



# Public report

2019-20

Submitted by

Legal Name: Woodside Energy Ltd.





# Organisation and contact details

Submitting organisation details	Legal name	Woodside Energy Ltd.		
	ABN	63005482986		
	ANZSIC	B Mining 0700 Oil and Gas Extraction		
	Business/trading name/s			
	ASX code (if applicable)	WPL		
	Postal address	GPO Box D188		
		PERTH WA 6840		
		Australia		
	Organisation phone number	(08) 9348 4000		
Reporting structure	Ultimate parent	Woodside Petroleum Ltd.		
	Number of employees covered by this report	3,970		





## Workplace profile

## Manager

Management and actions	Manager occupational categories Reporting level to CEO Employment status			No.	of employees
ivianager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	1	1
CEO/Head of Business in Australia		Full-time contract	0	0	0
	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	4	3	7
		Full-time contract	0	0	0
Key management personnel	-1	Part-time permanent	0	0	0
		Part-time contract	0	1	1
		Casual	0	0	0
	-2	Full-time permanent	12	29	41
		Full-time contract	0	2	2
		Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
	-3	Full-time permanent	8	35	43
		Full-time contract	0	1	1
		Part-time permanent	0	1	1
		Part-time contract	0	0	0
Other evenutives/Coneral managers		Casual	0	0	0
Other executives/General managers		Full-time permanent	1	4	5
		Full-time contract	0	0	0
	-4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	2	2
		Full-time contract	0	0	0
	-5	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0



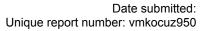


Managanasanatianalastagania	Deposition level to CEO	Employee and atative		No.	of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
	-6	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	6	2	8
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	21	92	113
		Full-time contract	1	3	4
	-3	Part-time permanent	14	2	16
		Part-time contract	0	0	0
		Casual	0	0	0
	-4	Full-time permanent	29	156	185
		Full-time contract	2	5	7
Senior Managers		Part-time permanent	11	9	20
		Part-time contract	0	0	0
		Casual	0	0	0
	-5	Full-time permanent	11	61	72
		Full-time contract	0	0	0
		Part-time permanent	3	1	4
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	5	6
		Full-time contract	0	0	0
	-6	Part-time permanent	0	1	1
		Part-time contract	0	1	1
		Casual	0	0	0
		Full-time permanent	12	9	21
		Full-time contract	0	0	0
Other managers	-3	Part-time permanent	5	0	5
Other managers		Part-time contract	0	0	0
		Casual	0	0	0
	-4	Full-time permanent	36	96	132





Manager occupational categories	Reporting level to CEO	Employment status		No.	of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time contract	1	1	2
		Part-time permanent	21	2	23
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	37	145	182
		Full-time contract	3	7	10
	-5	Part-time permanent	8	4	12
		Part-time contract	0	0	0
		Casual	0	0	0
	-6	Full-time permanent	5	64	69
		Full-time contract	1	0	1
		Part-time permanent	1	3	4
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	9	10
		Full-time contract	0	0	0
	-7	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	2	2
		Full-time contract	0	0	0
	-8	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers		•	256	760	1,016



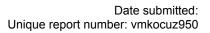




## Workplace profile

### Non-manager

Non manager accumational actogories	Employment status	No. of employees (exclude	ling graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	М	F	М	F	M	Total employees
Professionals	Full-time permanent	395	945	131	131	0	0	1,602
	Full-time contract	47	67	28	19	0	0	161
	Part-time permanent	157	42	2	0	0	0	201
	Part-time contract	8	0	0	0	0	0	8
	Casual	0	0	0	0	0	0	0
	Full-time permanent	47	640	0	0	0	2	689
	Full-time contract	1	1	0	0	0	0	2
Technicians and trade	Part-time permanent	0	12	0	0	0	0	12
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	101	8	0	0	0	0	109
	Full-time contract	20	0	0	0	0	0	20
Clerical and administrative	Part-time permanent	50	1	0	0	0	0	51
	Part-time contract	4	0	0	0	0	0	4
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	11	66	0	0	0	0	77
	Full-time contract	7	11	0	0	0	0	18
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0







Non manager equipational estageries	Employment status	No. of employees (exclud	ing graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		848	1,793	161	150	0	2	2,954





## Reporting questionnaire

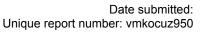
#### Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

#### NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2019 to 31 March 2020. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>✓ No (you may specify why no formal policy or formal strategy is in place)</li> <li>✓ Currently under development, please enter date this is due to be completed</li> <li>✓ Insufficient resources/expertise</li> <li>✓ Not a priority</li> </ul>
1.2	Retention
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.3	Performance management processes
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>✓ No (you may specify why no formal policy or formal strategy is in place)</li> <li>✓ Currently under development, please enter date this is due to be completed</li> <li>✓ Insufficient resources/expertise</li> <li>✓ Not a priority</li> </ul>







1.4	Promotions
	<ul> <li>Yes (select all applicable answers)</li> <li>☑ Policy</li> <li>☑ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.5	Talent identification/identification of high potentials
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>✓ No (you may specify why no formal policy or formal strategy is in place)</li> <li>✓ Currently under development, please enter date this is due to be completed</li> <li>✓ Insufficient resources/expertise</li> <li>✓ Not a priority</li> </ul>
1.6	Succession planning
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>No (you may specify why no formal policy or formal strategy is in place)</li> <li>✓ Currently under development, please enter date this is due to be completed</li> <li>✓ Insufficient resources/expertise</li> <li>✓ Not a priority</li> </ul>
1.7	Training and development
	<ul> <li>Yes (select all applicable answers)</li> <li>☑ Policy</li> <li>☑ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.8	Key performance indicators for managers relating to gender equality
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.9	Gender equality overall
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>✓ No (you may specify why no formal policy or formal strategy is in place)</li> <li>✓ Currently under development, please enter date this is due to be completed</li> <li>✓ Insufficient resources/expertise</li> <li>✓ Not a priority</li> </ul>





1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	23	76	180	233
Permanent/ongoing part-time employees	9	1	12	2
Fixed-term contract full-time employees	1		20	15
Fixed-term contract part-time employees				
Casual employees				

1.11 How many appointments in total were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	55	106
Number of appointments made to NON-MANAGER roles (including promotions)	397	493

1.12 How many employees resigned during the reporting period against each category below?

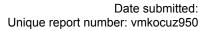
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	16	33	57
Permanent/ongoing part-time employees	2	1	8	4
Fixed-term contract full-time employees		1	4	1
Fixed-term contract part-time employees			1	2
Casual employees				

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

### Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

- 2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.
  - 2.1 Please answer the following questions relating to each governing body covered in this report.



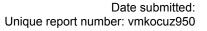




Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

2.1a.1	Organisation name?						
	Woodside Petroleum Ltd						
2.1b.1	What gender is the Chair on this governing body (if the role of the Chair rotates, enter the gender of the Chair at your last meeting)?						
		Female	Male				
	Number	0	1				
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	s)?				
		Female	Male				
	Number	3	6				
2.1d.1	Has a target been set to increase the r		ning body?				
	<ul> <li>No (you may specify why a target has not been set)</li> <li>☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Do not have control over governing body/board appointments (provide details why):</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> <li>The Board has achieved its objective of maintaining at least 30% female representation on the Board</li> </ul>						
2.1g.1	Are you reporting on any other organis	sations in this report?					
2.2	Do you have a formal selection policy organisations covered in this report?	and/or formal selection strategy for go	overning body members for ALI				
	Insufficient resources/expertise	odies please enter date this is due to be comp	leted				
2.3	Does your organisation operate as a p "incorporated" entity - Pty Ltd, Ltd or		our organisation is an				
	☐ Yes ⊠ No						







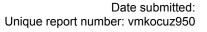
2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

To review Woodside's Board succession planning process and commitment to diversity on the Board, please refer to 2.6 of the Corporate Governance Statement which can be found at the following location: https://www.woodside.com.au/about-us/corporate-governance

## Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

⊠ \	∕es (select all applicable answers) ⊠ Policy
	☑ Strategy No (you may specify why no formal policy or formal strategy is in place)
Ш.	☐ Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise ☐ Salaries set by awards/industrial or workplace agreements
	☐ Non-award employees paid market rate
	☐ Not a priority ☐ Other (provide details):
3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
	<ul> <li>☐ No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> </ul>
	☐ Salaries set by awards/industrial or workplace agreements
	<ul><li>☐ Insufficient resources/expertise</li><li>☐ Non-award employees paid market rate</li></ul>
	☐ Not a priority
	Other (provide details):
3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
	☑ To achieve gender pay equity
	☑ To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance pay reviews)
	☐ To be transparent about pay scales and/or salary bands
	<ul> <li>☐ To ensure managers are held accountable for pay equity outcomes</li> <li>☒ To implement and/or maintain a transparent and rigorous performance assessment process</li> </ul>
	☐ Other (provide details):
	e you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e.
con	ducted a gender pay gap analysis)?
$\boxtimes$ `	es - the most recent gender remuneration gap analysis was undertaken:
	More than 2 years ago but less than 4 years ago
	Other (provide details):
ים	No (you may specify why you have not analysed your payroll for gender remuneration gaps)  Currently under development, please enter date this is due to be completed



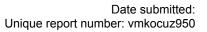




qualific IS room	Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or cations)  Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there importance in pay changes (because pay increases can occur with some discretion such as performance in saments)  Non-award employees paid market rate  Not a priority  Other (provide details):
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).  Woodside conducts an annual review of our remuneration framework, which specifically includes a gender remuneration gap analysis. A specific budget is approved to correct any identified gender remuneration gaps. We are committed to ensuring ongoing gender pay equity on a salary line and job level basis. We acknowledge that an overall gender gap will exist until Woodside achieves gender balance at all levels of the
	organisation, in all locations.
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	<ul> <li>Yes – indicate what actions were taken (select all applicable answers)</li> <li>□ Created a pay equity strategy or action plan</li> <li>□ Identified cause/s of the gaps</li> <li>□ Reviewed remuneration decision-making processes</li> <li>□ Analysed commencement salaries by gender to ensure there are no pay gaps</li> <li>□ Analysed performance ratings to ensure there is no gender bias (including unconscious bias)</li> <li>□ Analysed performance pay to ensure there is no gender bias (including unconscious bias)</li> <li>□ Trained people-managers in addressing gender bias (including unconscious bias)</li> <li>□ Set targets to reduce any organisation-wide gaps</li> <li>□ Reported pay equity metrics (including gender pay gaps) to the governing body</li> <li>□ Reported pay equity metrics (including gender pay gaps) to the executive</li> <li>□ Reported pay equity metrics (including gender pay gaps) to all employees</li> <li>□ Reported pay equity metrics (including gender pay gaps) externally</li> <li>□ Corrected like-for-like gaps</li> <li>□ Conducted a gender-based job evaluation process</li> <li>□ Implemented other changes (provide details):</li> <li>□ No (you may specify why no actions were taken resulting from your remuneration gap analysis)</li> <li>□ No unexplainable or unjustifiable gaps identified</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Salaries set by awards/industrial or workplace agreements</li> <li>□ Non-award employees are paid market rate</li> <li>□ Unable to address cause/s of gaps (provide details why):</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>
4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:
	In addition to existing gender pay equity processes, the Executive Committee approved for an increased focus on new hire gender pay equity to occur during 2020.

# Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

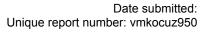
This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.







	RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having er responsibility for the day-to-day care of a child.
	ou provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?
time (	By paying the employer funded paid parental leave is provided to the primary carer):  By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks  As a lump sum payment (paid pre- or post- parental leave, or a combination)  we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please the how employer funded paid parental leave is provided to women ONLY):  By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks  As a lump sum payment (paid pre- or post- parental leave, or a combination)  we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded parental leave is provided to men ONLY):  By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks  As a lump sum payment (paid pre- or post- parental leave, or a combination)  on the available (you may specify why this leave is not provided)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise Government scheme is sufficient  Not a priority  Other (provide details):
5.1	How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:
care	16 ur organisation would like to provide additional information on your paid parental leave for primary s e.g. eligibility period, where applicable the maximum number of weeks provided, and other
For b will a for er Prima Diver	oth paid primary and secondary parental leave: the service eligibility criteria is 9 months of service. This so apply to subsequent parental leave absences. Woodside have removed the service eligibility criteria apployees to access unpaid parental leave – employees are eligible upon commencement of employment. ary paid parental leave can be taken at half pay over 32 weeks. In line with Woodside's Inclusion & sity Policy, parental leave is available to all employees regardless of their sex, relationship status, sexual tation, gender expression or identity.
5.2	What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS?
	• In your calculation, you MUST INCLUDE CASUALS when working out the proportion.  □ <10% □ 10-20% □ 21-30% □ 31-40% □ 41-50% □ 51-60% □ 61-70% □ 71-80% □ 81-90% □ 91-99%







	5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:
		<ul><li>☑ Adoption</li><li>☑ Surrogacy</li><li>☑ Stillbirth</li></ul>
6.		ECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ary carer.
		ou provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and en, in addition to any government funded parental leave scheme for secondary carers?
		o, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) on, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY (e.g. paternity leave) or (you may specify why employer funded paid parental leave for secondary carers is not paid)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Government scheme is sufficient  Not a priority  Other (provide details):
	6.1	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:
		10
6a.		r organisation would like to provide additional information on your paid parental leave for SECONDARY ERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	6.2	What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS?  In your calculation, you MUST INCLUDE CASUALS when working out the proportion.    <10%
	6.3	Please indicate whether your employer funded paid parental leave for secondary carers covers:  ☑ Adoption ☑ Surrogacy ☑ Stillbirth
7.		many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include byees still on parental leave, regardless of when it commenced.





	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	21	5	1	21

7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	88	16	1	78

- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
  - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
  - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

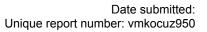
	Female	Male
Managers	0	0

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
  - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
  - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	2	0

Ω.	Do you have	a formal policy	and/or formal	ctratagy on	flexible working	arrangemente?

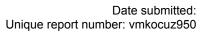
Yes	(select all applicable answers)
	⊠ Policy
	☑ Strategy (you may specify why no formal policy or formal strategy is in place)
	Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise
	☐ Don't offer flexible arrangements
	Not a priority
	Other (provide details):
9.1	You may indicate which of the following are included in your flexible working arrangements strategy:
	, , , , , , , , , , , , , , , , , , ,
	A business case for flexibility has been established and endorsed at the leadership level
	Leaders are visible role models of flexible working
	Flexible working is promoted throughout the organisation
	☐ Targets have been set for engagement in flexible work ☐ Targets have been set for men's engagement in flexible work
	Leaders are held accountable for improving workplace flexibility
	Manager training on flexible working is provided throughout the organisation
	Employee training is provided throughout the organisation
	☐ Team-based training is provided throughout the organisation
	☐ Employees are surveyed on whether they have sufficient flexibility
	The organisation's approach to flexibility is integrated into client conversations







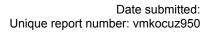
☐ The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement) ☐ Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel ☐ Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body
ou have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
es (select all applicable answers)  Policy Strategy  O (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):
ou offer any other support mechanisms, other than leave, for employees with family or caring responsibilities employer-subsidised childcare, breastfeeding facilities)?
es o (you may specify why non-leave based measures are not in place)  Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
Please select what support mechanisms are in place and if they are available at all worksites.  • Where only one worksite exists, for example a head-office, select "Available at all worksites".
Employer subsidised childcare







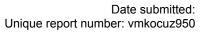
	<ul> <li>☑ Parenting workshops targeting mothers</li> <li>☐ Available at some worksites only</li> <li>☑ Available at all worksites</li> <li>☑ Parenting workshops targeting fathers</li> <li>☐ Available at some worksites only</li> <li>☑ Available at all worksites</li> <li>☐ None of the above, please complete question 11.2 below</li> </ul>
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	<ul> <li>Yes (select all applicable answers)</li> <li>Policy</li> <li>Strategy</li> <li>No (you may specify why no formal policy or formal strategy is in place)</li> <li>Currently under development, please enter date this is due to be completed August 2020</li> <li>Insufficient resources/expertise</li> <li>Included in award/industrial or workplace agreements</li> <li>Not aware of the need</li> <li>Not a priority</li> <li>Other (please provide details):</li> </ul>
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	<ul> <li>Yes (select all applicable answers)</li> <li>☐ Employee assistance program (including access to a psychologist, chaplain or counsellor)</li> <li>☐ Training of key personnel</li> <li>☐ A domestic violence clause is in an enterprise agreement or workplace agreement</li> <li>☐ Workplace safety planning</li> <li>☐ Access to paid domestic violence leave (contained in an enterprise/workplace agreement)</li> <li>☐ Access to unpaid domestic violence leave (not contained in an enterprise/workplace agreement)</li> <li>☐ Access to unpaid leave</li> <li>☐ Confidentiality of matters disclosed</li> <li>☐ Referral of employees to appropriate domestic violence support services for expert advice</li> <li>☐ Protection from any adverse action or discrimination based on the disclosure of domestic violence</li> <li>☐ Flexible working arrangements</li> <li>☐ Provision of financial support (e.g. advance bonus payment or advanced pay)</li> <li>☐ Offer change of office location</li> <li>☐ Emergency accommodation assistance</li> <li>☐ Access to medical services (e.g. doctor or nurse)</li> <li>☐ Other (provide details):</li> <li>☐ No (you may specify why no other support mechanisms are in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not aware of the need</li> <li>☐ Not a priority</li> </ul>
	Other (provide details):
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men?  I flexible hours of work  compressed working weeks  time-in-lieu  part-time work  part-time work  pos sharing  carer's leave  purchased leave  unpaid leave.  Options may be offered both formally and/or informally.







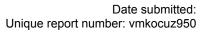
	⊠ Ye:	s, the option/s in place are available to women s, the option/s in place are available to both wo s, some/all options are not available to both won	men and men.	men informally,	you would se	lect NO.		
•	14.1	Which options from the list below are available? Please tick the related checkboxes.  • Unticked checkboxes mean this option is NOT available to your employees.						
			Managers		Non-managers			
			Formal	Informal	Formal	Informal		
		Flexible hours of work	$\boxtimes$					
		Compressed working weeks						
		Time-in-lieu						
		Telecommuting	$\boxtimes$					
		Part-time work						
		Job sharing						
		Carer's leave						
		Purchased leave						
		Unpaid leave						
		- Cripala leave						
•	14.4 If your organisation would like to provide additional information relating to gender equali please do so below:							
cond	err	equality indicator 5: Consuming gender equality in the	workplace	9	-			
		quality indicator seeks information on what con ender equality in the workplace.	suitation occurs	between employ	ers and employ	ees on issues		
15. I	Have	you consulted with employees on issues co	ncerning gende	r equality in yo	ur workplace?	•		
	⊠ Ye: □ No	Yes No (you may specify why you have not consulted with employees on gender equality)  Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details):						
	15.1	How did you consult with employees on is	sues concernin	g gender equali	ty in your wor	kplace?		
		<ul><li>Survey</li><li>Consultative committee or group</li><li>Focus groups</li><li>Exit interviews</li></ul>						







		☐ Performance discussions ☐ Other (provide details):
	15.2	Who did you consult?
		<ul> <li>All staff</li> <li>□ Women only</li> <li>□ Men only</li> <li>□ Human resources managers</li> <li>□ Management</li> <li>□ Employee representative group(s)</li> <li>□ Diversity committee or equivalent</li> <li>□ Women and men who have resigned while on parental leave</li> <li>□ Other (provide details):</li> </ul>
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
		Woodside has two gender focused community networks (GEM: Gender Equality Matters) and (Spectrum: LGBTI+) that promote a positive and inclusive workplace culture by raising awareness of, and addressing the social drivers of, gender and sexuality based discrimination and inequality. Both groups have strong participation rates with their own strategic plans to improve equity and inclusion.
		equality indicator 6: Sex-based harassment and discrimination
partici	pation.	in of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	⊠ Ye	s (select all applicable answers)  ☐ Policy
	□ No	<ul> <li>Strategy</li> <li>(you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Included in award/industrial or workplace agreement</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
		<ul> <li>Yes</li> <li>No (you may specify why a grievance process is not included)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>
17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
	⊠ Ye	s - please indicate how often this training is provided:  At induction  At least annually  Every one-to-two years  Every three years or more







17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:
□ No	<ul> <li>✓ Varies across business units</li> <li>☐ Other (provide details):</li> <li>(you may specify why this training is not provided)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>

### Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)





#### Gender composition proportions in your workplace

#### Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press Submit at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- 3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

#### Based upon your workplace profile and reporting questionnaire responses:

#### Gender composition of workforce

1. the gender composition of your workforce overall is 31.9% females and 68.1% males.

#### **Promotions**

- 2. 42.8% of employees awarded promotions were women and 57.2% were men
  - i. 30.0% of all manager promotions were awarded to women
  - ii. 45.9% of all non-manager promotions were awarded to women.
- 3. 9.2% of your workforce was part-time and 4.2% of promotions were awarded to part-time employees.

#### Resignations

- 4. 37.9% of employees who resigned were women and 62.1% were men
  - i. 18.2% of all managers who resigned were women
  - ii. 41.8% of all non-managers who resigned were women.
- 5. 9.2% of your workforce was part-time and 13.6% of resignations were part-time employees.

#### Employees who ceased employment before returning to work from parental leave

- 1.8% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

## Notification and access

List of employee organisations:				
CFMMEU, AMOU, AIMPE, AMWU, ETU and AWU				

## CEO sign off confirmation

Name of CEO or equivalent:	Confirmation CEO has signed the report:  2 4 /6 /2 3 .		
CEO signature: P. J. Cockens	Date:		