powerhouse as demand grows for LNG as a flexible and reliable alternative to higher greenhouse gas emitting coal, and a back-up for intermittent renewables.^{1,2}

We are delivering on our net equity Scope 1 and 2 greenhouse gas (GHG) emissions reduction targets, and investing in new energy products such as lower-carbon ammonia to help our customers avoid or reduce their emissions.³

Woodside uses carbon credits to offset gross equity Scope 1 and 2 GHG emissions that are above our net GHG emissions reduction target trajectory and to meet regulatory requirements in a given year. We prioritise abatement at facilities before we use carbon credits as offsets.

Australia

Woodside's Australian portfolio consists of operated and non-operated oil and gas assets including Pluto LNG, North West Shelf Project (NWS Project), Bass Strait, Wheatstone and Julimar-Brunello, Scarborough Energy Project, and other Australian oil and gas assets. Our portfolio also includes new energy opportunities such as Woodside Solar and Hydrogen Refueller@H2Perth.^{4,5,6}

[View more](#)

International

Woodside's international portfolio consists of established high-quality operated and non-operated oil and gas assets including Sangomar (Senegal), Mad Dog (United States), Atlantis (United States), Shenzi (United States), Greater Angostura (Trinidad and Tobago), Beaumont New Ammonia (United States), Trion Project (Mexico), and Louisiana LNG Project (United States).⁷

[View more](#)

1. Wood Mackenzie LNG Tool (September 2025).

2. Wood Mackenzie LNG contract trends report (December 2025).

3. Net equity Scope 1 and 2 GHG emissions reduction targets and aspiration are relative to a starting base of 6.27 Mt CO₂-e which is representative of the gross annual average equity Scope 1 and 2 greenhouse gas emissions over 2016-2020 and which may be adjusted (up or down) for potential equity changes in producing or sanctioned assets with a final investment decision prior to 2021. Net equity GHG emissions include the utilisation of carbon credits as offsets, inclusive of those required to meet regulatory obligations.

4. Woodside Energy has announced an agreement to assume operatorship of the Bass Strait assets. Transaction Expected to close in H2 2026.

5. Woodside has agreed to divest the Wheatstone and Julimar Brunello assets. Transaction expected to close in H2 2026.

6. Subject to Final Investment Decision (FID) and regulatory approvals.

7. On 11 July 2025, Woodside completed the divestment of its entities holding the Greater Angostura assets to Perenco.

Our structure and operations

Developments and exploration

Woodside is building a diverse global portfolio of development opportunities to underpin long-term profitability including Browse (Australia), Louisiana LNG Trains 4 and 5 (United States), Greater Sunrise (Australia, Timor-Leste), Calypso (Trinidad and Tobago), Liard (Canada), H2Perth (Australia), and NeoSmelt (Australia).

Woodside is evaluating lower-carbon services including carbon capture and storage (CCS), carbon capture and utilisation (CCU), and investing in carbon credits to enable our base business, help our customers decarbonise, and deliver future value to shareholders.

[View more](#)

Marketing and business development

Woodside has a global portfolio with positions in both the Pacific and Atlantic basins. We have a strong track record of reliable supply to major energy customers through our integrated shipping, operations, marketing and trading activities across LNG, pipeline gas, condensate, crude and natural gas liquid (NGL) cargoes.

Woodside's LNG portfolio is managed through a mix of short-, mid- and long-term contracts, supplied with cargoes sourced from producing assets or purchased from third parties.

The marketing of crude, condensate and NGLs is predominantly based on short-term sales and supplemented by term arrangements. The majority of Woodside's crude oil produced in Senegal is currently sold to international markets.

Woodside produces natural gas for domestic markets in Western Australia, the east coast of Australia, and the United States.

Further information about our marketing and trading activities is set out in our 2025 Annual Report.

[View more](#)

Decommissioning

Woodside is committed to executing decommissioning activities with a focus on safety and the environment, coupled with efficiency. Decommissioning is integrated into project planning and operations, from the early stages of development through to the end of field life. This includes conducting assessments to inform our planning and decision making, which is underpinned by science and marine research.

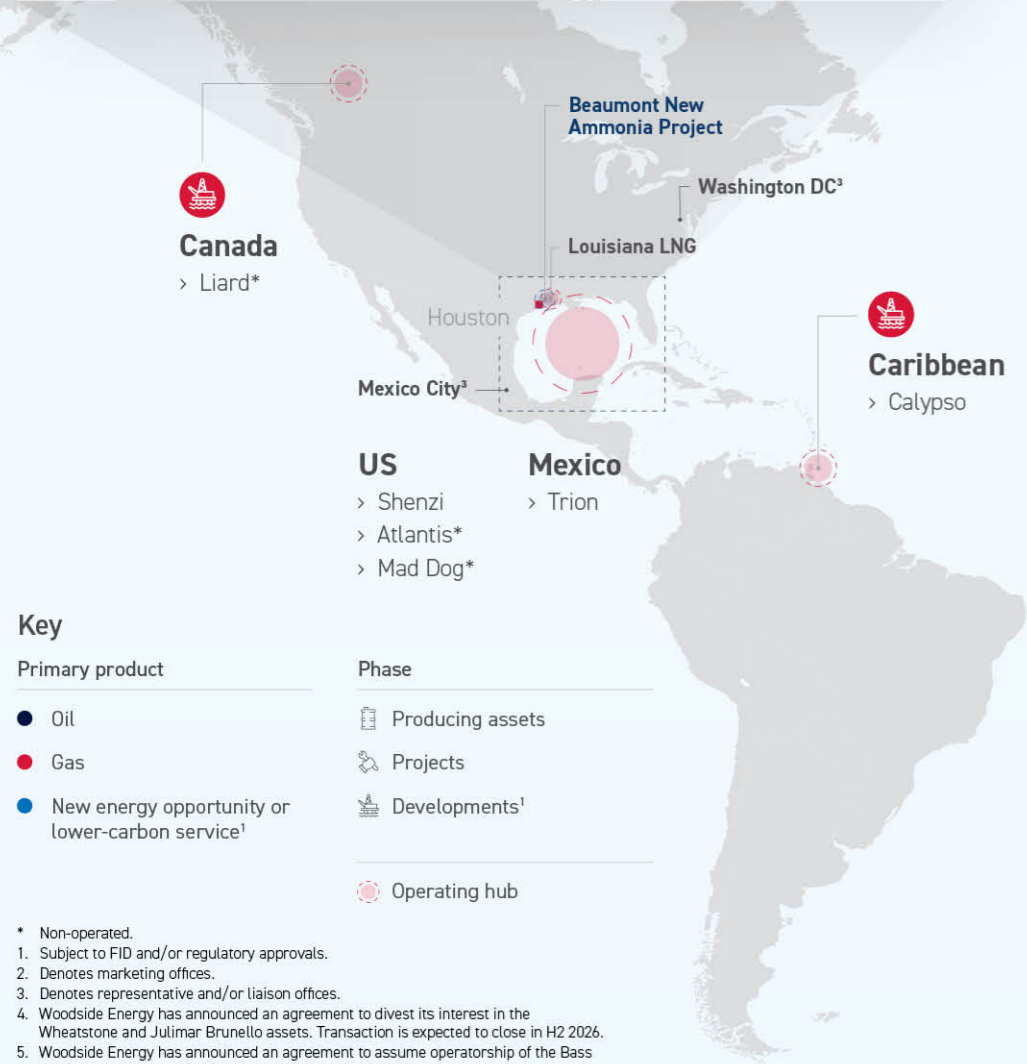
In 2025, Woodside continued to advance its decommissioning program across multiple offshore assets. In Australia, significant progress was made across the Enfield, Griffin and Stybarrow fields, offshore north west Western Australia, as well as the Minerva field, offshore Victoria.

Outside Australia, decommissioning is ongoing with work in Canada, at both the upstream Liard and Horn River basins and downstream Kitimat locations in British Columbia, and in the United States where one deepwater well has been plugged and abandoned and legacy site decommissioning is ongoing.

[View more](#)



Global portfolio



Key

Primary product	Phase
● Oil	🏠 Producing assets
● Gas	🔧 Projects
● New energy opportunity or lower-carbon service ¹	🏗️ Developments ¹
	🌐 Operating hub

* Non-operated.
 1. Subject to FID and/or regulatory approvals.
 2. Denotes marketing offices.
 3. Denotes representative and/or liaison offices.
 4. Woodside Energy has announced an agreement to divest its interest in the Wheatstone and Julimar Brunello assets. Transaction is expected to close in H2 2026.
 5. Woodside Energy has announced an agreement to assume operatorship of the Bass Strait assets. Transaction is expected to close in H2 2026.

Our value chain

Woodside seeks to maximise returns across the value chain by prioritising competitive growth opportunities; utilising our operational, development and technological capabilities; and investing in customer relationships.

Acquire, divest, explore and develop

We manage our portfolio through acquisitions, divestments and exploration, based on a disciplined approach to optimising shareholder value and appropriately managing risk. We look for material positions in world-class assets and locations aligned with our capabilities and portfolio. We are focused on creating value and look to generate development opportunities consistent with our strategy and capital allocation framework. During the development phases, we aim to optimise value by selecting the best concept for extracting, processing and delivering energy to our customers.

2025 examples

- Divested the Greater Angostura assets to Perenco, releasing capital for redeployment into higher-return opportunities.
- Completed the sale of equity interest in the LALNG InfraCo to Stonepeak (40%), reducing capital intensity while retaining exposure to value uplift.
- Completed the sale of 10% equity interest in HoldCo and 80% equity interest and operatorship in Driftwood Pipeline LLC (80%) to Williams.
- Exited the H20K Project following assessment of market conditions, demonstrating capital discipline in response to market conditions.
- Agreed to assume operatorship of the Bass Strait assets from ExxonMobil.¹

Project execution

We are building on decades of project execution expertise, investing in opportunities across the globe. Woodside benefits from the increased scope and scale of its projects portfolio through knowledge sharing across projects and our relationships with suppliers and contractors. We design and execute projects with a focus on safety, cost and sustainability.

2025 examples

- Continued project execution of Scarborough and Trion, which were 94% and 50% complete respectively by the end of 2025, supporting future LNG supply growth and long-term revenue generation.²
- Took a positive FID and commenced execution of the Louisiana LNG project, the foundation phase of which was 22% complete at the end of 2025, establishing a scalable platform for Atlantic Basin growth and portfolio diversification.
- Preparing for handover of the Beaumont New Ammonia facility from OCI, which was 97% complete at the end of 2025, positioning Woodside to capture emerging demand for lower-carbon products.
- Took a positive FID on GWF-4 Project, a subsea tieback with phase 1 RFSU expected in 2028.

Operate

Our operations prioritise safety while focusing on strong reliability and environmental compliance in remote and challenging locations. In Australia, our operated assets include the NWS Project and Pluto LNG. We also operate the Macedon gas plant and three FPSO facilities and have non-operated interests in Bass Strait and Wheatstone. Internationally, we operate Sangomar in Senegal, Shenzi in the Gulf of America, and have non-operated interests in Atlantis and Mad Dog in the Gulf of America. We adopt technology and a continuous improvement mindset to support operational performance and optimise the value of our assets.

2025 examples

- Achieved reliability of 98.4% at KGP, 96.3% at Pluto LNG and 98.7% at Sangomar, supporting consistent revenue delivery and cost efficiency.
- Delivered record production of 198.8 MMboe, maximising value from existing assets and enhancing near-term cash generation.
- Delivered extended plateau production until October at Sangomar.
- Completed successful tiebacks to existing facilities: NWS (Lambert West), Bass Strait (Kipper 1B), Pluto (PLA-08), Mad Dog (Argos Southwest Extension), capturing incremental volumes at lower capital intensity.

Marketing, trading and shipping

Our relationships with customers have been maintained through a track record of reliable delivery since the NWS Project's first LNG cargo was delivered to Japan in 1989. We are building scale and flexibility in our portfolio by expanding our global supply presence, through our own production and through offtake agreements with third parties, and by maintaining our own shipping fleet. This helps ensure reliable delivery to our customers and creates opportunities to capture value by portfolio and shipping optimisation with Pacific and Atlantic basin positions. We continue to look for opportunities to collaborate with our customers on lower-carbon energy solutions.

2025 examples

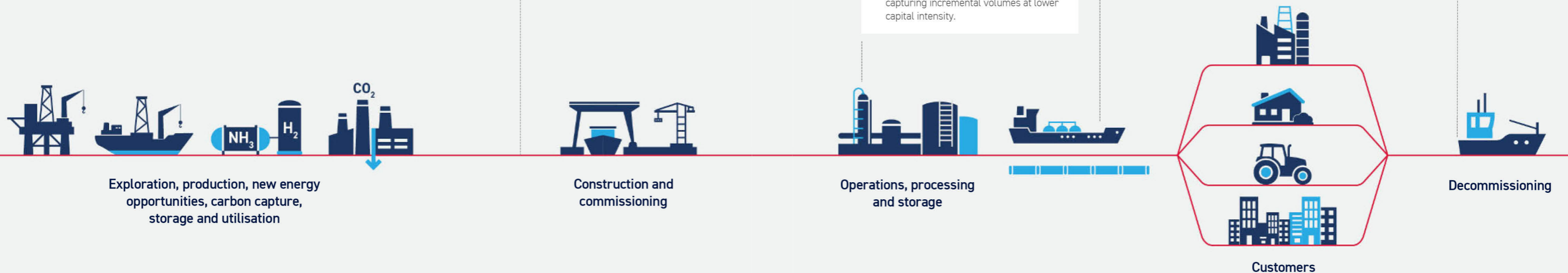
- Signed sale and purchase agreements with China Resources Gas International Limited, Uniper, PETRONAS, SK Gas International, JERA and BOTAŞ, for the long-term supply of LNG to China, Europe, Malaysia, South Korea, Japan and Türkiye respectively.
- Received two new long-term charter LNG vessels, the Woodside Jirrubakura and the Woodside Barrumbara, enhancing delivery reliability and trading optionality.

Decommissioning

Decommissioning is integrated into project planning, from the earliest stages of development through to the end-of-field life. We work with global contractors to safely remove facilities and to plug and abandon wells that are no longer required for our operations. We work with regulators to deliver our decommissioning commitments.

2025 examples

- Completed the removal of all infrastructure from Enfield.
- Completed the plug and abandonment of Minerva and Stybarrow fields.
- Plugged and abandoned 69 wells at Bass Strait, contributing to a cumulative total of more than 220 wells.
- Completed the onshore deconstruction of the Griffin riser turret mooring, achieving a recycling/re-use outcome of approximately 93%, reducing disposal costs.

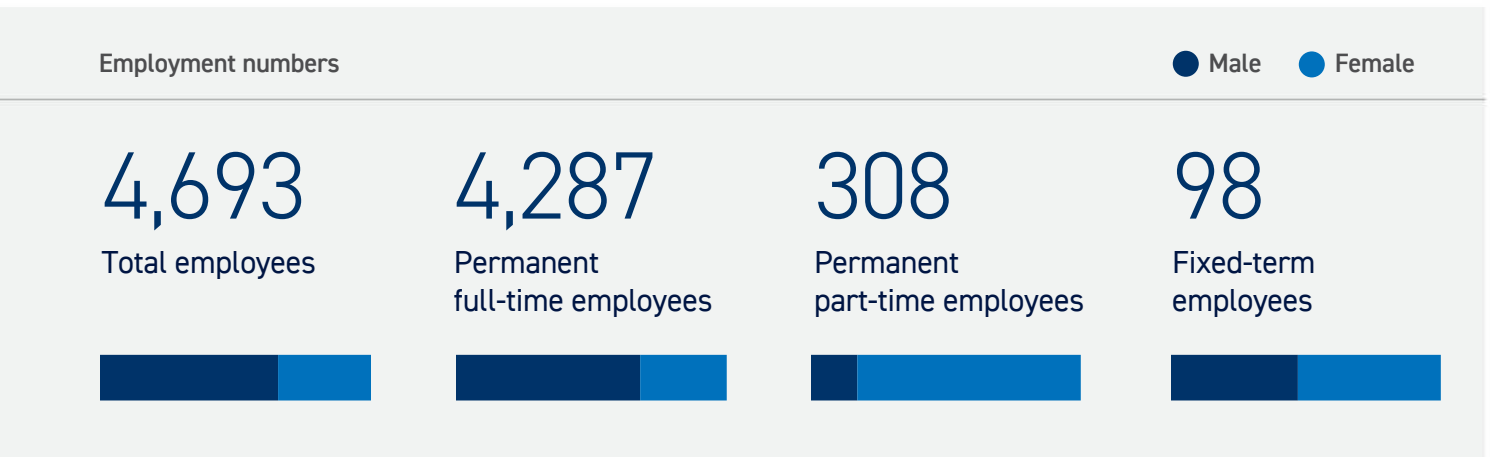


1. Completion of the transaction is subject to customary conditions precedent, refer to section 3.1 of our 2025 Annual Report - Australian operations, for details.
 2. Scarborough completion percentage excluding Pluto Train 1 modifications.

Our People

As at 31 December 2025, Woodside had 4,693 employees, the majority of whom are located in Australia and the United States. The majority of our workforce are employed under individual contracts and some employees are covered by industrial arrangements.^{1,2}

For more information, visit our website for [People and Culture](#).



1. Vacation students, interns, cadets, and scholarship students are excluded from these metrics.
 2. Secondees In are excluded from these metrics; Secondees Out are included.
 3. Americas include the United States, Canada and Mexico regions.

Our supply chain

In 2025, we spent more than US\$9.3 billion on goods and services with 3,434 direct suppliers across 59 countries. The majority of our direct supplier spend was with suppliers in Australia (approximately US\$5.39 billion with 1,704 direct suppliers), the United States, the Republic of Korea, Senegal and Mexico.

Our supplier relationships range from one-off purchases (made under our purchase order terms and conditions where possible) to high value multi-year contracts. For these contracts we seek to use our standard supplier contract terms to the extent possible. The majority of our spend is with suppliers engaged through multi-year contracts.

The Contracting and Procurement team manages our tendering and procurement activities. This team is primarily located in Perth (Australia), Karratha (Australia), Houston (United States), and also has a team in Dakar (Senegal). We have dedicated team members who lead our responsible sourcing approach including modern slavery.

Global supplier numbers

US\$9.3

Billion spent in 2025

3,434

Direct suppliers

59

Countries

1,704

Australian suppliers

Supplier countries

The majority of our direct supplier spend was with suppliers in:

- Australia
- United States
- Republic of Korea
- Senegal
- Mexico

● Major supplier country

● Supplier country



LARGEST CATEGORIES BY SPEND IN 2025 (US\$ BILLION)

\$5.1

Projects

\$0.69

Australian operations

\$0.82

Wells and Seismic

\$1.0

Corporate services

Modern slavery risks

Our understanding of the modern slavery risks in our operations and supply chain is informed by the United Nations Guiding Principles on Business and Human Rights, including the 'continuum of involvement'. This sets out that companies can be involved in modern slavery in three ways: by causing, contributing to, or being directly linked to the harm.

Continuum of involvement

Cause

A company may cause modern slavery where its actions directly result in modern slavery occurring. For example, a company could cause modern slavery if it engaged its workers in forced labour or hazardous child labour.

Contribute

A company may contribute to modern slavery where its actions or omissions facilitate, enable, encourage, or incentivise modern slavery. For example, a company could contribute to modern slavery if it requires a supplier to meet unreasonable time frames or budgets which the supplier can only meet by exploiting its workers.

Directly linked

A company's operations, products or services may be directly linked to modern slavery through the activities of another entity it has a business relationship with. For example, a company would be directly linked to modern slavery if it purchased products that were manufactured using forced labour.

Operations

The resources and energy sector is generally considered high-risk for modern slavery. There are risks of involvement in modern slavery in our operations if we do not have appropriate controls in place. However, we have assessed these risks as relatively low in our own operations.

During 2025, the majority of our activities and employees were in countries which are not considered high-risk for modern slavery.¹ Approximately 98% of our employees were based in Australia, the United States, Senegal, Singapore, South Korea, the United Kingdom, Japan, Norway and Canada. Further, the majority of our workforce (which captures employees, but not contractors or trainees and apprentices) are skilled and directly employed in line with applicable labour laws.

We acknowledge that modern slavery risks are higher in some jurisdictions. We also acknowledge that risks are higher with contracted workers engaged through third-party entities. We have strong policies and processes in place in relation to our own employees' benefits and conditions, including in higher risk jurisdictions.

Supply chain

Our supply chain, where we procure goods and services outside of our own operations, has the potential to be directly linked to modern slavery. Our inherently higher risk contracting categories were developed with an independent third party and considered the modern slavery risk factors as set out in the first table on page 13. The table represents modern slavery factors considered in assessing inherently higher risk contracting categories and does not mean that those factors are present in Woodside's supply chain. These are reviewed periodically. In 2025 we reassessed the modern slavery risk of our contracting categories with an independent third party. There were no major risk changes identified in our contracting categories.

While the primary focus of the inherent risk assessment was our tier one (directly contracted) suppliers, it did consider some modern slavery risks beyond this tier of our supply chain. We recognise that modern slavery risks can occur beyond tier one suppliers, and we will continue to look for opportunities to build our understanding of those risks. This includes supplier audits, in collaboration with our direct suppliers where appropriate, with an expectation (embedded in our standard terms and conditions) that our suppliers cascade our human rights expectations down their supply chains.

¹ Based on the prevalence data from the 2023 Global Slavery Index. For the purposes of this assessment, during 2025, none of our activities or employees were in countries in the top third for estimated prevalence of modern slavery per 1,000 population based on the 2023 Global Slavery Index.

Modern slavery risks

Modern slavery risk factors

Vulnerable populations	High-risk sectors	High-risk business models	High-risk geographies
Migrant workers	Specific raw materials	Offshore centres	Weak rule of law
Low-skill workers	Manufacturing	Contracting	High levels of corruption or conflict
	Services and goods not for resale	Subcontracting and use of third-party agencies	Internal displacement of people
	Long and complex supply chains which use low tier suppliers operating out of higher risk geographies	Business partners such as brokers, recruitment agents and dealers, especially in countries with weak governance	High cross-border migration
		Focus on cost reductions	Regional or remote areas
		Pressure from tight deadlines	

Inherently higher risk contracting categories

Category	Subcategory	Potential modern slavery risks
Maintenance and implementation services	Engineering, services, heavy equipment installation and maintenance services	<ul style="list-style-type: none"> Forced labour Debt bondage Deceptive recruitment practices
Operations facilities management	Facilities management services provided to Woodside's offices and operating sites including security, building repairs, maintenance, cleaning, catering, concierge, accommodation services (fly-in fly-out camps) and FPSO vessels	<ul style="list-style-type: none"> Forced labour Debt bondage Deceptive recruitment practice
Information technology (IT) and telecommunications	Technical services (outsourced IT professional services)	<ul style="list-style-type: none"> Forced labour Debt bondage Deceptive recruitment practice
Maintain, repair and operate	Personal protective equipment	<ul style="list-style-type: none"> Forced labour Child labour Deceptive recruitment practices
Marine	Port operations, ancillary services and marine crewing (provision of marine vessels, related services and marine personnel)	<ul style="list-style-type: none"> Forced labour Debt bondage Deceptive recruitment practices
Capital projects	Engineering, procurements and construction contracts	<ul style="list-style-type: none"> Forced labour Child labour Human trafficking
New energy	Construction for new energy projects as well as solar, wind, carbon capture and storage, carbon origination projects, hydrogen and ammonia	<ul style="list-style-type: none"> Forced labour Child labour Human trafficking

Actions to assess and address modern slavery risks

Woodside takes a systematic approach to assessing and managing human rights including modern slavery risks in our operational activities and supply chain. The key actions taken are outlined in this section.

Governance and policies

Woodside's approach to respecting human rights and addressing instances of modern slavery, is embedded in our governance documents and management system. The key aspects relating to human rights, including modern slavery, are outlined below.

Board of Directors

Woodside's approach to human rights, including modern slavery risks, is overseen by our Board and the Executive Leadership Team (ELT). Board is responsible for reviewing and approving the Human Rights Policy and Modern Slavery Statement.

Sustainability Committee

Reviews and makes recommendations to the Board on Woodside's Human Rights Policy and performance, including endorsing the Modern Slavery Statement for Board approval.

Audit and Risk Committee

Reviews Woodside's risk management framework at least annually to ensure it remains effective and deals adequately with contemporary and emerging risks, including in relation to human rights.



CEO and Executive Leadership Team

The CEO is responsible for the implementation of Woodside's company strategy, including our Sustainability Strategy and Corporate Sustainability Plan which includes human rights matters.

The ELT is informed about and monitors progress on sustainability matters (including human rights) by senior leaders.

The Executive Vice President Sustainability, Policy and External Affairs (EVP) is responsible for management of our human rights approach, policy and disclosures.



Functions and business units

Sustainability, Policy and External Affairs

Develops and leads Woodside's sustainability approach, including day-to-day management of human rights approach and performance; provides human rights subject matter expertise to business; oversees Human Rights Working Groups; leads development of Modern Slavery Statement.

Contracting and Procurement Team

Implementation of human rights approach including modern slavery in supply chain, assessing supply chain risks, supplier screening and contractor management.



Human Rights Working Group

Cross-functional group to support an integrated approach to human rights across Woodside; helps oversee identification and management of human rights risks. Comprises representatives from a range of internal functions including Contracting and Procurement, Corporate Affairs, Climate, Sustainability and Energy policy, Human Resources and Legal.

Modern Slavery Working Group

Cross-functional subset of the Human Rights Working Group to help identify and mitigate modern slavery risks across Woodside, support development of the Modern Slavery Statement, and learning and improvements to our supply chain modern slavery risk framework.

Actions to assess and address modern slavery risks

The following table sets out the key policies and related documents relevant to our modern slavery risk management approach. The majority of the documents form part of the Woodside Management System (WMS). The WMS is an integrated system that helps create a global, common way of working for Woodside. Human rights including modern slavery is embedded in processes through the WMS and includes minimum must do requirements and supporting guidance.

Code of Conduct	View Code of Conduct 
<p>Defines the expected behaviours of everyone working at and with Woodside. Outlines our commitment to conducting business and activities ethically and with integrity. Woodside is committed to a safe, inclusive, and respectful working environment.</p>	<p>References our Working Respectfully Policy. Annual mandatory Code of Conduct training is required for all employees and service providers. Adherence to the code is part of each employment contract. The Code is publicly available.</p>
Human Rights Policy	View Human Rights Policy 
<p>Outlines our commitment to respect human rights and our opposition to modern slavery including forced labour, child labour, bonded labour or human trafficking in our operations or supply chain. Includes our objectives of community engagement and a grievance mechanism.</p>	<p>The Policy guides our approach to human rights across the business and forms the foundation for several processes and guidelines. We provide online human rights training which outlines the Policy. The Policy is publicly available.</p>
Stakeholder Advocacy, Social Licence and Cultural Heritage - Our Expectations	
<p>Outlines the objectives, activities and mandatory requirements for key social performance processes related to human rights such as engagement with our stakeholders.</p>	<p>This document outlines why the expectations are important and who it applies to. Available on Woodside's intranet.</p>
Social Performance Standard	
<p>Outlines mandatory requirements that must be met including how human rights risks should be identified, assessed and managed.</p>	<p>The Standard sets out processes such as identification of and engagement with stakeholders, human rights impact assessment, and management of grievances. Available on Woodside's intranet.</p>
Human Rights Due Diligence and Remediation Work Instruction	
<p>Sets out the human rights due diligence requirements and outlines roles, responsibilities and actions to help identify and manage any actual or potential impacts related to our operational activities.</p>	<p>It includes guidance on remediation in the event that Woodside identifies it has caused, contributed or is directly linked to an adverse human rights impact. Available on Woodside's intranet.</p>
Modern Slavery in Contracting and Procurement Guideline	
<p>Describes our due diligence process to assess, assign and manage supplier modern slavery risk throughout the contracting life cycle. This includes the supply chain modern slavery framework.</p>	<p>Available on Woodside's intranet and is communicated directly to all Contracting and Procurement team members.</p>
Supplier Code of Business Conduct	View Supplier Code of Business Conduct 
<p>Describes the business relationship Woodside seeks to have with our suppliers. Includes expectations regarding human rights and modern slavery and an obligation to report any incidents to Woodside. Suppliers agree to the Supplier Code of Business Conduct as part of the onboarding process.</p>	<p>The Supplier Code of Business Conduct is also supported by our Guideline on Worker Access to Identity Documents which prohibits our suppliers from withholding identity documents of migrant workers. The Supplier Code of Business Conduct is available on our website, communicated to suppliers during onboarding and incorporated in our standard terms and conditions.</p>
Whistleblower Policy	View Whistleblower Policy 
<p>Sets out how people can report concerns about unacceptable conduct in breach of our policies or values – including incidents of modern slavery – and explains our commitment to the protection of whistleblowers. The Policy is communicated to all personnel as part of the induction and annual refresher Code of Conduct training.</p>	<p>In addition, the Policy, and the EthicsPoint whistleblower service, are available on our website and intranet. Eligible recipients under the Policy also receive separate additional training on an annual basis in relation to the performance of that role.</p>
Community Grievance Guideline	
<p>Provides a framework for receiving and resolving community grievances in a consistent and timely manner for incorporation into local grievance mechanisms for our operations.</p>	<p>It includes guidance on remediation in the event Woodside identifies it has caused, contributed or is directly linked to an adverse human rights impact. The Guideline is available on Woodside's intranet and has been communicated directly to all Communities team members.</p>

These documents are also supported by a range of other policies, procedures and processes such as our Anti-Bribery and Corruption Policy, Risk Management Policy and Inclusion and Diversity Policy. These policies are available on our [website](#). Our policies are reviewed regularly and updated as required.

Actions to assess and address modern slavery risks

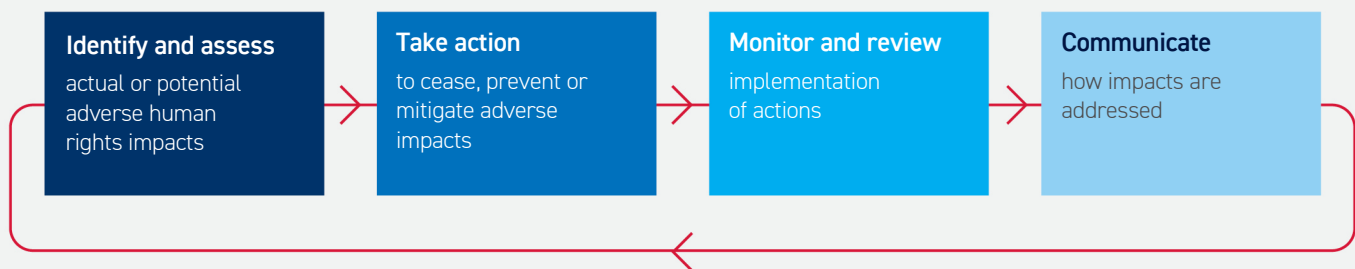
Operations

Human rights are considered throughout the life of our projects via ongoing due diligence processes. In line with our Human Rights Due Diligence and Remediation Work Instruction, human rights due diligence activities are mandatory for all operations and activities under our operational control in countries which are determined to have high human rights risk.

This is required every two years or when there is a significant change in our activity or the operating context. In 2025, we reviewed our approach to country risk assessments, leading to the introduction of an additional global risk data platform for country specific human rights risk data. In 2026, we will embed the use of this data in our existing process.

Where we are not the operator, we seek to influence joint venture participants to have the joint operation adopt commitments similar to those in our Human Rights Policy.

Woodside's approach to human rights due diligence



Meaningful engagement with stakeholders

Employment processes

Woodside strives to maintain an open and collaborative working relationship with our global workforce. We engage with our employees and they are free to join or not join a labour union. As at 31 December 2025, 289 employees (6% of our total workforce) at our North West Shelf Platforms, Ngujima-Yin and Okha FPSOs and Macedon Gas Plant were covered by collective bargaining agreements. All other employees' working conditions and terms of employment are based on industry conditions, as determined by the relevant laws and regulations in the respective jurisdictions.

All employees are provided with a written employment contract which sets out the terms of their employment. Woodside remuneration and benefits packages are externally benchmarked, and workers are paid their legal pay entitlements on time with payslips that include leave entitlements. If errors are made in employee payments, these are rectified.

Woodside has recruitment processes in place which aim to minimise the risk of labour exploitation in our own workforce. These include checks of identification documents (including age) and visas where relevant. We also include modern slavery clauses in our contracts with recruitment agencies and labour hire firms. Woodside does not retain any employee's original personal identification documents such as passports.

In 2025, Woodside did not directly employ any workers under 18 years of age. From time to time a small number of contractors under 18 years of age work in Woodside's Western Australian offices. These workers undertake work in a manner consistent with local compulsory education requirements.

Woodside has two pathways which provide employment for workers between the ages of 16 and 18 years of age (young workers) – school-based trainees (SBTs) and Programmed apprentices and trainees (PATs) – both of which are managed by external training organisation Programmed Training Services (Programmed).¹ Programmed has strict controls in place to ensure compliance with labour laws and compulsory education requirements, appropriate supervision, and that young workers do not undertake hazardous work.

During 2025, there were fourteen young workers engaged through Programmed, eleven of whom turned 18 during the year. There were three SBTs and six apprentices working at KGP with five business trainees in the Perth office. Additionally, there was a Perth office-based trainee aged 17, employed through Programmed as part of the pathways program, who turned 18 in January 2026. Examples of measures implemented for the office-based trainee included weekly check-ins with the Programmed Coordinator and appropriate steps to identify the age of the employee in situations where required.

Contractors, SBTs and PATs under the age of 18 are not engaged in hazardous work.

1. In 2025, there was one SBT who commenced work three weeks prior to turning 16.

Actions to assess and address modern slavery risks

Assessing joint ventures and new business opportunities

As part of the assessment of significant new business opportunities and investments, we undertake due diligence assessments that consider human rights risks, including modern slavery. Where we are the non-operator partner in high-risk countries, we may request the operator disclose relevant human rights due diligence documentation. If this information is not available or unsatisfactory, we may conduct our own due diligence to understand the risk profile associated with the activity.

Our internal community of practice involving subject matter experts from relevant areas including Corporate Affairs, Health and Safety, Environment, and Ethics and Compliance, continued to meet to drive a consistent approach to due diligence assessments across the organisation. In 2025, the community of practice standardised and published reference guides to inform due diligence requirements for Corporate Affairs (including human rights), Health and Safety, Environment and Climate. The community of practice also creates a network for cross collaboration and sharing best practice to continuously improve our due diligence processes.

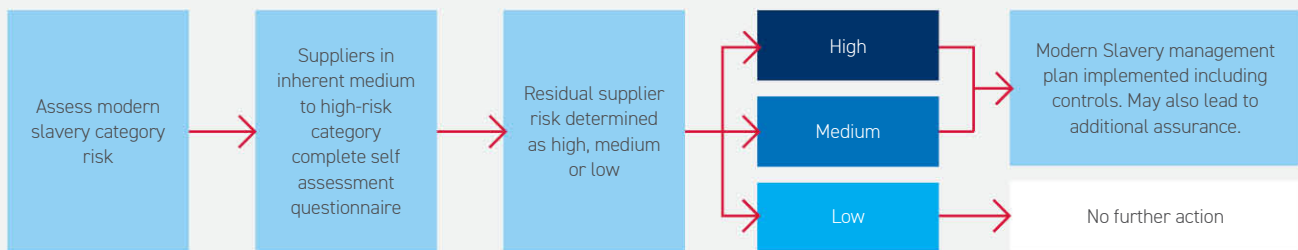
Supply chain

We have identified the inherently higher risk categories of our supply chain for modern slavery, as described on page 13.

Building on these risk assessments, our Supply Chain Modern Slavery Framework is used to map our suppliers' modern slavery risk rating (high, medium and low) which then informs any additional supplier engagement and due diligence that we undertake. The framework takes into account important aspects of our spend categories, suppliers, and contracts (see table on page 13).

During 2023, we commenced a project with an expert third-party to help map our merged (Woodside and BHP Petroleum) supply chain (including beyond some tier one suppliers). We completed this work in 2024. Applying our supply chain risk assessment, we then identified inherently higher risk contracting categories within the merged supply chain. In 2025, we identified 12 contract scopes that were 'high-risk'.

Supplier risk rating approach



Actions to assess and address modern slavery risks

Self-assessment questionnaire and contract delivery requirement

For contracts in categories that are considered inherently medium to high-risk for potential modern slavery, suppliers are required to complete a supplier self assessment questionnaire in line with our Supply Chain Modern Slavery Framework. This questionnaire was developed jointly with industry peers to streamline our approach to enable consistency of requirements.

Suppliers identified as having a residual medium or high modern slavery risk are also required to develop a modern slavery risk management plan. The plan identifies the specific risks associated with the supplier and outlines the controls the supplier plans to implement to manage the risk.

Assurance

In 2024, we commenced a review of our approach to supply chain modern slavery assurance including the introduction of the Supplier Site Visit Checklist (as outlined in our 2024 Modern Slavery Statement). In 2025, we continued to use the Supplier Site Visit Checklist on a construction project in Thailand. This did not identify any instances of modern slavery; however, we identified improvements to working conditions, including upgrades to the canteen facilities, installation of air conditioning units and relocation of the supplier's anonymous suggestions box. These improvements have now all been completed by the supplier. While the issues identified did not constitute modern slavery, we recognise that poor working conditions can indicate a greater risk of exploitation. More specifically, improving the trust and accessibility of complaints channels can support workers to raise issues. Findings from site visits continue to inform our approach to assurance.

From time to time we also undertake independent audits of certain suppliers that have been identified as potentially higher risk for modern slavery. There were no planned independent audits undertaken in 2025.

We continue to seek opportunities to embed modern slavery into existing assurance activities. Our ongoing modern slavery 'red flags' training for employees who conduct supplier site visits enables us to leverage existing inspection and assurance practices to assess modern slavery risks.

Supplier engagement

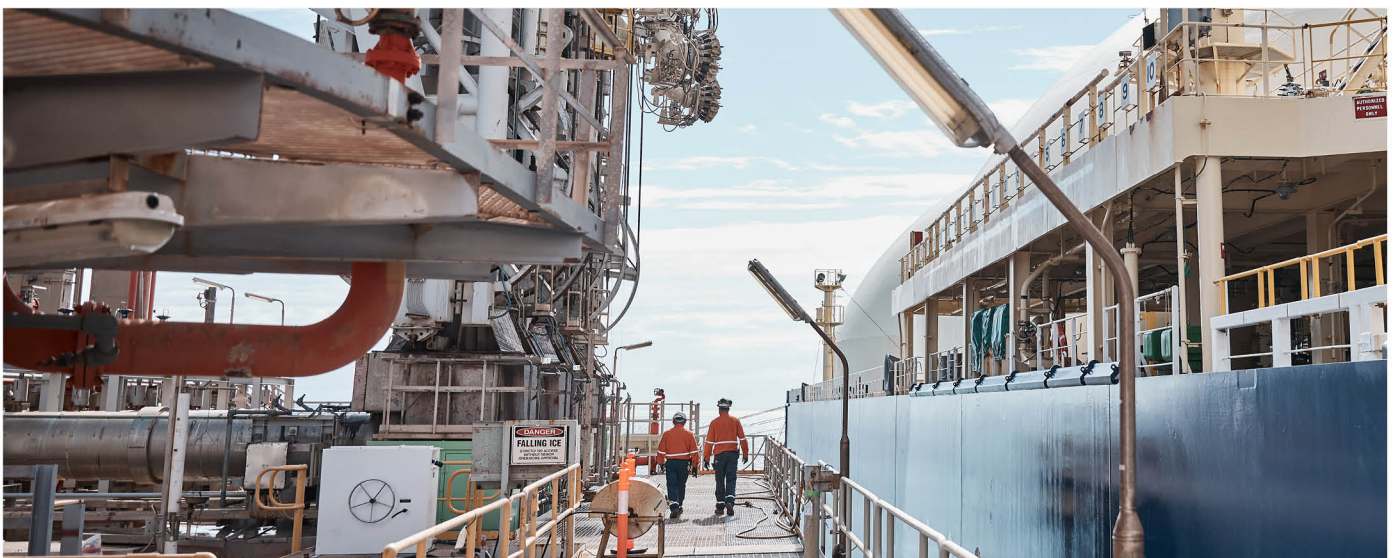
Our Contracting and Procurement team maintain regular contact with suppliers through onboarding and ongoing contract management. Woodside recognises that a risk based and fit for purpose approach to engagement with suppliers can provide mutual benefits.

In 2025, we commenced more focused conversations with some of our tier one suppliers about modern slavery and broader human rights risks in supply chains (see case study). We believe sharing knowledge and collaborating with our suppliers is an important part of identifying and addressing modern slavery risks.

⊕ CASE STUDY

Collaborating with suppliers

As part of our decarbonisation initiatives, in 2025 we partnered with a small-sized supplier to deliver carbon offset planting activities. Recognising the potential modern slavery risks associated with the new energy sector, and acknowledging the scope and the supplier's scale and resources, we implemented a bespoke assurance process through a targeted self-assessment questionnaire. Following a desktop review and assessment of the responses, we collaborated with the supplier to agree a fit-for-purpose framework for addressing identified risks. Through this engagement, the supplier developed their policies and processes for managing modern slavery risks that align with Woodside's expectations.



Actions to assess and address modern slavery risks

CASE STUDY

Engineering, Procurement and Construction

Engineering, Procurement and Construction (EPC) suppliers are critical to the delivery of our projects. In 2025, we conducted a detailed review of the EPC contracting sub-category of our supply chain, which was identified as inherently higher risk for modern slavery, including forced labour, child labour and human trafficking.

We focused our review on areas with major construction activity. In line with our Supply Chain Modern Slavery Framework, self-assessment questionnaires had already been completed by these suppliers as part of our approach to managing inherently higher risk contracting sub-categories. In 2025, we then undertook targeted engagement with selected EPC suppliers to gain deeper insight into their processes for managing modern slavery and broader human rights risks. These engagements enabled knowledge sharing, and identified opportunities for collaboration to reduce modern slavery risks over the duration of the relevant projects.

Looking ahead, we will continue to strengthen our due diligence processes, expand supplier engagement, and explore collaborative initiatives that drive improvements in managing modern slavery risks across our EPC supply chains.

Supplier requirements

Our Supplier Code of Business Conduct sets out our expectations for suppliers including in relation to human rights and modern slavery specifically, as outlined on page 15. The Supplier Code of Business Conduct is part of our standard contract terms and conditions and consequently, suppliers to Woodside are required to confirm their compliance with the Supplier Code of Business Conduct when they enter into an agreement with us. Tenderers must also confirm their agreement with the Supplier Code of Business Conduct to participate in our tenders. Our standard contractual terms and conditions for the supply of goods and services also include specific modern slavery provisions which:

- Prohibit modern slavery practices by the contractor or its subcontractors.
- Provide Woodside the right to audit and to terminate the contract.
- Mandate the inclusion of the same provisions in contractors' supply contracts, thus cascading the provisions down through the supply chain to our subcontractors.

If we identify adverse human rights impacts including modern slavery in our supply chain, we might not immediately terminate the relationship, but we will consider how we can engage with the supplier to encourage them to address the issues and whether we may play a role in remediation. If the supplier is not receptive to remedying the impact and improving their practices, then we may terminate the relationship.

1. Portfolio volume excludes (1) carbon credits (held and expected to be received) from Woodside Pluto Carbon Offset Project Stages 1-4 held by Woodside Burrup Pty Ltd (2) retired credits and (3) carbon credits identified for sale or under review.
2. The carbon portfolio is dynamic. Portfolio volume includes ACCUs and voluntary carbon market credits held, and expected to be delivered or generated up to 2060 under or in relation to: (i) third-party contracts entered into prior to 31 December 2025; or (ii) Woodside originated projects for which land has been purchased prior to 31 December 2025. Volumes reported on an unrisks basis. Unrisks volumes do not include an adjustment to such volumes to reflect any risk of non-delivery. Woodside does not make any claims in relation to the mitigation impact of carbon credits within the portfolio unless, and until, a credit is retired or surrendered (taken out of circulation and can no longer be sold).

In 2025, we commenced a review of the human rights section of the Supplier Code of Business Conduct. The review was expanded to an independent review of the whole document. This included a benchmarking gap assessment of the Supplier Code of Business Conduct and recommendations for improvement. Opportunities for improvement will be reviewed and implemented, as required, by subject matter experts from across the business.

Carbon credits portfolio

Woodside uses carbon credits registered under established carbon crediting schemes including the ACCU Scheme, Verra, Gold Standard and the Climate Action Reserve.^{1,2} Woodside undertakes further due diligence based on available project, scheme and method information to inform its purchases, investments and retirements. This due diligence generally considers GHG integrity factors such as additionality and permanence; and environmental, social and governance factors such as human rights, social and local environmental impact and vintage (with vintage being only one of the factors in Woodside's integrity assessment of carbon credits acceptable for retirement).

Marine

All vessels that Woodside charters and which call at our terminals must comply with the Maritime Labour Convention which sets out minimum standards for seafarers' rights at work. Our marine assurance process requires checks of all vessels we charter or which call at our terminals prior to contracting to ensure that the vessel and operators comply with relevant industry legislative requirements.

This includes but is not limited to a valid Maritime Labour Convention certificate or International Transport Workers' Federation Blue Card and valid (previous six months) Ship Inspection Report (SIRE). Vessels are also subject to inspections by Woodside's Marine Assurance team. In addition, vessels chartered by Woodside in Australia operate under Enterprise Bargaining Agreements with stringent labour standards.

In 2025, Woodside had nine LNG vessels under long-term charter and multiple vessels on short-term charter. Two new long-term charter LNG vessels, Woodside Jirrubakura and Woodside Barrumbara were delivered in September and November 2025 respectively. We also began engaging with owners of our long-term chartered vessels to complete our modern slavery self-assessment questionnaire to enable Woodside to further understand their approach to worker welfare and modern slavery risks.

We continue to support the Dampier Seafarers Centre (the centre). The centre supports the welfare and treatment of seafarers calling to Dampier port including but not limited to providing welfare and emergency assistance, practical support and need items and communication services. In 2025, Woodside provided a community grant to contribute to the refurbishment of the recreation space at the centre and also contributed to cadet seafarer welfare packs. Our Port Operations team also volunteered their time to support a stock take.

Actions to assess and address modern slavery risks



Training and capacity building

Woodside is committed to a safe, inclusive, and respectful working environment. Code of Conduct training is updated each year with relevant content and case examples to illustrate expected standards of behaviour and the pathways for personnel to speak up. The Code of Conduct training includes reference to our Human Rights Policy and issues including modern slavery.

Woodside personnel (employees, third-party contractors and service providers who access Woodside sites or information technology systems) are required to complete training on the Code of Conduct as part of their on-boarding and demonstrate ongoing compliance by completing the training on an annual basis.

Our online Human Rights training module is mandatory for employees in areas of the business with higher risk of exposure to modern slavery issues (for example, Contracting and Procurement, Legal, and Corporate Affairs) and optional to those who work in lower risk areas. The training covers our human rights responsibilities and approach, the risk of modern slavery in our operations and supply chains, modern slavery legislation and human rights in the global oil and gas sector.

We continued to deliver targeted modern slavery 'red flag' training. This year, we delivered the training to the marine pilots at King Bay Supply Base. Given that shipping is a high-risk area for modern slavery, the marine pilots can play a role in risk mitigation and grievance reporting. This training will continue in 2026.

We delivered training for United States-based Contracting and Procurement team members focused on implementation of our updated Modern Slavery in Contracting and Procurement Guideline to build capacity to assess suppliers for modern slavery risks. We also conducted in-person bi-annual capacity building sessions on modern slavery. In 2025, we developed an online version of this training module to broaden accessibility and embed awareness across the Contracting and Procurement team. Completion of this training is mandatory for all Contracting and Procurement personnel.

In Australia, we conducted awareness sessions on the United Nations Guiding Principles on Business and Human Rights, business in conflict zones and arranged a panel discussion on "Managing Human Rights Risks at Woodside" featuring the Senior Vice President of Contracting and Procurement, Vice President Ethics and Compliance, Principal Security and Emergency Management and Regional Head of Human Resources - Australia.

In 2026 we will continue to hold focused sessions on key human rights issues including modern slavery to enhance the human rights awareness of the organisation.

Grievance mechanisms and remediation

Grievance mechanisms

We take concerns about our activities seriously and we encourage all stakeholders to speak up about any potential misconduct, including those related to modern slavery. Stakeholders can lodge a grievance with us using a variety of local and company-wide channels as detailed on our website, which include website, telephone, mail and email channels.

During 2025, we did not receive any complaints through our mechanisms that related to modern slavery. We recognise, though, that this does not necessarily mean that modern slavery is not present, including in deeper tiers of our supply chain. Accordingly we will continue to seek to improve our due diligence processes and our grievance mechanisms.

Our whistleblower hotline (EthicsPoint) is a confidential, 24-hour business conduct hotline. EthicsPoint has multi-language and multijurisdictional capability and can be accessed by phone or online. It is available to our employees and other stakeholders, including contractors, suppliers and their employees. Woodside personnel identified as eligible recipients under Australian whistleblower laws are trained in their rights and obligations to support whistleblowers.

In 2025, 64 investigations were completed (being a combination of investigations in progress prior to 1 January 2025 and new matters received during 2025). Of the 64 investigations completed, misconduct findings were substantiated in 38 investigations and resulting disciplinary outcomes led to the removal of nine contractor personnel and termination of 10 employees. None of the investigations related to modern slavery. Woodside personnel leading assessments and investigations have received training in trauma informed investigation principles to support personnel who speak up about misconduct and those who participate in the investigation process.

Actions to assess and address modern slavery risks

We also have localised community grievance mechanisms across our operations. Our community grievance framework is designed to facilitate prompt and respectful receipt, investigation and response to community concerns from stakeholders in our operational areas. Our local mechanisms are based on the guideline and tailored to the local context (for example in Senegal the community grievance mechanism is available in English and French). In 2025, our new grievance process was in operation. Our grievance mechanism continues to strengthen our alignment to the grievance effectiveness criteria outlined in the United Nations Guiding Principles on Business and Human Rights. Updates to local community mechanisms and training to employees who manage community concerns were also completed in 2025.

Woodside will not tolerate any form of adverse action being taken against an individual or community that raises a concern or complaint on reasonable grounds. Woodside does not pursue retaliatory suits against persons who have brought or tried to bring a case against it involving credible allegation of adverse human rights impacts or against the lawyers representing them. We also will not terminate employment of any workers for the reason that they have brought or tried to bring a case against us involving a credible allegation of human rights abuse or engage in violent acts or threats to the livelihoods, careers or reputation of claimants or their lawyers. We also expect our business partners to not retaliate against people raising complaints.

Remediation

Woodside is committed to providing for, or cooperating in, remediation where we identify that we have caused or contributed to an adverse human rights impact including modern slavery in line with the United Nations Guiding Principles on Business and Human Rights. Our Community Grievance Guideline was reviewed in 2024. It includes guidance on receiving and responding to human rights-related grievances, engaging with impacted rightsholders and their representatives in determining any remedy, and considering a range of potential remedies as appropriate to the circumstances (for example, apologies, restitution or rehabilitation, and financial or non-financial compensation).

Our documented process for responding to human rights related grievances is outlined in the diagram to the right.



Key steps in remediation process

1 RECEIVE modern slavery allegation via: whistleblower hotline (EthicsPoint), website, telephone, mail, email
 Note: If in Australia report to the Australian Federal Police

2 ACKNOWLEDGE receipt of grievance and communicate information on grievance process and outcomes

3 ASSESS and gather information on alleged impact, consider Woodside's potential level of involvement, and determine if further investigation required

4 An **INVESTIGATION** process will be initiated where a grievance is complex or relates to a severe or potentially severe adverse impact

5 RESPOND
 Woodside will determine the appropriate resolution and response, with input from impacted rightsholders (as far as practicable)

CAUSE

Woodside is responsible for remediation and will develop a Remediation Action Plan

CONTRIBUTE

Woodside is responsible for providing for or cooperation in remediating and will develop a Remediation Action Plan

DIRECTLY LINKED

Where Woodside is directly linked then it will use (and seek to build) its leverage with relevant business relationships to mitigate and remedy the impact

Effectiveness of actions

Assessing the effectiveness of our actions

Woodside considers an effective response to modern slavery risks to be one where our governance structure, policies, due diligence processes and grievance mechanisms:

- Provide us with the capacity to identify modern slavery risks in our operations and supply chain.
- Enable and empower our teams to prevent and mitigate such risks where possible, and respond effectively to any modern slavery risks, allegations and incidents that are identified.

We acknowledge that assessing the effectiveness of modern slavery risk management actions is challenging, and we are committed to refining our approach over time.

In 2025, we reviewed our approach to effectiveness to understand how we can enhance our actions to assess and address modern slavery risks. As part of the review, we updated the core areas we recognise as important for an effective response to modern slavery and defined objectives for each.

In 2026, we will continue to progress this work to systemise our effectiveness approach and embed the findings of our review into existing processes. To understand how effectively we manage the risks of modern slavery we:

- Conduct internal reviews of our policies, frameworks and processes.
- Benchmark our performance to identify opportunities for continuous improvement.
- Undertake risk reviews as part of our enterprise risk management system.
- Maintain internal assurance.
- Seek input on our approach and reporting from independent subject matter experts.
- Monitor asset level and corporate level grievances.

These assessments create a feedback loop and assist us in identifying strengths, gaps and opportunities for improvement in our approach to modern slavery.

Core area	Objective	Actions taken in the reporting period
Governance	Governance structures set clear expectations to enable identification and mitigation of modern slavery.	<ul style="list-style-type: none"> • Annual human rights briefing delivered to Woodside's Executive Leadership Team and the Board's Sustainability Committee. • Reviewed and updated the Code of Conduct. • Engaged a third party to conduct a review of the Supplier Code of Business Conduct to identify opportunities for improvements. Work to continue in 2026. • The Board reviewed the Human Rights Policy.
Human rights risk management and due diligence	Human rights risk management and due diligence processes effectively identify, assess and manage modern slavery risks across our operations and supply chain.	<ul style="list-style-type: none"> • Reviewed key controls for modern slavery in our supply chain. • Assessed requirement for and development for Human Rights Standard and embedding in our WMS.
Supply Chain	Engage and collaborate with suppliers to address modern slavery risk and enhance due diligence.	<ul style="list-style-type: none"> • Engaged with tier one suppliers in inherently higher risk contracting categories to manage modern slavery risks and identify opportunities for collaboration. • Conducted annual third-party risk review of all suppliers. • Increased take up of supplier site visit checklist. • Updated our contract management system to identify the modern slavery risks of each contracting requirement and if a modern slavery management plan is required.
Training and capability building	Provide our people with the knowledge to understand modern slavery risks including key controls and reporting.	<ul style="list-style-type: none"> • 87% employees completed human rights awareness training. • 76% of Contracting and Procurement team members completed targeted training. • Conducted targeted modern slavery 'red flags' training for marine pilots.
Grievance mechanisms	Trusted and accessible grievance mechanisms.	<ul style="list-style-type: none"> • Reviewed local grievance mechanisms across our assets.
External engagements and benchmarking	External engagement and consideration of external benchmarks inform continuous improvement opportunities.	<ul style="list-style-type: none"> • Attended the inaugural United Nations Business and Human Rights Forum: Australia and New Zealand. • Hosted the Australian Human Rights Commissioner and held targeted leadership sessions including conducting briefings for senior leaders. • Engaged an external third-party to conduct a United Nations Guiding Principles on Business and Human Rights training session.

Stakeholder engagement and collaboration

Engagement with stakeholders helps us to learn from the experiences of other organisations, be informed about developments, trends and evolving stakeholder expectations, and consider opportunities for continuous improvement in our approach.

During 2025, we engaged with government, industry experts, suppliers and industry associations in relation to human rights including modern slavery. We participated in the consultation on strengthening Australia's Modern Slavery Act. We engaged the Australian Human Rights Commissioner to share insights on how businesses can play a pivotal role in promoting and protecting human rights. This included a targeted session with the Executive Vice President of Sustainability, Policy and External Affairs, a senior leaders roundtable discussion and an auditorium presentation open to all Woodside personnel.

We continued to participate in Ipieca, the global oil and gas association for advancing environmental and social performance. This included Ipieca's social responsibility, human rights and supply chain working groups to develop and share challenges faced and best practice in human rights performance. In 2026, Woodside's Human Rights lead will assume the role of Vice Chair for the Ipieca Human Rights Working Group, keeping Woodside closely engaged with discussions in this dynamic field.

Woodside engaged with our peers in the resources and energy sectors through the Human Rights Resources and Energy Collaborative (HRREC). The group provides a forum for Australian human rights practitioners to share their knowledge, learnings and experiences in relation to human rights topics.

During 2025, we also attended a number of modern slavery and broader human rights dialogues, webinars and workshops including the Business for Social Responsibility Human Rights Working Group APAC meeting, the WA Migration and Mobility Update, the inaugural United Nations Business and Human Rights Regional Forum: Australia and New Zealand, and the annual United Nations Forum on Business and Human Rights held in Geneva.

Customer engagement

In 2025, we continued to respond to requests from customers for information in relation to our modern slavery and broader human rights risk management approach, as part of their supply chain due diligence activities. This involved providing evidence of our Modern Slavery Statement and completing questionnaires. We also presented our approach on modern slavery at in person sessions with customers to share learnings.

Process of consultation

We recognise modern slavery risk management requires a coordinated and cross-functional response. During the year, this is facilitated through our Human Rights Working Group and Modern Slavery Working Group which include representatives from across the business.

The development of this statement was led by our Modern Slavery Working Group, with input from relevant functions including Contracting and Procurement, Marine and Legal. It was prepared in consultation with the reporting entities and their owned and controlled entities, with input from the Executive Leadership Team. It was subsequently endorsed by the Sustainability Committee and approved by the Board of Directors.



Appendix 1: Reporting entity index

Reporting entity	Registration number	Overview of operations
Woodside Energy Group Ltd	ABN 55 004 898 962	The listed holding – and ultimate parent – company of Woodside.
Woodside Energy Ltd	ABN 63 005 482 986	The primary asset holder and operational company of Woodside, being the operator of the North West Shelf Project and the main employer of the Woodside's employees.
Woodside Burrup Pty Ltd	ABN 20 120 237 416	Operates the LNG train for the Pluto LNG facility and provides LNG processing services, Kansai Electric and MidOcean Energy (non-Woodside entities) each own 5% of the company.
Burrup Train 1 Pty Ltd	ABN 77 122 234 306	Operates the LNG train for the Pluto LNG facility and provides LNG processing services, Kansai Electric and MidOcean Energy (non-Woodside entities) each own 5% of the company.
Woodside Energy Julimar Pty Ltd	ABN 56 130 391 365	Operator of the Julimar Development Project and holds a 13% non-operating interest in the Chevron-operated Wheatstone Project. ¹
Woodside Energy Trading Singapore Pte Ltd (WETS)	Company No: 201324378R (registered in Singapore)	Operates Woodside's marketing office and trades LNG and related hydrocarbon products.
Woodside Energy (Australia) Pty Ltd	ABN 39 006 923 879	Owns interests in certain offshore fields in Western Australia, including Scarborough (under development), Pyrenees, Macedon, Thebe and Jupiter and ceased operations with restoration obligations at Griffin, Minerva and Stybarrow fields.
Woodside Energy (Bass Strait) Pty Ltd	ABN 29 004 228 004	Holds a 50% non-operating interest in the Bass Strait oil and gas fields and 32.5% non-operating interest in the Kipper gas fields located in the Gippsland Basin, offshore Australia.
Woodside Energy (North West Shelf) Pty Ltd	ABN 41 004 514 489	Holds interests in North West Shelf joint ventures (NWSJV) and owns 16.67% equity interest in companies providing services to NWSJV.

1. Woodside has agreed to divest the Wheatstone and Julimar Brunello assets. Transaction expected to close in H2 2026.

Each of these reporting entities under the Australian Modern Slavery Act is a proprietary company limited by shares, domiciled and incorporated in Australia, except for Woodside Energy Group Ltd and Woodside Energy Ltd, which are public companies limited by shares and incorporated in Australia, and WETS, which is domiciled and incorporated in Singapore. Burrup Train 1 Pty Ltd is the only reporting entity not wholly-owned by Woodside. More information on Woodside Energy Group Ltd and its controlled entities can be found in the 2025 Annual Report.

Appendix 2: UK Modern Slavery Act

As the company within scope of the UK Modern Slavery Act, this statement has been approved by the Board of Woodside Energy Trading Singapore Pte. Ltd. on 13 May 2026:



Menno Weustink

Director, Woodside Energy Trading Singapore Pte. Ltd.

13 MAY 2026



Appendix 3: Reporting criteria index

Australian Modern Slavery Act reporting criteria	UK Modern Slavery reporting criteria	Section(s) in statement	Page
Identify the reporting entity		About this statement	3
Describe the structure, operations and supply chains of the reporting entity	Organisation's structure, its business and its supply chains.	Our structure and operations	6
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	Parts of the organisation's business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk.	Modern slavery risks	12
Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	Organisation's policies in relation to slavery and human trafficking; its due diligence processes in relation to slavery and human trafficking in its business and supply chains; the training about slavery and human trafficking available to its staff.	Actions to assess and address modern slavery risks	14
Describe how the reporting entity assesses the effectiveness of such actions	Organisation's effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate.	Assessing the effectiveness of our actions	22
Describe the process of consultation with any entities that the reporting entity owns or controls		Process of consultation	23
Any other information that the reporting entity considers relevant		Continuous improvement	5
		Stakeholder engagement and collaboration	23



Glossary

Term	Definition
Carbon credit	A tradable financial instrument that is issued by a carbon-crediting program. A carbon credit represents a greenhouse gas emission reduction to, or removal from, the atmosphere equivalent to 1 tCO ₂ -e, calculated as the difference in emissions from a baseline scenario to a project scenario. Carbon credits are uniquely serialised, issued, tracked and retired or administratively cancelled by means of an electronic registry operated by an administrative body, such as a carbon-crediting program.
Lower-carbon	Woodside uses this term to describe the characteristic of having lower levels of associated potential GHG emissions when compared to historical and/or current conventions or analogues, for example relating to an otherwise similar resource, process, production facility, product or service, or activity. When applied to Woodside's strategy, please see the definition of lower-carbon portfolio.
Lower-carbon ammonia	Lower-carbon ammonia is characterised here by the use of hydrogen with emissions abated by carbon capture and storage (CCS), with an expected ammonia lifecycle (Scope 1, 2 and 3) carbon emissions intensity of 0.8 tCO ₂ /tNH ₃ (based on contracted intensity threshold with Linde) relative to unabated ammonia with a lifecycle (Scope 1, 2 and 3) carbon emissions intensity of 2.3 tCO ₂ /tNH ₃ (Hydrogen Europe, 2023).
Lower-carbon portfolio	For Woodside, a lower-carbon portfolio is one from which the net equity Scope 1 and 2 greenhouse gas emissions, which includes the use of offsets, are being reduced towards targets, and into which new energy products and lower carbon services are planned to be introduced as a complement to existing and new investments in oil and gas. Our Climate Policy sets out the principles that we believe will assist us achieve this aim.
Lower-carbon services	Woodside uses this term to describe technologies, such as CCUS or offsets that could be used by customers to reduce their net greenhouse gas emissions.
New energy	Woodside uses this term to describe energy technologies, such as hydrogen and ammonia, that are emerging in scale but which are expected to grow during the energy transition due to having lower greenhouse gas emissions at the point of use than conventional fossil fuels.
Sustainability (including sustainable and sustainably)	References to sustainability (including sustainable and sustainably) are used with reference to Woodside's Sustainability Committee and sustainability-related Board policies, as well as in the context of Woodside's aim to ensure its business is sustainable from a long-term perspective, considering a range of factors including economic (including being able to sustain our business in the long-term by being low-cost and profitable), environmental (including considering our environmental impact and striving for a lower-carbon portfolio), social (including supporting our licence to operate), and regulatory (including ongoing compliance with relevant legal obligations). Use of the terms "sustainability", "sustainable" and "sustainably" is not intended to imply that Woodside will have no adverse impact on the economy, environment, or society, or that Woodside will achieve any particular economic, environmental, or social outcomes.

Disclaimer

This Statement contains forward-looking statements in relation to Woodside's policies and practices for identifying and modern slavery risks, as well as Woodside's business and operations and other matters.

All statements, other than statements of historical or present facts, are forward-looking statements and generally may be identified by the use of forward-looking words such as "guidance", "potential", "believe", "aim", "aspire", "expect", "intend", "may", "target", "plan", "strategy", "will", "should", "seek" and other similar words or expressions. Similarly, statements that describe the objectives, plans, goals or expectations of Woodside are forward-looking statements. Forward-looking statements in this Statement are not guidance, forecasts, guarantees or predictions of future events or performance, but are in the nature of future expectations that are based on management's current expectations and assumptions.

All forward-looking statements contained in this Statement reflect Woodside's views held as at the date of this Statement and, except as required by applicable law, neither Woodside, nor the additional entities that are reporting entities for the purpose of the Australian Modern Slavery Act and the UK Modern Slavery Act, nor any of their respective officers, directors, employees, advisers or representatives nor any person named in this Statement or involved in the preparation of the information in this Statement intend to, undertake to, or assume any obligation to, provide any additional information or update or revise any of these statements after the date of this Statement, either to make them conform to actual results or as a result of new information, future events or results, changes in Woodside's expectations or otherwise.