

2022 RECONCILIATION ACTION PLAN REPORT



Woodside
Energy



RECONCILIATION
ACTION PLAN

STRETCH

Acknowledging Country

Woodside recognises Aboriginal and Torres Strait Islander peoples as Australia’s First Peoples. We acknowledge their connection to land, water and the environment and pay our respects to ancestors and Elders, past and present.

What’s Widjar (different) at Woodside

On 1 June 2022, Woodside merged with BHP’s Petroleum business to form Woodside Energy (the merger). It has been an exciting time involving significant changes for the business. As a result of these changes, the Reconciliation Action Plan (RAP) has been reviewed with commitments amended where required to ensure they remain relevant and applicable.¹Despite the changes, our dedication to reconciliation has been unwavering. We acknowledge that increases in workforce, operations, and projects present new challenges and opportunities for growth. Woodside is excited to dig deep and lean into these challenges to progress on our reconciliation journey.

Contents

2022 in Review	3
Respect for Culture and Heritage.....	4
Capability and Capacity	8
Economic Participation	10
Stronger Communities	12
Our 2022 RAP Outcomes Measurement Framework.....	14
About the Artist	22
Scope and Assurance.....	23

¹ Many of the amendments are referred to in this report and Woodside will be releasing an updated version of our plan later this year to ensure all changes are known.

2022 in Review

Woodside’s 2022 RAP Report is an opportunity to reflect on our progress against the four pillars in our 2021 – 2025 Reconciliation Action Plan:

ONE
Respect for Culture
& Heritage

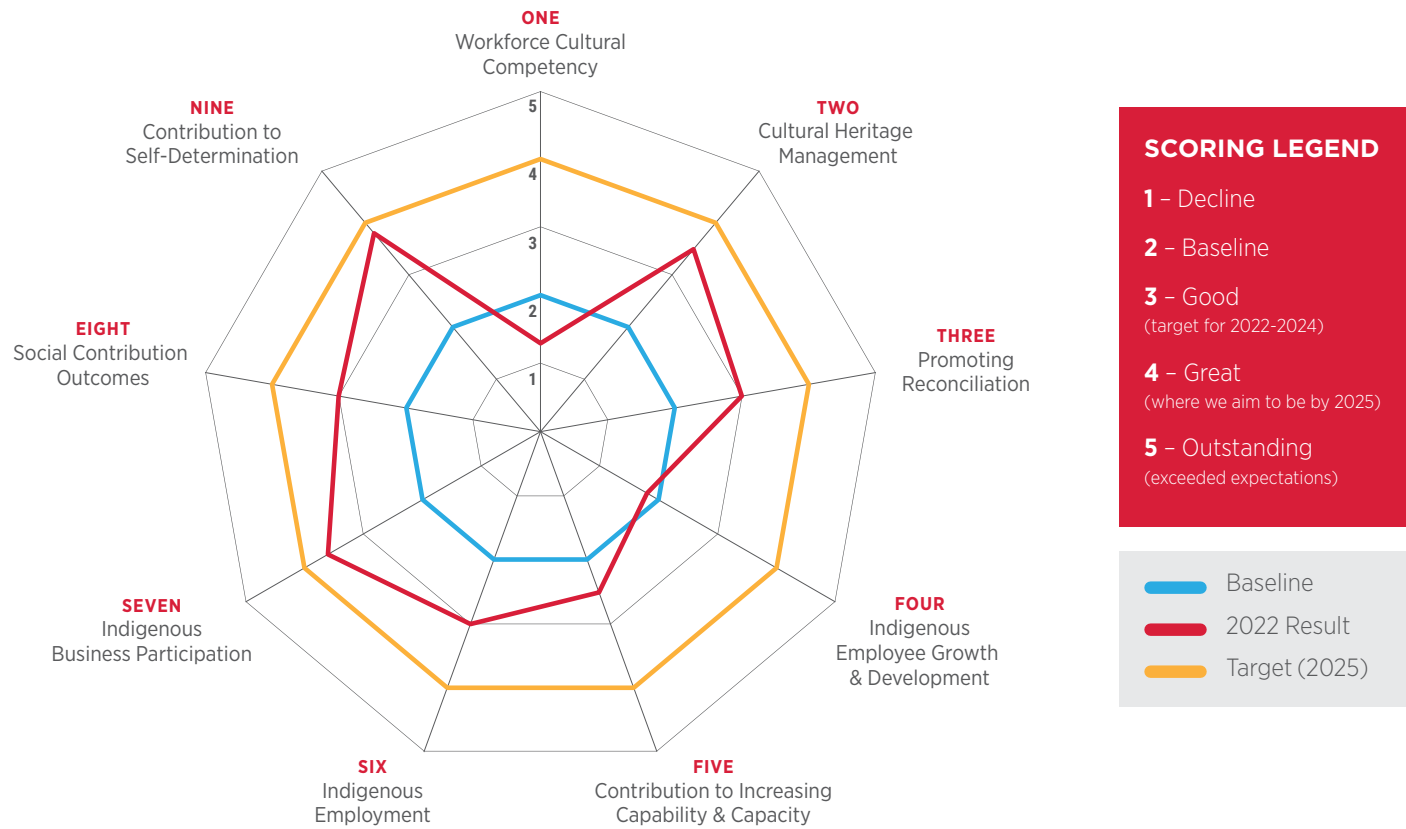
TWO
Capability
& Capacity

THREE
Economic
Participation

FOUR
Stronger
Communities

As can be seen in our RAP, the pillars are made up of nine indicators. The indicators provide a clear picture of where we are progressing well, and the areas that require concerted attention. Each of these indicators are measured against different outcomes. For more information on how we measure our outcomes, refer to our 2021-2025 RAP. A detailed table of our indicators and outcomes can be found at the end of this report.

The diagram below provides a holistic picture of our RAP performance in 2022:



Respect for Culture and Heritage

Woodside is committed to supporting positive social outcomes through the protection, recognition and respect for Indigenous Australian cultures and heritage.

Indicator 1 – Workforce Cultural Competency

The Respect for Culture and Heritage pillar outlines commitments we have made to respect and protect Indigenous culture and heritage, with organisational cultural competency and safety central to this commitment.

Woodside had an expanded suite of centrally offered online and in-person Indigenous cultural learning options available for employees in 2022. Following the merger, our Learning Management System was not fully accessible to Australian-based employees who came across from BHP Petroleum. As a result, the affected staff members were not included in our reporting for this RAP commitment in 2022 and instead we relied on the participation rates of those who were Woodside employees pre-merger. Unfortunately, we performed far lower than we aspired to with a total completion rate at 42%.² While impacts of the merger such as the absence of training dashboards, system tracking and wide-spread organisational restructure provides some explanation, this result needs to be improved.

This has stimulated action across the organisation to develop a renewed approach to how cultural learning is mandated through the business to build a more culturally aware workforce.

This includes:

- A new training dashboard to provide visibility and accountability to leaders on how their areas are performing;
- Systemised mandating of cultural training via our learning management system and enhanced online learning options; and
- Human Resources (HR) supporting leaders and teams to stay informed and engaged in ensuring they meet their training requirements.

² Measure 1A, Appendix A.
³ Measure 1B, Appendix A.
⁴ No baseline had been established until 2022.
⁵ Measure 1C, Appendix A.

The felt experience of cultural safety of our Indigenous employees is a key marker of the overall cultural competency of our organisation.³ In 2022, baseline testing and insight for Indigenous cultural safety was drawn via the *Glint ‘Our Voice’* Employee Survey.⁴

The survey did not provide a direct question on cultural safety. Instead, representatives from the Indigenous collegiate reviewed the full Glint survey and identified the questions they felt addressed cultural safety. Of the filtered results, 63% of Indigenous employees reported that they felt their cultural safety was supported at work. We have reviewed the use of this mechanism for measuring cultural safety and plan to undertake a cultural safety review conducted by an external Indigenous consultant in 2023. The review will involve an analysis of Indigenous employee cultural safety with a focus on action-orientated assessment. We expect preliminary results from the review to inform this RAP metric for 2023 and provide richer insights into Indigenous employee cultural safety at Woodside.

31% of our partner organisations reported that through their partnership with Woodside, they had experienced an increase in recognition of Indigenous culture.⁵ Woodside is committed to working with its partner organisations to increase our efforts and influence in this area.

Overall, Woodside received a score of 1.3 for Indicator 1.



Indicator 2 – Cultural Heritage Management

Cultural heritage management continued to be a strength this year. We increased our score to 3.5 overall (2 last year), with two of the three measures achieving a score of 5.⁶ Our support for ranger programs increased from a score of 1 to 2 this year evidenced by our partnership with the Desert to the Sea Program and the Murujuga Ranger Program.⁷ Indigenous ranger programs are incredibly important, and we will continue to look at opportunities to support additional programs going forward.



Indicator 3 – Promoting Reconciliation

Our RAP calls on a commitment from across the business to support the five dimensions of reconciliation, and our expectations are high in this regard. In 2022, Woodside's Reconciliation Community (WRC) delivered a total of 34 initiatives with broad engagement and staff participation across office and site locations. The WRC sustained delivery of initiatives established in previous years as well as developing new events and initiatives.

⁶ Measures 2A and 2B, Appendix A.
⁷ Measure 2C, Appendix A.

The WRC developed a revised strategy which recognised progress achieved through:

- Woodside's past reconciliation efforts and maturation of RAP outcomes.
- The expanded footprint of Woodside's operations and growth portfolio following the merger; and
- Development of the broader social dialogue on the issues faced by First Nations people within Australia.

Respect for Culture and Heritage



The revised strategy incorporates the five dimensions of reconciliation (as defined by Reconciliation Australia) and underpins development of WRC’s annual activity plan focused on four strategic imperatives:

- 1. Workforce engagement and education
- 2. Extending & amplifying Woodside’s reconciliation goals
- 3. Facilitating advocacy for social change
- 4. Empowering Indigenous voices.

The WRC exceeded its targets across all areas achieving a score of 5.⁸

Due to the merger with BHP’s Petroleum business, we faced some challenges in relation to our data collection. Our change in organisation design and the structure of the Executive Committee changed which impacted the context of our commitments. An example is in relation to our progress against the Indigenous

Engagement plan for CEO and the Executive Leadership Team (ELT), previously ExCom.⁹ The merger has created more leadership positions however, the definition of ExCom used in our 2021 RAP report was not applicable when considering the ELT. Further, the engagements we had identified as appropriate for ExCom were not necessarily appropriate for the ELT. It should also be noted that some members of the ELT are not based in Australia. We received a score of 1 for this measure. We intend to review the scope of this measure given that the intention was to identify mutually meaningful opportunities for leaders to engage with Indigenous stakeholders, as opposed to opportunities only for our ELT.

Similarly, there was an impact on our score in relation to our demonstrated commitment through non-mandatory reconciliation themed actions from senior leadership.¹⁰ The second half of the year was a stage of significant transition and as the pool of leaders grew, the goal posts in relation to this commitment were moved. The restructure post-merger involved the removal of Functions and the creation of 84 Teams, which for the purposes of this commitment, significantly raises the expectations for the company to ensure 75% of our senior leaders (ie. 63 senior leaders across the 84 Teams) undertake this activity. Our score for this commitment is reflective of our performance prior to the merger.

At that time, Woodside had 25 Functions and 42 Senior leaders. Our senior leaders made a significant effort to this commitment however the diversity of Functions was limited and this impacted our score. As at June 2022, a total of 22 leaders had contributed to this commitment but from 10 different functions. Therefore only 40% of Functions completed a non-mandatory reconciliation themed action resulting in a score of 1 for this metric.

Overall, we obtained a score of 3 for Indicator 3.

There are various opportunities for improving this commitment given the number leaders, the organisation-wide commitment to cultural safety, and the breadth of deep cultural learning opportunities. The Jawun Executive Immersion Program is just one of those options.

8 Measure 3A, Appendix A.
9 Measure 3B, Appendix A.
10 Metric 3C, Appendix A.



Woodside has partnered with Jawun since 2011. In August 2022, seven leaders participated in the Jawun Executive Immersion Program spread across three different locations: West Kimberley, East Kimberley, and the Central Desert. The Executive Immersion Program provides an opportunity for leaders to gain a deeper understanding of the challenges and opportunities facing regional Indigenous organisations and communities.

Woodside executive Tony Cudmore travelled to the West Kimberley to participate in a three-day immersion, which left a lasting impression.

“It was an incredible experience and one I’m very grateful for. To witness the passion, vision, and depth of knowledge of the West Kimberley Indigenous community and leaders was amazing. It was very clear the community and organisations have strong values and passionate leaders striving for a bright future.

“It has left me with a deeper insight and appreciation of the community – including some of the challenges they face and the passion and drive they have for the next generation.”

– TONY CUDMORE, EVP STRATEGY & CLIMATE

- ☑ **63% of our Indigenous workforce feel culturally safe at work.**
- ☑ **6 programs supported by Woodside that facilitate the transmission of cultural knowledge and values.**
- ☑ **34 initiatives delivered by WRC and 100% of Plan KPIs met plus additional actions and events.**

Capability and Capacity

Woodside will support corporate governance, leadership development and education initiatives to increase Indigenous Australian capability and capacity.

Indicator 4 – Indigenous Employee Growth and Development

We received positive feedback from the Indigenous collegiate via the Glint survey in 2022 in relation to education and development. 63% of those who completed the survey agreed or strongly agreed that they felt supported to learn and improve their skills at Woodside.¹¹ 2022 saw a slight increase in Indigenous representation in Job Level 9 roles and above with a result of 0.7%. This fell slightly short of our target of 1%, resulting in a score of 2 for this measure.¹² We have seen a significant improvement in the percentage of our Indigenous employees who were promoted in 2022, rising from 8% last year to 11.7%, resulting in a score of 3.¹³ Unfortunately we fell short of our target in relation to the number of Indigenous employees in managerial roles (0.5%).¹⁴

Our overall score was 1.8 for Indicator 4.

To strengthen the work in this area, the HR team are accelerating efforts and standing up targeted enabling initiatives. In July 2022, the Indigenous Development Strategy was endorsed by the ELT,

which directs efforts into three key areas: organisational cultural maturity, Indigenous employee development, and business accountability.

In 2023, HR will target efforts on supporting Indigenous employee candidates through developing a tiered suite of internal and external career development opportunities, including a specialised Indigenous leadership development program.¹⁵ Ensuring greater awareness and visibility amongst the Indigenous collegiate of development opportunities and internal expressions of interest will be key in allowing Woodside to achieve and support better outcomes for Indigenous employee development.

To ensure we reach our RAP Indigenous employee job level goals by 2025, targeted group activity with strong line commitment and cyclical monitoring will be essential. Woodside recognises that to increase our Indigenous representation across all levels of the business, we need to focus on developing and retaining our current Indigenous talent. This requires both high level leadership and granular front-line coaching to design and map distinct pathways and development opportunities for our Indigenous employees.



Indicator 5 – Contribution to Capability and Capacity

Pleasingly our community partners reported that 2,127 Indigenous people participated in programs funded by Woodside.¹⁶ Foundation Foods, a not-for-profit supermarket in Ieramagadu (Roebourne), was not included in this calculation due to the unavailability of this data. It is worth noting that the supermarket, ran by Ngarluma Yindjibarndi Foundation Limited, services the Ieramagadu Aboriginal Community and the outlying communities of Cheeditha, Ngurrawaana, Mingullatharndo and Weymul. Woodside is proud to be able to support this invaluable initiative.

In 2022, 90% of Indigenous partner organisations reported they had an increase in capability and capacity to deliver programs to Aboriginal and Torres Strait Islander people.¹⁷ This feedback is pivotal to ensure that organisations are well equipped to achieve the goals they have set for themselves.

Contribution to building capability and capacity of Indigenous organisations through skilled secondments was limited. There were six placements in 2022 which was due to the ongoing impacts of COVID-19 and the organisational restructuring that took place.¹⁸

Our progress to improve accessibility of contracting opportunities for Indigenous businesses resulted in 11 opportunities being advertised on a public platform (such as the Industry Capability Network) since the commencement of this RAP, exceeding our target of ten opportunities by 2022.¹⁹

We have continued our longstanding support of the Ngarluma and Yindjibarndi Foundation Limited (NYFL) Warragammugardi Yirdiyabura (WY) Program, along with our North West Shelf joint venture partners. Our commitment to establish a longitudinal study of the impact of the program on community is on hold, as this is no longer a priority for NYFL, and we are exploring alternatives with them.²⁰

Overall we received a score of 2.5 for Indicator 5.



PHOTO CREDIT: NGARLUMA YINDJIBARNDI FOUNDATION LIMITED

- ✔ **0.7% of line managers are Indigenous.**
- ✔ **11.7% of Indigenous employees were promoted in 2022.**
- ✔ **11 opportunities advertised on a publicly available platform since 2021.**
- ✔ **2,127 Indigenous people participated in social investment programs funded by Woodside.**

11 Measure 4B, Appendix A.
12 Measure 4A, Appendix A.
13 Measure 4D, Appendix A.
14 Measure 4C, Appendix A.
15 Measure 4E, Appendix A.
16 Measure 5E, Appendix A.
17 Measure 5C, Appendix A.

18 Measure 5A, Appendix A.
19 Measure 5D, Appendix A. Note, this measure has been amended. In the 2021-2025 RAP the measure reads as “number of contracting opportunities advertised on a publicly available platform (e.g., ICN Gateway) not required by law, by Woodside and it’s contractors.” Woodside does not have access to this information from Contractors and so it has been narrowed to Woodside only.
20 Measure 5B, Appendix A.

Economic Participation

Woodside will increase the economic benefit and return to Indigenous people and communities arising from our business activity, investments and employment.

Indicator 6 – Indigenous Employment

In 2022, we were on track for our commitment to improving economic participation of Indigenous people with an **overall score of 3 for Indicator 6**.

Key outcomes from our reconciliation efforts are year-on-year improvements to our Indigenous employment totals, and we continued to demonstrate strong employment indicators in 2022. Across Woodside we increased our Indigenous workforce to 5.3% compared to 5.2% in 2021, resulting in a score of 3.²¹ In the Pilbara, we exceeded our 2022 target with Indigenous representation at 10.3%.²² This was significantly bolstered by our successful pathway programs. We had 30 Murujuga Aboriginal Corporation (MAC) -relevant employees across our workforce in 2022, just short of our target of 33.²³ We are focused on reviewing and improving our employment efforts around Traditional Owner/Custodian employment to ensure we stay on target to reach not only our RAP commitments, but also our aspirational targets outlined in the *Burrup Maitland Industrial Estates Agreement*.²⁴

Indigenous outcomes in our tertiary streams continued to be successful in 2022. Of our tertiary pathway participants, 13.7% were Indigenous, which while slightly lower than our 2021 results (14.7%), exceeded our 2025 target (12.5%).²⁵ We also saw outstanding rates of eligible (non-tertiary) Indigenous pathway participants converting to direct or indirect employment, with a 78% conversion rate resulting in a score of 5 for this measure.²⁶ However, rates of Indigenous participation across non-tertiary pathways did not perform as well, falling just below our target for 2022 at only 44%.²⁷ 2023 will see enhanced efforts around recruitment and retention of Indigenous people into our non-tertiary pathways to drive better outcomes for this indicator.

There was a significant improvement in the number of contractors reporting against Indigenous Engagement Plans from 57% in 2021 to 79% in 2022. This fell short of our target by 1%.²⁸

Although reporting increased, there is room for improvement in the execution of these plans which is evident in the mixed results from our contractor employment outcomes. We exceeded our

target of 216 Indigenous people employed by contractors on Woodside scopes at 247 employees.²⁹ However, we did not meet expectations relating to the employment of Traditional Owners/Custodians on Woodside contracting scopes which reached a total of 23.³⁰ We are committed to working closely with contractors to support employment and training opportunities that will enable these outcomes. Our partner organisations performed extremely well in this commitment with 192 Indigenous people reported to be directly employed by the organisation relevant to the program funded by Woodside.³¹

Indicator 7 – Indigenous Business Participation

In 2022, Woodside increased its total spend on Traditional Owner/Custodian businesses to \$6,075,009.³² Despite this achievement we fell short of our goal for 2023 and achieved a score of 2. A plan is in place for 2023 to concentrate on ongoing growth in this area, specifically highlighting scopes of work that align with Traditional Owner/Custodian businesses.³³ Woodside has seen an increase in the total awards for Indigenous businesses, rising to 203 since the commencement of this RAP. Both the number of material contracts awarded (4 as at December 2022)³⁴ and Traditional Owner/Custodian suppliers engaged (36 since 2021)³⁵ have increased over the life of the RAP. This emphasises the value of meaningful partnerships over transactional relationships with external stakeholders.

Our overall score for this indicator was 3.6.

- 247 Indigenous people employed by contractors working on Woodside scopes in 2022
- 192 Indigenous people directly employed by partner organisations relevant to Woodside-funded community programs
- 23 Traditional Owner/Custodians employed by Woodside and Contractors in 2022.

21 Measure 6A, Appendix A.

22 Measure 6B, Appendix A.

23 Measure 6C, Appendix A.

24 In 2003, the Burrup and Maitland Industrial Estates Agreement (BMIEA) was reached between the Aboriginal Traditional Custodians on the Burrup and the WA Government. These Custodians became the 'Contracting Parties' under the BMIEA. MAC was established as the approved body corporate for the BMIEA and oversees its implementation and the contractual obligations therein. Industry, including Woodside Energy, are bound by a series of the obligations outlined in the BMIEA, one of which relates to the employment of "MAC-relevant people."

25 Measure 6H, Appendix A.

26 Measure 6D, Appendix A.

27 Measure 6G, Appendix A.

28 Measure 6K, Appendix A.

29 Measure 6E, Appendix A.

30 Measure 6F, Appendix A.

31 Measure 6I, Appendix A. Our 2021 RAP report had an error regarding this score. The report read as having 105 Indigenous people who were directly employed by community partner organisations (relevant to the program) however the accurate and assured result was 92. This did not effect our score of 5 which sets the target as over 90 people.

32 Measure 7A (a), Appendix A.

33 Measure 7A (b), Appendix A.

34 Measure 7B, Appendix A.

35 Measure 7C, Appendix A.

CASE STUDY

Awarded contracts to Traditional Owner businesses in the Pilbara

We continue to work closely with our contractors to provide opportunities for Traditional Owner/Custodian businesses. In 2022, Woodside signed a five-year contract with NYFL Tutt Bryant, a joint venture between NYFL and Tutt Bryant, to supply general rental equipment to our onshore and offshore Australian operations. By engaging a locally based Traditional Owner joint venture, Woodside has secured the delivery of an important service while also contributing to the local economy. This supports the growth of NYFL Tutt Bryant as a supplier of general hire equipment services and increases their capacity to deliver services to other industries across the Pilbara.

A five-year contract was also awarded to Pilbara-based Traditional Owner business Yurra to supply scaffolding materials, deliver off-site fabrication and site-based implementation services to our onshore operations. Yurra is the outcome of the successful collaboration between the Yindjibarndi People and ALM Landscaping, a construction business established in Port Hedland in 2010. The contract is Woodside's largest Traditional Owner direct award to date.

Cedrent Enterprises is a majority Traditional Owner business (Yindjibarndi), an independent franchisee of the enterprise *Rent-A-Car*. Cedrent opened a Karratha Airport location in 2021 and has since grown its Pilbara fleet from 50 to over 350 vehicles, with a plan to further grow the fleet to more than 600 by the end of 2023. Woodside will be utilising their services in Karratha with an initial two-year agreement in place.

Stronger Communities

Woodside is committed to partnering with organisations to enable stronger Indigenous Australian community outcomes.

Woodside has demonstrated significant progress in relation to this commitment. We have been proactive in our advocacy and support for the Voice to Parliament. This year Woodside has committed to a range of Voice-related activities proposed by Reconciliation Australia which will be discussed in our 2023 report.

Indicator 8 – Social contribution outcomes

Woodside plays an active role in contributing to the well-being of our communities and creating a more sustainable future. We support a number of local arts, culture and community infrastructure programs to support healthy, vibrant and inclusive communities, and provide opportunities for those involved to learn, grow and inspire others. 74% of our partners report that Woodside’s investment improved their organisation’s capacity and capability to deliver programs to Aboriginal and Torres Strait Islander people.³⁶ Some of our partners went further to publicly announce the positive outcomes achieved as a result of our support.³⁷ **We have maintained our score of 3 for this indicator** and are on track to reach our goal by 2025.

Indicator 9 – Contribution to self-determination

Woodside continues to support programs and forums dedicated to advancing Indigenous self-determination. We reached a score of 5 for this measure which is indicative of the variety of strong community-led initiatives which we are privileged to support.³⁸ One of those initiatives is MAC’s nomination to have Murujuga added to the World Heritage List. Murujuga contains one of the largest, densest and most diverse collections of rock art in the world, estimated to contain over a million engravings (petroglyphs) covering a broad range of styles and subjects. Woodside supports the World Heritage Listing of Murujuga on the basis that heritage and industry can and will continue to co-exist.

In November 2022, we held our inaugural First Nations Advisory Group (FNAG) Roundtable on the topics of Free Prior and Informed Consent (FPIC) and the Voice to Parliament.³⁹ The role of the FNAG is to provide Woodside with expert knowledge, advice and recommendations on matters affecting First Nations peoples and communities that are of regional, national, and

international importance.

The initial meeting was attended by three First Nations people including a highly regarded specialist in native title, a published author and devoted campaigner for an Indigenous Voice to Parliament and a distinguished and well-known human rights lawyer. We are committed to holding roundtable discussions at least twice a year.

As part of 2022 NAIDOC week activities, the WRC led an employee education session on the background of the Uluru Statement from the Heart and proposed model for the Voice to Parliament. This activity helped to set-up an advocacy group to drive employee engagement in the lead up to the Voice referendum in 2023.⁴⁰ Internally, our reconciliation efforts continued to build momentum throughout 2022. Woodside will seek to extend progress in this area with our partner organisations, noting that only 37% of partners reported an increase in their efforts towards reconciliation as a result of our influence or support.⁴¹

Woodside remains committed to collaborating with government, stakeholders, and partner organisations to support community-led initiatives in our host communities.⁴² The One Tree Community Services Ieramagadu Pathways Program is one example of these initiatives. Supported by the Woodside Development Fund, the Program was launched in 2022 and aims to improve outcomes for children, while supporting parents with local training and employment. Ieramagadu Pathways Program was co-designed with the local community and endorsed by the community-led 6718 Yandi for Change.

We achieved a score of 3.8 for Indicator 9.



CASE STUDY

The Karratha Stars Foundation provides a holistic program that supports Indigenous girls and young women to attend and remain engaged at school, complete Year 12 and move into full-time work or further study.

With 215 students in Karratha ranging from years 7 to 12, ten young women graduated Year 12 in 2022. For most of them, they are the first in their families to graduate from high school.

The Karratha Stars mentors provide a diverse range of activities to support students to develop the self-esteem, confidence, and life skills they need to participate successfully in school and move into a positive and independent future. Woodside began supporting this program in 2022.

The program has a strong focus on successful transition from school into full-time work or further study. Woodside’s support encourages students to learn about career pathways, including apprenticeships and traineeships. Our partnership with the

Karratha Stars Foundation aligns with our commitment to support leadership development and education initiatives to increase Indigenous capability, and partner with organisations to enable stronger Indigenous outcomes.

- ☑ **Woodside held its inaugural First Nations Advisory Group Roundtable in 2022.**
- ☑ **74% of partners reported that Woodside’s investment improved the organisations capacity and capability to deliver programs to Indigenous people.**
- ☑ **Woodside has made 7 additional RAP commitments, specifically in relation to the Voice to Parliament.**

36 Measure 8A, Appendix A. 41 partner organisations were involved in this survey. Where the organisation had more than one program supported by Woodside, a separate response was sought for each. This resulted in a total of 43 responses, 16 of which answered ‘a moderate amount,’ ‘a high amount’ or ‘a very high amount.’

37 Measure 8B, Appendix A.

38 Measure 9C, Appendix A.

39 Measure 9D, Appendix A. This was previously referred to as the Indigenous Advisory Group.

40 Measure 9B, Appendix A.

41 Measure 9A, Appendix A. 41 partner organisations were involved in this survey. Where the organisation had more than one program supported by Woodside, a separate response was sought for each. This resulted in a total of 43 responses, 16 of which answered ‘a high amount’ or ‘a very high amount.’

42 Measure 9E, Appendix A.

Our 2022 RAP Outcomes Measurement Framework

Pillar	#	Measure	1 - Decline	2 - Baseline	3 - Good	4 - Great	5 - Outstanding
RESPECT FOR CULTURE & HERITAGE	1.A	Percentage of Woodside employees completing mandatory cultural learning activities annually as per Cultural Learning Framework.	Less than baseline	>50% of Woodside employees have completed at least one cultural learning activity	75% or more of Woodside employees have completed at least one cultural learning activity	90% or more of Woodside employees have completed at least one cultural learning activity	100% or more of Woodside employees have completed at least one cultural learning activity
	1.B	Feedback from Indigenous employees that their cultural safety is supported at work (annually).	-	63% (established 2022) or more answered agree or strongly agree	75% or more answered agree or strongly agree	90% or more answered agree or strongly agree	100% answered agree or strongly agree
	1.C	Partner organisations report that they experienced an increase in recognition of Aboriginal and Torres Strait Islander culture (as a direct result of Woodside's partnership) during the RAP period. (1 = strongly disagree; 2 = disagree; 3 = neutral; 4 = agree; 5 = strongly agree)	Less than 50% respondents answered 4 or above	50% respondents or more answered 4 or above	75% respondents or more answered 4 or above	90% respondents or more answered 4 or above	100% respondents answered 4 or above
	2.A	Number of proposals submitted by Traditional Custodians that Woodside has considered and implemented, cumulatively from 2021.	Less than baseline	Woodside actively canvased Traditional Custodian proposals	1 implemented	2 implemented	3 or more implemented
	2.B	Number of programs that Woodside has supported which facilitate the transmission of cultural knowledge and values, cumulatively from 2021.	1 program supported by Woodside	2 programs supported by Woodside	3 programs supported by Woodside	4 programs supported by Woodside	5 or more, programs supported by Woodside

Pillar	#	Measure	1 - Decline	2 - Baseline	3 - Good	4 - Great	5 - Outstanding
RESPECT FOR CULTURE & HERITAGE	2.C	Ranger programs and associated caring for country initiatives supported by Woodside and the programs are achieving 80% or above of KPIs. KPIs include but are not limited to: <ul style="list-style-type: none">Professional development of rangers is provided by cultural leaders and/ or Registered Training Organisations and sustainable business plans are activatedSupported programs contribute to recognised national (or international) Indigenous Australian ranger networks and forumsFemale ranger teams are established and include the transmission of women's cultural values	Ranger program(s) not supported by Woodside	Two or more Ranger programs supported.	Baseline rating plus achieving 70% or more of KPIs	Baseline rating plus achieving 80% or more of KPIs	Baseline rating plus achieving 90% or more of KPIs
	3.A	Percentage progress against the Woodside Reconciliation Community (WRC) Action Plan.	No Plan	WRC have a Plan	80% or more of Plan KPIs met	100% of Plan KPIs met	100% of Plan KPIs met and additional actions/events
	3.B	Percentage progress against Indigenous Engagement Plan (CEO and ELT engagements).	Plan is less than 50% progressed or not in place	50% of engagements or more progressed	80% of engagements or more progressed	100% of engagements progressed	More than planned engagements
	3.C	Demonstrated commitment through non-mandatory reconciliation themed actions from senior leadership (annually).	Less than 50%	50% Functions or more have had 1 senior leader complete at least one non-mandatory reconciliation-themed action	60% of Functions or more have had 1 senior leader complete at least one non-mandatory reconciliation-themed action	75% of Teams or more have had 1 senior leader complete at least one non-mandatory reconciliation-themed action	90% of Teams or more have had 1 senior leader complete at least one non-mandatory reconciliation-themed action

Our 2022 RAP Outcomes Measurement Framework

Pillar	#	Measure	1 - Decline	2 - Baseline	3 - Good	4 - Great	5 - Outstanding
CAPABILITY & CAPACITY	4.A	2% of employees at Job Level 9 or above identify as Indigenous by 2025 (cumulatively).	Less than baseline	0.7%	75% of annual target	Meet 2% target	Exceed target
	4.B	Feedback from Indigenous employees that they feel supported to learn and improve their skills (annually).	Less than baseline	63% or more answered agree or strongly agree	75% or more answered agree or strongly agree	90% or more answered agree or strongly agree	100% answered agree or strongly agree
	4.C	2% of line managers identify as Indigenous by 2025 (cumulatively from 2021).	Less than baseline	0.7% (2020 EOY result)	75% of annual target	Meet 2% target	Exceed target
	4.D	Percentage of employees promoted in the calendar year who identify as Indigenous Australians (annually).	Less than baseline	7.2% -10%	10%-15%	15%-20%	20% or greater
	4.E	Percentage of Indigenous employees participating in the Indigenous development program (annually).	Less than baseline	Establish Program	Participation target to be set Q4 2023	Will be decided post confirmation of participation targets	Will be decided post confirmation of participation targets
	5.A	Number of Woodside secondees enlisted through secondment programs within the RAP reporting period (annually).	Less than baseline	Baseline (16)	Baseline + 2	Baseline + 6	Baseline + 8
	5.B	Warrgamugardi Yirdiyabura (WY) program assessment.	Less than baseline	A methodology is developed to conduct a longitudinal study measuring impacts and benefits and participants identified and agree to participate	Study is underway and data collected and analysed	Study is reported publicly.	Others attempt to replicate study methodology.

Pillar	#	Measure	1 - Decline	2 - Baseline	3 - Good	4 - Great	5 - Outstanding
CAPABILITY & CAPACITY	5.C	Feedback that Woodside support has increased capability and capacity of Indigenous partner organisations to deliver programs to Indigenous participants.	Less than 50% respondents answered agree or above	50% respondents or more answered agree or above	75% respondents or more answered agree or above	90% respondents or more answered agree or above	100% respondents answered agree or above
	5.D	Number of contracting opportunities advertised on a publicly available platform (e.g. ICN Gateway) not required by law, by Woodside.	Less than 5 contracting opportunities	5 contracting opportunities	10 contracting opportunities	15 contracting opportunities	20 or more contracting opportunities
	5.E	Number of Indigenous people participating in social investment programs (including scholarship recipients) during the RAP reporting period.	Less than 47 Indigenous people participating through Woodside-funded social investment programs in the RAP reporting period	47 Indigenous people participating through Woodside-funded social investment programs in the RAP reporting period	At least 60 Indigenous people participating through Woodside-funded social investment programs in the RAP reporting period	At least 75 Indigenous people participating through Woodside-funded social investment programs in the RAP reporting period	At least 90 Indigenous people participating through Woodside-funded social investment programs in the RAP reporting period

Our 2022 RAP Outcomes Measurement Framework

Pillar	#	Measure	1 - Decline	2 - Baseline	3 - Good	4 - Great	5 - Outstanding
ECONOMIC PARTICIPATION	6.A	6.6% of Woodside workforce identify as Indigenous Australians by 2025 (cumulatively, including pathways participants).	Less than 2020 baseline (4.6% assured)	Meets <75% of annual target met (but more than 2020 baseline of 4.6% assured)	Meets 75% of annual target	Meet 6.6% target	Exceeds target
	6.B	13% of Pilbara-based workforce identify as Indigenous Australians by 2025 (cumulatively, including pathways participants).	Less than 2020 baseline (10.2% assured)	Meets <75% of annual target met (but more than 2020 baseline)	Meets 75% of annual target (assuming this is higher than the baseline)	Meets 13% target	Exceeds target
	6.C	50 Indigenous people from the Ngarluma, Yindjibarndi, Yaburara, Madudhunera and Wong-Goo-Tt-Oo named groups under the BMIEA directly or indirectly employed by Woodside by 2025 (cumulatively).	Less than 2020 baseline (25 FTE assured)	Meets <75% of annual target met but more than 2020 baseline)	Meets 75% of annual target	Meet target	Exceed target
	6.D	Percentage of eligible pathways participants converting to direct or indirect employment with Woodside or Woodside contractors (annually).	Less than 50% conversion rate	50% conversion rate or higher	60% conversion rate or higher	75% conversion rate or higher	90% conversion rate or higher
	6.E	225 Indigenous people employed by contractors on or supporting Woodside scopes of work by 2025.	Less than baseline	212 Indigenous people engaged	216 Indigenous people engaged	225 Indigenous people engaged	250 or more Indigenous people engaged
	6.F	Number of Traditional Owners/ Custodians employed by Woodside contractors on or supporting Woodside scopes of work to increase by 10% annually.	Less than baseline	31 (2020 EOY result)	Baseline + 5% increase	Baseline + 10% increase	Baseline + 15% increase
	6.G	Percentage of non-Tertiary Pathways program participants who identify as Indigenous Australians (annually).	Less than baseline participation rate	39%	45% participation rate	50% participation rate	55% or more participation rate
	6.H	Percentage of Tertiary Pathways program participants who identify as Indigenous Australians (annually).	Less than baseline participation rate	9%	10% participation rate	12.5% participation rate	At least 15% participation rate

Pillar	#	Measure	1 - Decline	2 - Baseline	3 - Good	4 - Great	5 - Outstanding
ECONOMIC PARTICIPATION	6.I	Number of Indigenous people directly employed by partner organisations (relevant to Woodside-funded community Programs) during the period.	Less than 60 Indigenous people employed through Woodside-funded community programs	60 Indigenous people employed through Woodside-funded community programs	At least 70 Indigenous people employed through Woodside-funded community programs	At least 80 Indigenous people employed through Woodside-funded community programs	At least 90 Indigenous people employed through Woodside-funded community programs
	6.J	Percentage of Indigenous participants transitioned into employment as a result of Woodside's investment in the programs.	Less than 50% conversion rate	50% conversion rate or higher	60% conversion rate or higher	75% conversion rate or higher	90% conversion rate or higher
	6.K	Percentage of contractors with an Indigenous Engagement Plan (IEP) contractual obligation that actively report against it.	Less than baseline	70% of contractors or more with an IEP report against it	80% of contractors or more with an IEP report against it	90% of contractors or more with an IEP report against it	95% of contractors or more with an IEP report against it
	7.A	10% increase in: a) Total spend with Traditional Owner/ Custodian businesses	Less than baseline	A\$5,980,855	5% increase on baseline = \$6,279,897.75	10% increase on baseline = \$6,578,940.50	>10% increase on baseline = >\$6,578,940.50
	7.A	10% increase in: b) Total awards for Indigenous businesses	Less than baseline	151 active purchasing relationships	159	166	> 166
	7.A	10% increase in: c) Total spend with Indigenous businesses	Less than baseline	A\$63,993,129	5% increase on baseline = \$67,192,785	10% increase on baseline = \$70,392,441.90	>10% increase on baseline
	7.B	Number of material contracts awarded to Indigenous businesses (>\$5M, or >4 years)	Less than 2 material contracts	2 material contracts	3 material contracts	4 material contracts	5 or more, material contracts
	7.C	Number of Traditional Owner/ Custodian suppliers engaged by Woodside and Contractors	Less than 29	29 suppliers	30 suppliers	32 suppliers	More than 32 suppliers

Our 2022 RAP Outcomes Measurement Framework

Pillar	#	Measure	1 - Decline	2 - Baseline	3 - Good	4 - Great	5 - Outstanding
STRONGER COMMUNITIES	8.A	Partners report that Woodside's investment improved the organisation's capacity and capability to deliver programs to Aboriginal and Torres Strait Islander people. (1 = not at all; 2 = a small amount; 3 = a moderate amount; 4 = a high amount; 5 = a very high amount) NOTE - Where partners have more than one program sponsored by Woodside, partners are required to provide feedback for each program	Less than 50% respondents answered 3 or above	50% respondents or more answered 3 or above	75% respondents or more answered 3 or above	90% respondents or more answered 3 or above	100% respondents answered 3 or above
	8.B	Public announcements that provide insight into the progress made under Indigenous Agreements (annually)	No public announcements	Woodside reports that there has been progress made under Indigenous Agreements	Woodside reports detail on progress made under Indigenous Agreements	Indigenous partners acknowledge positive outcomes made under Indigenous Agreements	Indigenous partners acknowledge Woodside as a leading partner that enables positive outcomes
	9.A	Relevant organisations report that they increased efforts towards reconciliation as a result of Woodside's influence or support (1 = not at all; 2 = a small amount; 3 = a moderate amount; 4 = a high amount; 5 = a very high amount)	Less than 50% respondents answered 4 or above	50% respondents or more answered 4 or above	75% respondents or more answered 4 or above	90% respondents or more answered 4 or above	100% respondents answered 4 or above
	9.B	Woodside support of initiatives promoting self-determination in connection to an Indigenous Voice annually	No initiatives supported	One event held guided by the Indigenous Collegiate addressing contemporary issues	One public forum discussing Voice, Treaty, Truth guided by the Indigenous Collegiate	At least one public forum discussing Voice, Treaty, Truth and one event held or guided by the Indigenous Collegiate	Two or more public forums and two or more events guided by Indigenous Collegiate

Pillar	#	Measure	1 - Decline	2 - Baseline	3 - Good	4 - Great	5 - Outstanding
STRONGER COMMUNITIES	9.C	Evidence of ongoing support for programs and forums dedicated to advancing Indigenous self-determination	No support for establishment of forums dedicated to Indigenous self-determination	No programs or forums dedicated to Indigenous self-determination supported	One program or forum dedicated to Indigenous self-determination supported	Two programs or forums dedicated to Indigenous self-determination supported	Three or more programs or forums dedicated to Indigenous self-determination supported
	9.D	A First Nations Advisory Group (FNAG) is established and is engaging regularly as per its terms of reference with Senior Management, the Indigenous Collegiate and Woodside's host communities where agreements are in place	No support for establishment of a FNAG	No FNAG in place	A FNAG established by 2022	A FNAG operating with engagements as per Terms of Reference.	A FNAG operating with engagements in addition to requirements as per Terms of Reference.
	9.E	Collaboration is demonstrated between government, stakeholders and partner organisations to support community-led initiatives in our host communities	No community programs supported	Woodside supports community-led initiatives	Woodside support of community-led initiatives results in sustained initiatives	Community-led initiatives become self-sustaining	Community-led initiatives generate more/ other programs/ initiatives

About the Artist

Woodside is honoured to display Bobbi Lockyer's artwork, *Connection to Country*, as the signature piece for our 2022 RAP Report.

Bobbi Lockyer is a Ngarluma, Kariyarra, Nyulnyul and Yawuru woman, who lives on Kariyarra country (Port Hedland, WA) with her four sons. Bobbi's work blends her love for her community and dreams for a better world with her creative soul and passion for her homeland.

Bobbi is an incredibly talented artist, designer and photographer. Bobbi was named NAIDOC Artist of the Year in 2021, is an official creator for Nikon Australia and is the owner and creator of her namesake fashion label which has featured in fashion weeks across the world.



CONNECTION TO COUNTRY - FROM THE ARTIST

"Connection to Country is a vibrant artwork that celebrates the deep bond between Aboriginal people and their connection to their ancestral land. Every brushstroke and symbol in this painting tells a story, connecting cultural practices and the profound connection to the land that is intrinsic to Aboriginal culture."

The water lines across through the canvas, symbolise the enduring connection between Aboriginal communities and the rivers and oceans that sustain them. These water lines represent the lifeblood of the land, carrying ancestral stories and journeys that have shaped Indigenous people's understanding of creation and their place within it. Each water line is connected by concentric circles to symbolise meeting grounds, highlighting the ongoing significance of Aboriginal art and culture as a means of storytelling, cultural preservation, and spiritual connection.

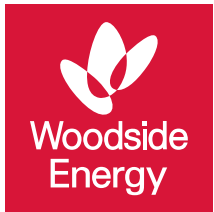
The chosen colours in this artwork reflect the breathtaking beauty of the natural environment of the Pilbara regions from vibrant reds, purples, deep blues and earthy greens, each hue is carefully selected to evoke a sense of awe and reverence for the land.

The large, rounded shapes within the artwork represent protected sacred Aboriginal sites. These sites hold immense cultural significance, preserving ancient stories, traditions, and spiritual practices. My artwork honours the cultural heritage and ongoing custodianship of these sacred places, reminding us of the importance of preserving and respecting Aboriginal culture and land."

Scope and Assurance

Woodside Energy Group Ltd (ABN 55 004 898 962) is the ultimate holding company of the Woodside group of companies. In this report, unless otherwise stated, references to 'Woodside', 'we', 'us' and 'our' refer to Woodside Energy Group Ltd and its controlled entities, as a whole. The text does not distinguish between the activities of the ultimate holding company and those of its controlled entities. In this report, references to a year are to the calendar year ended 31 December 2022 unless otherwise stated. The information in this report covers all sites and production facilities wholly owned and operated by Woodside, and/or operated by Woodside in a joint venture. Content and data relevant to the assets acquired from BHP Group, as applicable from 1 June 2022 to 31 December 2022 has been included where available. All contracting and procurement related data reflected in this report is in relation to Woodside only. Please note that in 2023, work will continue to progress the development of fully integrated systems and processes, to ensure the consistent coordination and collation of data and information regarding the activities relating to the assets acquired from BHP Group in 2022 and activities relating to Woodside's other assets. We take the data provided to us at face value and trust the representations made by our partners. We do not undertake any further due diligence in relation to the data provided. Assurance statements for the 2021 RAP Report and 2022 RAP Report can be found at <https://www.woodside.com/sustainability/indigenous-peoples>.

All data covers the 12-month period of 1 Jan 2022 to 31 Dec 2022.



Head Office:

Woodside Energy Ltd
Mia Yellagonga
11 Mount Street
Boorloo (Perth) WA 6000

T: +61 8 9348 4000

F: +61 8 9214 2777

E: companyinfo@woodside.com

Postal Address:

GPO Box D188
Perth WA 6840
Australia

Woodside Energy Ltd

ABN 55 004 898 962

woodside.com

Follow Us



DESIGN & PRINT SERVICES PROVIDED BY

