



VPSHR Annual Report 2022

Woodside Energy Ltd.

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1. Commitment to the Voluntary Principles

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

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

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

On June 1, 2022, Woodside merged with BHP Petroleum to create a global independent energy company. Actions addressed in the merger included alignment on approach and policies for the VPSHR.

1.1 Internal Promotion of the Voluntary Principles

Our internal guideline on security and human rights outlines the company-wide requirements for protecting our people, communities, assets, and the environment, in line with the VPSHR, and respecting the rights of those affected by our security arrangements.

Activities throughout the year included:

- Our Security and Human Rights assurance program,
- Security and Human rights training through our e-learning content,
- Code of Conduct refresher training, which is an annual requirement for all employees and contractors,
- Reconciliation of the approach to VPSHR across both merged entities to ensure alignment and identify any gaps.
- Communication of the VPSHR guideline to the new merged asset focal points and commencement of a refresh of associated risk assessments.
- On-going participation in the Woodside Human Rights Working Group to promote awareness and understanding of the VPSHR across the company.

1.2 External Promotion of the Voluntary Principles

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

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

2. Policies, Procedures and Related Activities

2.1 Risk Assessment

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

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

In 2022, we acquired new operations and activities related to our merger with BHP Petroleum. Initial risk assessments for the United States, Mexico and Trinidad & Tobago have been completed.

2.2 Engagement with Security Forces

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

We reserve the right to conduct audits, assurance and conformity assessments on contractors, and a conformance assessment of our private security provider in Senegal was completed in 2022.

There were no security-related human rights incidents identified or reported in connection with any of Woodside's activities across the globe in 2022.

3. Country Implementation

Australia

In 2022, our Private Security Provider for Western Australian operational sites and Perth-based offices was onboarded to Woodside's systems, including our training platforms. Our Code of Conduct is a key learning requirement for all Woodside contractors and addresses our commitment to human rights.

Our Australian Private Security Providers are required to complete our eLearning course on VPSHR, developed by Woodside specially for contract personnel. As of April 2023, our Private Security Providers in Australia were compliant with this training requirement.

Senegal

In Senegal, we have continued to implement our VPSHR framework ensuring ongoing awareness and safe management of security-related human rights. In August of 2022, the annual VPSHR conformance assessment of our primary, in country, private security provided was completed.

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

Ongoing engagement with the Senegalese Navy and other Senegalese Government authorities has continued throughout 2022, as Woodside works towards a shared understanding of the offshore security environment and potential development of a fit-for-purpose management framework for maritime risks. Woodside also introduced an online VPSHR training package, which has been successfully tested and implemented with key contractors in Senegal.

Myanmar

Our offshore exploration activities have ceased and with no producing assets in country, we have reduced our presence. On 27 January 2022, Woodside decided to withdraw its interest in Myanmar. Some formal exit activities continue in 2023 to complete Woodside's exit from the country.

Timor-Leste

In 2022, we re-awarded the Private Security Provider contract, conducted due diligence, and refreshed our contract deliverable requirements. Contract conformity in Timor-Leste is due to be completed in Q2 2023.

BHP Petroleum Merged Entities

BHP is also a member of the VPSHR, and we have reconciled and communicated our approach and guidelines across the BHP Petroleum merged entities to ensure alignment and identify any gaps in approach.

Initial risk assessments for the United States, Trinidad & Tobago and Mexico were completed in November of 2022.

4. Priorities for 2023

In 2023, we will continue to expand and improve our security and human rights framework, regarding our assurance program and the activities of private security providers in high-risk locations for security and human rights.

Further priorities for 2023 include:

- Increasing our focus on risk-based assurance activities for projects and operating assets.
- Conducting a full review of our Timor-Leste private security provider.
- Upgrading our VPSHR e-learning package to include an additional three of the 23 languages available (Spanish, Portuguese, and French).
- Distributing our VPSHR e-learning content to our heritage BHP Petroleum security contractors.

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