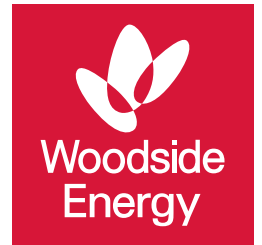


2022



MODERN SLAVERY STATEMENT

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Australian Modern Slavery Act reporting criteria	UK Modern Slavery Act reporting criteria	Sections in Statement
Identify the reporting entity		About this statement (page 9)
Describe the structure, operations and supply chains of the reporting entity	Organisation's structure, its business and its supply chains	About Woodside (pages 9-12) Our structure and operations (pages 9-10) Our supply chain (page 12)
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	Parts of the organisation's business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk	Modern slavery risks in our operations and supply chain (pages 13-15)
Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	Organisation's policies in relation to slavery and human trafficking; its due diligence processes in relation to slavery and human trafficking in its business and supply chains; the training about slavery and human trafficking available to its staff	Actions to assess and address our modern slavery risks (pages 16-17)
Describe how the reporting entity assesses the effectiveness of such actions	Organisation's effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate	Assessing the effectiveness of our actions (page 22)
Describe the process of consultation with any entities that the reporting entity owns or controls		Consultation (page 23)
Any other information that the reporting entity considers relevant		Stakeholder engagement and collaboration (page 23) Future actions (page 24)

Acknowledging Country

Woodside recognises Aboriginal and Torres Strait Islander peoples as Australia's first peoples. We acknowledge the unique connection that First Nations peoples have to land, waters and the environment. We extend this recognition and respect to First Nations peoples and communities around the world.

About this statement

This is Woodside's third joint Modern Slavery Statement to meet the requirements of the *Australian Modern Slavery Act 2018* (Cth) (the Australian Modern Slavery Act) and the first to meet the requirements of the *United Kingdom Modern Slavery Act 2015* (the UK Modern Slavery Act), covering the 1 January 2022 to 31 December 2022 (reporting period).



Woodside employees on facility

This joint statement is published by Woodside Energy Group Ltd (ABN 55 004 898 962), a reporting entity under the Australian Modern Slavery Act and UK Modern Slavery Act, on behalf of itself and the following additional entities which are reporting entities under the Australian Modern Slavery Act:

- Woodside Energy Ltd
- Woodside Burrup Pty Ltd
- Burrup Train 1 Pty Ltd
- Woodside Julimar Pty Ltd
- WE Trading Singapore Pte Ltd
- Woodside Energy (Australia) Pty Ltd
- Woodside Energy (Bass Strait) Pty Ltd
- Woodside Energy (North West Shelf) Pty Ltd.

Details of these reporting entities can be found in the index on page 25 of this statement.

On 1 June 2022, the merger of Woodside and BHP's petroleum business was completed (the Merger). Accordingly, the business acquired through the Merger is covered in this Statement for the period from 1 June 2022 to 31 December 2022.

References in this statement to Woodside, we, us and our, refer to Woodside Energy Group Ltd and its controlled entities (including the reporting entities) as a whole.

In this statement, references to Woodside's policies and practices in relation to modern slavery risk management do not include entities for which we do not have operating control, such as our non-operated joint ventures.

Message from our Chief Executive Officer



2022 was a transformational year for our business with the merger with BHP Petroleum and I am proud of the efforts of our people who have come together across our global portfolio to create a new team. Our focus on sustainability performance and environmental, social and governance (ESG) – including human rights – has continued to guide our decision-making across all levels of our business.

We are committed to respecting the human rights of all people, including our employees, the communities in which we are active, and those working within our supply chain. We also acknowledge that business has a key role to play in helping to reduce exploitative practices including modern slavery.

We are pleased to publish our third Modern Slavery Statement, which outlines the progress we have made during 2022 to build on our understanding of modern slavery risks in our operations and supply chain. This includes our new merged entity.

Our actions during the year included continuing to work with high-risk suppliers that we audited during the previous year to address audit findings and recommendations. Additionally, we worked with our primary contractor for Pluto Train 2 to engage independent auditors to assess the risks of modern slavery at two high-risk fabrication yards in Dubai and Indonesia. We expect to receive the results of these audits in 2023 and plan to continue to take actions to address any material modern slavery risks that are identified.

We also developed a Modern Slavery in Contracting and Procurement Guideline to continue to assist in embedding modern slavery risk management in our procurement activities and we started developing training for our contracting and procurement team. This will be rolled out in 2023 to further support the team to identify and address modern slavery risks in our supply chain.

In addition, we reviewed the effectiveness of our community grievance mechanisms and plan to start implementing the recommendations during 2023.

We recognise that modern slavery is a complex, global issue that requires ongoing attention and effort, as well as collaboration. We will continue to work closely with our peers, suppliers and other stakeholders to continue evolving our approach to managing this risk. This has included continued participation in the Human Rights Resources and Energy Collaborative.

This Modern Slavery Statement has been endorsed by the Sustainability Committee and approved by the Board of Woodside Energy Group Ltd on behalf of itself and each of the reporting entities on 26 April.

Sincerely,

Meg O'Neill

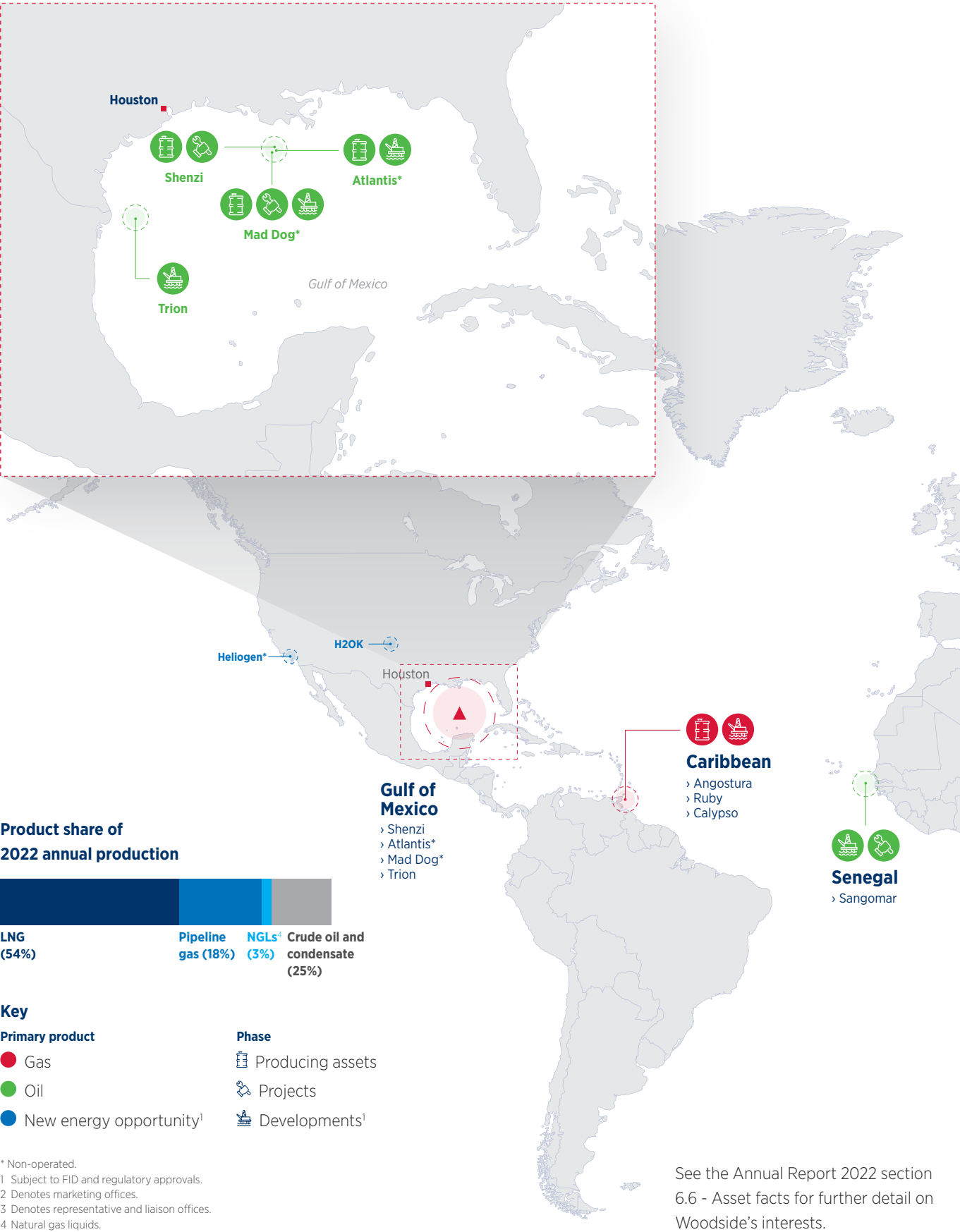
*Chief Executive Officer and Managing Director,
Woodside Energy Group Ltd*

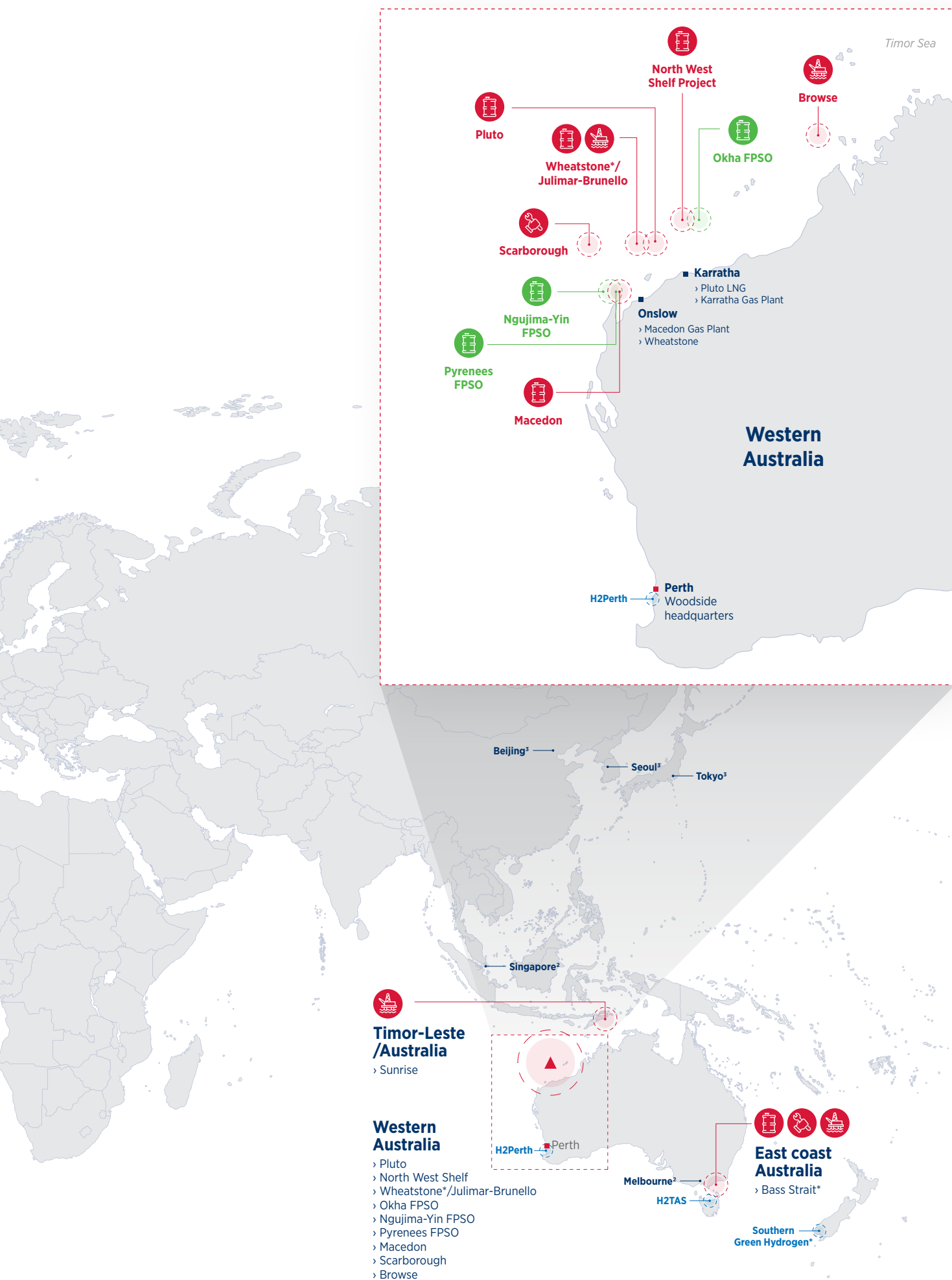
26 April 2023

KEY HIGHLIGHTS IN 2022

- » Completed third party supply chain risk review to identify higher risk sub-categories
- » Collaborated with primary contractor to conduct audits on two high-risk fabrication yards
- » Developed and rolled out Modern Slavery in Contracting and Procurement Guideline to support the Contracting and Procurement team to conduct modern slavery risk reviews of suppliers
- » Implementation of key priority recommendations from the salient human rights risk assessment including improved tracking of our activities and expansion of membership of the human rights working group across our global portfolio
- » Developed modern slavery training for Contracting and Procurement team (to be rolled out in 2023)
- » Updated standard Liquefied Natural Gas (LNG) shipping charter contracts to include modern slavery clauses
- » Conducted external review of community grievance mechanisms against the effectiveness criteria in the United Nations Guiding Principles on Business and Human Rights

Focus areas





All footnotes are displayed on the prior page.

OUR VALUES

One team

We are inspired by our common purpose.

We challenge, respect, and back each other.

We are inclusive, value diversity, and can be ourselves.

We care

We keep each other safe.

We listen and respond with humility.

We respect the environment, operate responsibly, and care for communities.

We adapt to the world's expectations of us.

Innovate every day

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

Results matter

We go after opportunities and show courage by taking the right risks and learning from our mistakes.

We spend and invest as if it's our money.

We are proud of our achievements.

Build and maintain trust

Trust takes time and effort and will not be taken for granted.

We nurture relationships and act with integrity – doing what we say and doing it well.



About Woodside

Our structure and operations

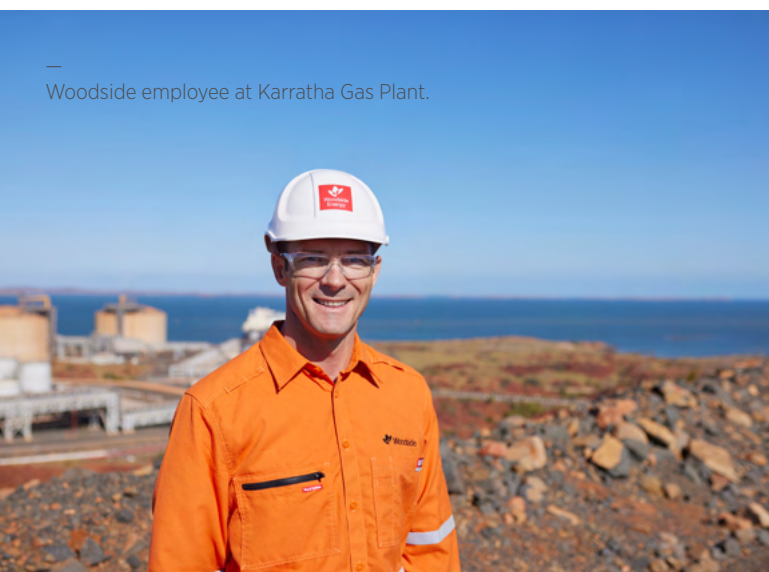
We are a global energy company, founded in Australia with a spirit of innovation and determination.

Woodside Energy Group Ltd is a for-profit entity limited by shares, incorporated and domiciled in Australia and headquartered in Perth. Its shares are publicly traded on the Australian Securities Exchange (ASX:WDS), London Stock Exchange (LSE: WDS) and New York Stock Exchange (NYSE:WDS). It is the ultimate holding company of the Woodside group of companies that includes the reporting entities identified and described on page 25 and a number of other owned and controlled entities. A full list of our subsidiaries, including country of incorporation and ownership structure is detailed in our Annual Report 2022.

In June 2022, the Merger was completed following Woodside shareholder approval on 19 May 2022, creating the largest energy company listed on the ASX.¹

We aim to thrive through the global energy transition with a low cost, lower carbon, profitable, resilient and diversified portfolio.² The merger with BHP's petroleum business has increased the scale and diversification of our global portfolio, which includes oil and gas assets and interests in Australia, the Gulf of Mexico, the Caribbean, Senegal and Timor-Leste. We also have a focused exploration program. Our focus in operations remains on safety, reliability, efficiency and environmental performance, leveraging more than 35 years of operating experience.

Woodside employee at Karratha Gas Plant.



Producing assets

Australian Operations

Woodside's Australian portfolio consists of operated and non-operated oil and gas projects across Australia. On completion of the Merger, Woodside doubled its interest in the North West Shelf (NWS) Project in the north-west of Western Australia (WA) and acquired interests in Bass Strait in Victoria and Pyrenees and Macedon in the north-west of WA.

Operated Assets

- **Pluto LNG**
Pluto LNG is a gas processing facility in the Pilbara region of WA. Woodside is operator and holds a 90% participating interest.
- **North West Shelf Project**
The NWS Project produces LNG, condensate, pipeline gas and natural gas liquids. Woodside is operator and holds a 33.33% participating interest.
- **Other Operated Assets**
Woodside operates three floating production storage and offloading (FPSO) facilities off the north-west coast of WA. These are the Okha FPSO (Woodside interest: 50%), Ngujima-Yin FPSO (Woodside interest: 60%) and Pyrenees FPSO (Woodside interest: 40% in WA-43-L and 71.4% in WA-42-L). Macedon (Woodside interest: 71.4%), also operated by Woodside, is a gas project located near Onslow, WA.

Non-operated Assets

- **Wheatstone and Julimar-Brunello**
Wheatstone is an LNG processing facility near Onslow, WA, which processes gas from several offshore gas fields including Julimar and Brunello. Woodside is operator and holds a 65% participating interest in the Julimar-Brunello fields and holds a 13% non-operated interest in the Wheatstone project.
- **Bass Strait**
The Bass Strait is located in the south-east of Australia and produces oil and gas through a network of offshore platforms, pipelines and onshore processing facilities. Woodside's Bass Strait assets include the Gippsland Basin Joint Venture (GBJV) and Kipper Unit Joint Venture (KUJV), which were added to Woodside's portfolio on 1 June 2022. Woodside holds a 50% non-operating interest in the GBJV and a 32.5% non-operating interest in the KUJV.

¹ Based on market capitalisation and production, as of 27 February 2023.

² For Woodside, a lower carbon portfolio is one from which the net equity scope 1 and 2 greenhouse gas emissions, which includes the use of offsets, are being reduced towards targets, and into which new energy products and lower carbon services are planned to be introduced as a complement to existing and new investments in oil and gas. Our Climate Policy, featured in the Climate Report 2022 and available on our website, sets out the principles that we believe will assist us achieve this aim.

International Operations

Woodside's international portfolio includes assets in the United States Gulf of Mexico and the Caribbean with embedded growth options.

Operated Assets

- **Shenzi**

Shenzi is a conventional oil and gas field located in the United States Gulf of Mexico. Woodside is operator and holds a 72% participating interest.

- **Angostura and Ruby**

Angostura includes the Angostura and Ruby conventional oil and gas fields, located offshore Trinidad and Tobago. Woodside is operator and holds a 45% participating interest in the Angostura field and a 68.5% participating interest in the Ruby field.

Non-operated Assets

- **Atlantis**

Atlantis is a conventional oil and gas development and is one of the largest producing fields in the United States Gulf of Mexico. Woodside holds a 44% non-operating interest.

- **Mad Dog**

Mad Dog is a conventional oil and gas development located in the United States Gulf of Mexico. Woodside holds a 23.9% non-operating interest.

Projects

- **Scarborough**

The Scarborough gas field is located in the Carnarvon Basin off the coast of WA. The field is being developed through new offshore facilities connected by a pipeline to a train (Pluto Train 2) at the existing Pluto LNG onshore facility. Woodside is operator and holds a 100% participating interest in Scarborough, 51% participating interest in Pluto Train 2 and 90% participating interest in Pluto LNG.

- **Sangomar**

Development of the offshore Sangomar field, containing both oil and gas, is Senegal's first offshore oil project. Woodside is operator and holds an 82% participating interest in the Sangomar exploitation area and a 90% participating interest of the remaining Rufisque Offshore, Sangomar Offshore and Sangomar Deep Offshore evaluation area.

- **Trion**

The Trion project is an oil opportunity in Mexico and is located in the Gulf of Mexico. Woodside is operator and holds a 60% participating interest. Trion is targeting final investment decision readiness in 2023 and if approved will be one of Mexico's first deepwater oil developments.



— Woodside's Greater Angostura facility in Trinidad and Tobago.

Exploration and development

Woodside's portfolio of developments and targeted exploration program is focused on identifying and addressing key technical and commercial elements to allow resources to compete for capital. Our portfolio includes the Calypso gas discoveries in Trinidad, the Browse development in WA, the Liard basin in Canada, and the Sunrise gas and condensate fields in the Timor Sea. We are the operator of, and hold varying participating interests in these projects. We also have exploration projects in the United States Gulf of Mexico, Senegal, Barbados, Egypt, and Congo.

New Energy¹

Our hydrocarbon business is complemented by a growing portfolio of hydrogen, ammonia and solar opportunities. These include announced projects in Australia (H2Perth, Hydrogren Refueller @H2Perth, H2TAS and Woodside Solar), the United States (H2OK) and New Zealand (Southern Green Hydrogen). We are also working with Heliogen, a United States based concentrated solar thermal energy developer, to build a 5 megawatt commercial scale demonstration facility in California.

¹ Woodside uses 'new energy' to describe energy technologies, such as hydrogen or ammonia, that are emerging in scale by which are expected to grow during the energy transition due to having lower green house gas emissions at the point of use than conventional fossil fuels.

Our value chain

Acquire, explore and develop

We grow our portfolio through acquisitions and exploration, based on a disciplined approach to optimising shareholder value and appropriately managing risk. We look for material positions in world-class assets and basins that are aligned with our capabilities and existing portfolio. We are focused on value and look to generate low cost, lower carbon development opportunities. During the development phase, we aim to maximise value by selecting the most competitive concept for extracting, processing and delivering energy to our customers.

Project execution

We are building on more than 35 years of project execution expertise, investing in opportunities in Australia and internationally. We have combined the extensive projects experience of Woodside and BHP Petroleum across oil and gas. Woodside is benefitting from the increased scope and scale of the new projects portfolio through knowledge sharing across projects and our relationships with suppliers and contractors. We design and execute projects with a focus on safety, cost and sustainability.

Operate

Our operations are characterised by strong safety, reliability and environmental performance in remote and challenging locations. In Australia, our operated assets include the NWS Project and Pluto LNG. We also operate Macedon and three FPSO facilities, and have non-operated interests in Bass Strait and Wheatstone. Internationally, we operate Shenzi in the Gulf of Mexico and Angostura and Ruby in Trinidad and Tobago, and have non-operated interests in Atlantis and Mad Dog in the Gulf of Mexico. We endeavour to adopt technology and a continuous improvement mindset to support operational performance and optimise the value of our assets.

Market

Our relationships with customers have been maintained through a track record of reliable delivery since the NWS Project's first LNG cargo was delivered to Japan in 1989. We are building scale and flexibility in our portfolio by expanding our global marketing presence and enabling further optimisation and short-term trading activities. We manage our LNG portfolio by balancing contract term and price mix exposure; and timing of when we place contracts to capture opportunities through the price cycle. We continue to look for opportunities to collaborate with our customers on lower carbon energy solutions.

Decommission

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

Our people¹

In 2022, our direct workforce consisted of 4,427 people, of which 75% were based in Australia, 19% were based in the United States and Canada and the remaining, were located across Asia, Africa, the Middle East, the Caribbean and Europe. The majority of our workforce are employed under individual contracts and some employees are covered by industrial agreements.



¹ Data included here includes information relevant to the former Woodside Petroleum Ltd as well as the Woodside Energy Group Ltd for the period 1 January 2022 to 31 December 2022 and includes data relevant to the assets acquired through the merger with BHP's petroleum business from 1 June 2022 to 31 December 2022.

Our supply chain

In 2022, we spent more than A\$9.6 billion on goods and services,¹ with 2,310 direct suppliers across 57 countries. 54% of our direct supplier spend was with Australian-based suppliers supporting local jobs and businesses.¹ The remainder of our total supplier spend is outlined in the graphic below.

The Supply Chain Group manages our tendering and procurement activities. This Group is primarily located in Perth, Houston, and Trinidad and Tobago, with dedicated resources who lead our responsible sourcing approach (including in relation to modern slavery). We also have small Supply Chain teams located in countries where we have significant projects. In 2023, we will work to further integrate these teams.

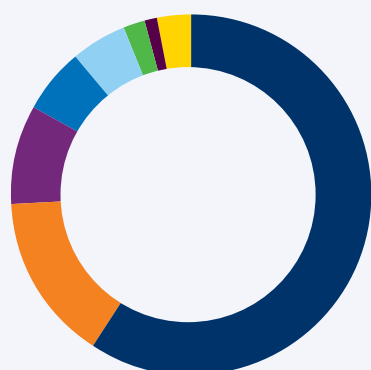
GLOBAL SUPPLIER NUMBERS

In 2022 we spent more than

A\$9.6 billion with 2,310 direct suppliers across 57 countries



Countries of spend



60%	Australia
15%	United States
9%	Senegal
6%	Japan
5%	United Kingdom
2%	Liberia
1%	Germany
3%	Other

Largest categories by spend

GREENFIELDS (PROJECTS)

A\$2.54 billion

SUBSEA

A\$1.47 billion

DRILLING AND COMPLETIONS

A\$987 million

MAINTENANCE AND IMPLEMENTATION SERVICES

A\$435 million

IT AND TELECOMMUNICATIONS

A\$397 million

¹ Data included here includes information relevant to the former Woodside Petroleum Ltd as well as the Woodside Energy Group Ltd for the period 1 January 2022 to 31 December 2022 and includes data relevant to the assets acquired through the merger with BHP's petroleum business from 1 June 2022 to 31 December 2022.

Modern slavery risks in our operations and supply chain

The Australian Modern Slavery Act defines modern slavery as including eight types of serious exploitation: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour.¹

The Merger has increased our global presence and we now operate in additional countries. We recognise that there may be risks of modern slavery in our operations and supply chains

and we are committed to identifying, assessing and addressing these risks.

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

Cause	A company may cause modern slavery where its actions directly result in modern slavery occurring. For example, a company could cause modern slavery if it engaged its workers in forced labour or hazardous child labour.
Contribute	A company may contribute to modern slavery where its actions or omissions facilitate or incentivise modern slavery. For example, a company could contribute to modern slavery if it requires a supplier to meet unreasonable time frames or budgets which the supplier can only meet by exploiting its workers.
Directly linked	A company's operations, products or services may be directly linked to modern slavery through the activities of another entity it has a business relationship with. For example, a company would be directly linked to modern slavery if it purchased products that were manufactured using forced labour.

Operations

We acknowledge that the resources and energy sector is generally considered high risk for modern slavery (particularly in jurisdictions with a high prevalence of modern slavery)³ and that there are risks of involvement in modern slavery in our operations. However, we have assessed these risks as relatively low in our own operations.

During 2022, the majority of our activities and employees were in countries which are not considered high risk for modern slavery⁴ (almost 98% of our employees were based in Australia, the United States, Canada, Trinidad and Tobago and Singapore). We acknowledge that modern slavery risks are higher in some jurisdictions. We have strong policies and processes in place in relation to our own employees' benefits and conditions including in higher risk jurisdictions.

Supply chain

We recognise that we could be directly linked to modern slavery (as defined above) through our supply chain. To further understand this risk, in 2021, we engaged an independent third party with human rights expertise to review our Supply Chain Modern Slavery Framework and conduct a hotspot analysis to determine our high risk categories (discussed in our 2021 Modern Slavery Statement). In 2022, as part of our commitment to continually improve our modern slavery risk management, we engaged the same third party to conduct a further modern slavery risk assessment for potentially higher risk sub-categories in our supply chain.

The assessment considered the following modern slavery risk factors in identifying areas of potential risk across Woodside's supply chain sub-categories:

- Vulnerable populations
- High-risk business models
- High-risk sectors
- High-risk geographies.

During the year, through this process, we identified the following potentially higher modern slavery risks in our supply chain.

1 Woodside considers that the definition contained in the Australian Modern Slavery Act aligns with the intended interpretation of slavery and human trafficking for the purposes of the UK Modern Slavery Act.
2 KPMG Australia's Modern Slavery Risks in the Resources and Energy Sector Report 2021.
3 Based on the prevalence data from the 2018 Global Slavery Index.

Category	Subcategory	Nature of work, including key modern slavery risk factors related to category	Potential modern slavery risks
 Engineering, procurement and construction management	Engineering, project management, maintenance and installation services for brownfield projects	• Use of low skilled labour • Use of migrant workers • Use of sub-contracting and labour hire • Long and complex supply chains which use low tier suppliers operating out of higher risk geographies	Forced labour, debt bondage, deceptive recruiting
 Facilities management	Facilities management services provided to Woodside's offices and operating sites including security, building repairs, maintenance, cleaning, catering, concierge, accommodation services (fly-in fly-out camps) and FPSO vessels	• Use of low skilled labour • Use of migrant and visa-holder workers • Use of sub-contracting and outsourcing • Low margins; focus on cost reduction	Forced labour, debt bondage, deceptive recruiting
 IT and telecommunications	Digital services (outsourced IT services)	• Use of low skilled labour • Use of migrant workers • Use of sub-contracting and outsourcing • Long and complex supply chains including high risk categories (e.g. IT hardware) • Supply chain often located in higher risk geographies • Use of recruitment agencies	Forced labour, debt bondage
 Maintain, repair and operate	General consumables and hardware components (supplies, equipment and tools associated with production including hardware utensils, uniforms and personal protective equipment)	• Use of low skilled labour • Use of migrant workers and other vulnerable groups • Use of sub-contracting and outsourcing • Supply chain often located in higher risk geographies • Long and complex supply chains including high risk categories (e.g. raw materials) • Fast production deadlines	Forced labour, child labour, human trafficking

Category	Subcategory	Nature of work, including key modern slavery risk factors related to category	Potential modern slavery risks
 Marine	Port operations, ancillary services and marine crewing (provision of marine vessels, related services and marine personnel)	• Use of low skilled labour • Use of migrant workers and visa-holder workers • Use of sub-contracting and outsourcing • Isolated working conditions (e.g. at sea; on/offshore platforms); limited oversight offshore / at sea • Low margins; focus on cost reduction	Forced labour, debt bondage
 Offshore construction	Offshore construction - building and manufacturing infrastructure; fabrication	• Use of low skilled labour • Use of migrant workers • Use of sub-contracting and outsourcing • Long and complex supply chains including high risk categories (e.g. raw materials) • Often short time frames for delivery of work	Forced labour, human trafficking, child labour

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

United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDG) are used to inform Woodside's strategy in meeting our sustainability deliverables throughout the company's value chain, including in our operations. Our approach to address modern slavery risks contributes towards SDG8 – decent work and economic growth including target 8.7 which relates to the elimination of modern slavery and child labour.



Supply base in Karratha.

Actions to assess and address our modern slavery risks

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

Modern slavery risk governance

Woodside's approach to respect human rights, and address and instances of modern slavery, is embedded in our governance documents and management system. Relevant elements are outlined below.

Woodside Board of Directors	Woodside's approach to human rights is overseen by our Board and the Executive Leadership Team. The Board is responsible for reviewing and approving the Human Rights Policy which provides the basis of our human rights, risk management approach, including modern slavery.
Board Sustainability Committee	The Sustainability Committee is responsible for reviewing and making recommendations to the Board on Woodside's Human Rights Policy and performance. The Sustainability Committee meets at least four times per year and receives relevant human rights updates annually.
Executive Leadership Team	The Executive Leadership Team meets at regular intervals throughout the year to discuss a broad range of company related topics. They receive updates on human rights from the business and the relevant leaders are part of the Modern Slavery Statement approvals process.
Executive Vice President Strategy and Climate	The Executive Vice President Strategy and Climate, who sits on our Executive Leadership Team, is responsible for overall management of our human rights approach and has deliverables relating to human rights as part of their performance agreements.
Climate and Sustainability Group	Develops and leads our sustainability approach, which includes day to day management of our human rights approach. Includes resources focused on human rights risk management and provides subject matter expertise to the business. Leads the development of the annual Modern Slavery Statement.
Head of Sustainability Strategy and Governance	Day-to-day responsibility for Woodside's human rights performance is managed by the Head of Sustainability Strategy and Governance, who also oversees the Human Rights Working Group.
Human Rights Working Group	Cross-functional group to support an integrated approach to human rights across the business. Helps to oversee the identification and management of human rights risks and provides a forum for sharing knowledge, produces a human rights roadmap of activities to continue maturing our approach.
	Modern Slavery Working Group Modern Slavery Working Group is a subset of the Human Rights Working Group. It is a cross-functional group to help manage our modern slavery risks across the business and support the development of the annual Modern Slavery Statement.
Supply Chain Group	Develops and leads the implementation of our human rights approach including modern slavery in our supply chain. This includes assessing for supply chain risks, supplier screening and contractor management.

Human Rights and Modern Slavery Working groups

Our Human Rights Working group, which comprises representatives from a range of internal functions including Supply Chain, Corporate Affairs, Climate and Sustainability, Human Resources and Legal, met nine times in 2022. The group's discussions included relevant human rights trends or events, knowledge shares and legislative reviews. During 2022, our Modern Slavery Working Group met approximately fortnightly to discuss potential modern slavery risks in more detail. This included discussing results of risk assessments, additional due diligence and audit schedules.

Policies and related documents

Woodside continues to review and, where necessary, enhance our corporate governance policies and practices.

The Merger has increased our global presence and we now operate in additional countries including the United States and Trinidad and Tobago.

As a result of the Merger, during 2022, we worked to integrate the two organisations, including policies, procedures and standardization of reporting across all jurisdictions. In order to ensure alignment with expanded regulatory expectations, Woodside's Code of Conduct, Anti-Bribery and Corruption Policy and Whistleblower Policy were reviewed and revised during the year along with other compliance related frameworks.

Woodside continues to harness integration opportunities to streamline our practices and processes. In relation to modern slavery, given the nature of the BHP Petroleum business, there is overlap in the potential modern slavery risks for Woodside and BHP Petroleum's business, which assists in the assessment of modern slavery risks in the merged business.

Our practices will evolve as we continually look to strengthen our governance framework in the context of our multi-jurisdictional business. The policies outlined below apply across the Woodside Group of companies.

Code of Conduct

Establishes the minimum standard of behaviour expected of all Woodside directors, employees and contractors, including human rights principles and commitments (which provide the overarching framework for our modern slavery approach).

Human Rights Policy

Describes our commitment to conduct business in a way that respects the human rights of all people.

Human Rights Procedure

Sets out how the principles in our Human Rights Policy are embedded in our business activities.

Human Rights Due Diligence and Remediation Guideline

Sets out the human rights due diligence requirements to identify and manage any actual or potential impacts related to our operational activities. It includes guidance on remediation in the event Woodside identifies it has caused, contributed or is directly linked to an adverse human rights impact.

Modern Slavery in Contracting and Procurement Guideline

Details our approach to managing modern slavery risk in contracting and procurement activities. This includes setting out how all suppliers are to be mapped using our Supply Chain Modern Slavery Framework to determine their risk level which informs any additional due diligence. The Guideline is available internally on Woodside's intranet and has been communicated directly to all Contracting and Procurement team members.

Supplier Code of Business Conduct

Our Supplier Code of Business Conduct (Supplier Code) sets out our expectations for suppliers including in relation to human rights and modern slavery. In particular, the Supplier Code states that we do not tolerate forced labour, child labour, bonded labour or human trafficking in our operations or supply chain. It also states that suppliers must take reasonable steps to identify, prevent and manage human rights impacts in their operations, controlled entities and supply chain and report any incidents to Woodside. The Supplier Code is available on our website, communicated to suppliers during onboarding and incorporated in our standard terms and conditions.

Guideline on Worker Access to Identity Documents

Prohibits our suppliers from withholding identity documents of migrant workers. Requirements for the safekeeping of personal documents when requested by the workforce are also provided. The guideline is available on our website and communicated to suppliers during onboarding.

Whistleblower Policy

Sets out how people can report concerns about unacceptable conduct in breach of our policies or values – including incidents of modern slavery – and explains our commitment to the protection of whistleblowers.

Community Grievance Guideline

Sets out a framework for receiving and resolving community grievances in a consistent and timely manner for incorporation into local grievance mechanisms for our operations. In 2022, we engaged an independent external business and human rights expert to review our Community Grievance Guideline in line with the UN Guiding Principles effectiveness criteria for operational-level grievance mechanisms. Read more in our case study on page 17.

Identifying and assessing our modern slavery risks

We have undertaken risk assessments to identify the highest risk areas of our supply chain.

During 2022, we did not identify any instances of modern slavery through our grievance mechanisms or due diligence activities. However, we acknowledge that this does not mean modern slavery is not present in our supply chains and remain committed to continuous improvement in our approach.

Our most recent external review of our group-wide salient human rights risks occurred in 2021. This process identifies the human rights at risk of the most severe negative impact through our activities and business relationships. Modern Slavery was reflected in our salient human rights risk assessment. The saliency process also made recommendations to continue strengthening our human rights risk management approach. During 2022, we progressed most of the priority recommendations from the review, including updating our First Nations Communities Policy and conducted a review with an independent external business and human rights expert of our international grievance mechanisms.

Operations

Human rights are considered throughout the life of our projects via ongoing due diligence processes. In line with our Human Rights Procedure, human rights due diligence activities are mandatory for all operations and activities under our operational control in countries determined to have high human rights risk. This is required every two years or when there is a significant change in our activity or the operating context. Country risk is determined through an annual review of all countries we have interests in through a desktop analysis of independent data sources, including the Global Slavery Index.

Assessing new business opportunities

As part of the commercial assessment of significant new business opportunities and investments, we may undertake human rights due diligence assessments that consider modern slavery risks. During 2022, for example, in relation to the merger with BHP Petroleum, we reviewed BHP's public information in relation to human rights including modern slavery (website, sustainability reports, Modern Slavery Statements) and BHP Petroleum's human rights assessments. As part of this, we also engaged BHP in relation to their human rights approach.

Where we are the non-operator partner in high-risk countries, we may request the operator disclose relevant human rights

due diligence documentation. If this information is not available or unsatisfactory, we may conduct our own due diligence to understand the risk profile associated with the activity. During 2022, assessment of non-operated activities was undertaken in accordance with this practice.

Supply chains

Building on these risk assessments, our Supply Chain Modern Slavery Framework is used to map our suppliers' modern slavery risk level which then informs any additional supplier engagement and due diligence. The framework takes into account important aspects of our spend categories, suppliers, and contracts, such as:

- The location of the manufacturing of the goods purchased or the location of the delivery of the contracted services: We base our evaluation on data from sources like the Global Slavery Index to reflect that modern slavery is more prevalent in some places than others
- The nature of the work: To evaluate the risk associated with low qualification, manual, and transient labour in the work we contract for, we use knowledge of our spend categories in conjunction with topic-specific research
- Specificity of the work to the oil and gas industry: we focus our actions on areas where we can make the greatest difference, being those suppliers where we have greater leverage.

Self-Assessment Questionnaire and Contract Delivery Requirement

For contracts considered moderate to potential high risk for modern slavery risks as per our Supply Chain Modern Slavery Framework, suppliers are required to complete a self-assessment due diligence questionnaire that enables us to assess their management maturity on the topic. This questionnaire was developed jointly with industry peers to streamline our approach to enable consistency of requirements.

Suppliers identified as having a medium or high modern slavery risk are also required to develop a modern slavery risk management plan. The plan identifies the specific risks associated with the supplier and outlines the controls the supplier plans to implement to manage the risk. During 2022, suppliers were assessed in accordance with this process.

Audits

We undertake independent audits of certain suppliers that have been identified as potentially higher risk for modern slavery. During our audits in 2022, we looked for modern slavery indicators or 'red flags' such as the restriction of movement, confiscation of worker identity documents, withholding of worker wages or entitlements, and workers paying recruitment fees. If such 'red flags' were detected, we follow up further and may increase monitoring through our contractual clauses to require that our suppliers are complying with our human rights standards.

In 2021, we reported that we completed our first two independent modern slavery supplier audits in relation to a shipyard and a fabrication yard in China. Each supplier was assessed against a set of human rights risk governance and management criteria consistent with the UN Guiding Principles. In 2022, we continued to engage with both suppliers to address findings and recommendations from the audits.

In 2022, we worked with one of our primary contractors for Pluto Train 2 to engage an independent auditor to conduct audits on two high-risk fabrication yards in Dubai, United Arab Emirates and Batam, Indonesia. We expect to receive the results of the audits in 2023.

In 2022 we conducted due diligence on the solar panel supply chain for a renewable power project. This included an independent environment and social governance supply chain consultant desktop review of the industry's main suppliers and the receipt of traceability information. The due diligence will inform our business decisions related to procurement of solar equipment.

Recruitment processes

Woodside has recruitment processes in place aim to minimise the risk of labour exploitation in our own workforce. These include checks of identification documents and visas where relevant. Woodside packages are externally benchmarked and all workers are paid their legal pay entitlements on time with payslips that include leave entitlements. We also include modern slavery clauses in our contracts with recruitment agencies and labour hire firms.

Supplier requirements

Our Supplier Code sets out our expectations for suppliers including in relation to human rights including modern slavery, as set out on page 17.

The Supplier Code is incorporated in our standard terms and conditions and consequently, suppliers to Woodside are required to confirm their compliance with the Supplier Code when they enter into an agreement. Tenderers must also confirm their agreement with the Supplier Code to participate in our tenders.

In 2022, we also incorporated specific modern slavery provisions into our standard contractual terms and conditions for the supply of goods and services. These provisions:

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



Marine

Woodside maintains eight LNG vessels on term charter, which are supplemented by spot/voyage charters. We work with reputable vessel owners and operators with strong operational and safety records to support our shipping needs. During 2022, we continued to have controls in place to manage a range of risks across maritime activities associated with our operations including robust vetting requirements for all vessels we charter or call at our terminals.

All vessels that Woodside charters and which call at our terminals must comply with the Maritime Labour Convention which sets out minimum standards for seafarers' rights at work. In addition, vessels chartered by Woodside in Australia operate under Enterprise Bargaining Agreements with stringent labour standards. Vessels are also subject to inspections.

During 2022, we also sought to ensure that vessels chartered by Woodside outside of Australia were operated by reputable operators with robust safety management systems in line with the requirements of the International Safety Management Code. In these cases, we have marine assurance processes to mitigate risks, such as desktop reviews and inspections.

In 2022, we introduced modern slavery clauses in our new long-term charter contracts. This includes requirements for vessel owners to have a modern slavery management policy and to conduct due diligence on subcontractors in relation to modern slavery.

Training and capacity building

Woodside remains committed to a safe, inclusive and respectful working environment. All employees and contractors are required to undertake Code of Conduct training when they join Woodside and annually after that, as well as third party contractors and service providers with access to our systems. In 2022, the Code of Conduct training included specific reference to our Human Rights Policy and key issues including modern slavery. The training was updated in 2022 with enhanced sexual harassment content, reflecting our Working Respectfully Policy. In 2022, 100% of Woodside employees and third party contractors were required to complete the Code of Conduct of Conduct refresher training.

Woodside has an online Human Rights Awareness training module that is mandatory for our employees in high-risk areas of the business (for example, Contracting and Procurement, Legal and Corporate Affairs). The training covers our human rights responsibilities and approach, the risk of modern slavery in our operations and supply chains, modern slavery legislation and human rights in the global oil and gas sector. At the end of 2022, 92% of applicable employees (1,395 people), had completed the training.

During 2022, we developed specific modern slavery training for our Contracting and Procurement team which will be rolled out in 2023. In 2023, we also plan to review our human rights training to identify areas for continuous improvement, including targeted training for key areas of the business.

Grievance mechanisms and remediation

Grievance mechanisms

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

Our whistleblower hotline (EthicsPoint), is a confidential, 24-hour business conduct hotline. EthicsPoint has multi-language and multi-jurisdiction capability and can be accessed by phone or online. All matters reported through EthicsPoint are assessed and investigated in accordance with the internal investigations process, overseen by a multi-discipline Investigations Steering Group. It is available to our employees and certain other stakeholders (including certain contractors and suppliers and their employees) to report unacceptable conduct, including in relation to modern slavery. Woodside personnel identified as eligible recipients under Australian whistleblower laws are trained in their rights and obligations to support whistleblowers. All matters reported through EthicsPoint are assessed and investigated in accordance with the internal investigations process, overseen by a multi-discipline investigations steering group.

Reports to the EthicsPoint whistleblower service doubled during 2022 to 72 total submissions, with 75% being anonymous. All submissions were assessed in full and 15 matters were converted into formal investigations. None of the complaints received related to modern slavery. We attribute the increase in reports to a number of factors including the new whistleblower service (launched in 2021) due to increased functionality and prominence of the service within Woodside. Further information in relation to the complaints received is available in our Sustainable Development Report 2022.



Woodside's Pluto LNG facility.



CASE STUDY: **REVIEWING THE EFFECTIVENESS OF OUR SITE-BASED GRIEVANCE MECHANISMS FOR COMMUNITY MEMBERS**

During 2022, we engaged an independent expert business and human rights advisory firm to review the effectiveness of our Community Grievance Guideline – our framework for developing localised community grievance mechanisms – as well as four of our operation-level community grievance mechanisms (Karratha-Roeboorne, Carbon Projects, Senegal and Trinidad and Tobago).

The review involved a desktop review of relevant documentation and interviews with a representative of each operation to better understand how each mechanism is implemented in practice. It provided an assessment of each mechanism's indicative effectiveness in receiving and responding to human rights related issues, against the effectiveness criteria for operational level non-judicial grievance mechanisms in the UN Guiding Principles.

A number of strengths were identified in relation to various mechanisms. For example, the mechanisms provided a range of channels for raising complaints, and mechanisms accept and consider a wide range of complaints from stakeholders.

Areas of opportunity for continued improvement included further clarity for stakeholders around scope, process and timelines, and in relation to communicating about the mechanisms with stakeholders. We plan to actioning these recommendations during 2023.

We also have localised community grievance mechanisms across our operations. Our community grievance framework provides for the prompt and respectful receipt, investigation of and response to complaints from communities or individuals affected by our activities. Our local mechanisms are based on the framework, but tailored to the local context (for example, to ensure people can raise complaints in the most widely used local dialect). In 2022, we engaged an independent external business and human rights expert to review the guideline and a number of our local grievance mechanisms against the UN Guiding Principles effectiveness criteria for non-judicial grievance mechanisms (see the case study).

During 2022, we did not receive any complaints through our mechanisms that related to modern slavery. However, we will continue to identify ways to improve both our due diligence and the effectiveness of our grievance mechanisms.

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

Remediation

Woodside is committed to providing for or cooperating in remediation where we identify that we have caused or contributed to an adverse human rights impact (including modern slavery). This is in line with our Human Rights Due Diligence and Remediation Guideline and the UN Guiding Principles. Our guideline includes that we would seek to consult and engage with impacted rightsholders and their representatives in determining any remedy and would consider a range of potential remedies as appropriate to the circumstances (for example, apologies, restitution or rehabilitation, and financial or non-financial compensation).

If we identify that we are directly linked to modern slavery within our supply chain or other business relationship, we will consider whether we play a role in remediation, including considering how we may be able to use our leverage to encourage the supplier or other business partner to provide remedy. We may also consider terminating the relationship if the issue is not appropriately addressed.

Assessing the effectiveness of our actions

Woodside considers an effective response to modern slavery risks to be one where our governance structure, policies, due diligence processes and grievance mechanisms provide us with the capacity to identify modern slavery risks in our operations and supply chain, enable and empower our teams to prevent and mitigate such risks and where we respond effectively to any modern slavery risks, allegations and incidents that are identified.

Review of our governance structures

Woodside's Executive Leadership Team and the Board's Sustainability Committee receive an annual human rights briefing which outlines our key human rights risks, relevant due diligence assessments and evolving stakeholder expectations.

Woodside continues to review and, where necessary, enhance our corporate governance policies and practices. For example, our Code of Conduct, Human Rights Policy and all other company policies are reviewed annually by the Board.

The human rights related controls in our management system, including procedures and guidelines which govern our approach, were reviewed by an external advisory firm in 2021. During 2022, we continued to progress the recommendations for improvement that were identified such as updating the Modern Slavery Contracting and Procurement Guideline.

Tracking our actions

Suppliers with modern slavery management plans are required to report on modern slavery key performance indices and other relevant activities such as training and audits. We also work with suppliers who we have audited to track their response to audit findings and recommendations.

Training and capacity building

During 2022, we continued to track the number of employees who complete our online Human Rights Awareness training module (which is mandatory for employees in high-risk areas of the business as discussed on page 20). At the end of 2022, over 92% of the applicable employees (1395 people), had completed the training.

Grievance mechanisms

During 2022, we also continued to track the grievances we receive through our whistleblower hotline and community grievance mechanisms (see page 20). These are regularly reviewed and reported internally.

In 2022, we engaged an independent external business and human rights expert to review the effectiveness of our community grievance mechanisms and we will look to implement recommendations from that review in 2023 (see case study on page 21).

Woodside's Human Rights and Modern Slavery Working groups

Our internal Human Rights Working Group (HRWG) met 9 times during 2022 to continue to mature our approach to human rights and associated risk management. HRWG's activities included reviewing of how we were tracking against the management of salient risks around the business through our dashboard. We performed well against the majority of our indicators in 2022. We recognise that our performance in some areas such as our total recordable injury rate can be improved (for more information on this please refer to our Sustainable Development Report 2022. Our Modern Slavery Working Group had a smaller number of participants and discussed current issues in more detail. This also included reviewing results of any audits, suppliers assessments and applying lessons learnt.

External benchmarking

During 2022, we actively responded to the following key environmental, social and governance (ESG) rating agencies, disclosing details of our human rights and sustainability performance:

- Corporate Sustainability Assessment
- Morgan Stanley Capital International
- Sustainalytics.

These ratings platforms considered the company's approach to human rights (among other aspects of our ESG approach), which provides a view of the effectiveness of our approach and performance. In 2022, we continued to perform strongly in our global industry categories across all ratings. See our Sustainable Development Report 2022 for more information.

Stakeholder engagement and collaboration

During 2022, we continued to engage with a variety of stakeholders on our approach to modern slavery risk management including government, industry experts, our suppliers and industry associations. This helps us to learn from other organisations' experiences and supports continuous improvement in our approach.

We continued to participate in the International Petroleum Industry Environmental Conservation Association (Ipieca), the global oil and gas association for advancing environmental and social performance. This included Ipieca's social responsibility, human rights and supply chain working groups to develop and share good practice to enhance our human rights performance. In 2022, Ipieca released its membership principles which include a pillar recognising the importance of people and includes support for the UN Guiding Principles. During the year, we contributed to the development of the 'Ipieca Human Rights Introductory Awareness' training video. The video highlights the importance of human rights and due diligence in supply chains. We plan to use this to refresh our awareness training in 2023.

We also continued to engage with our peers in the resources and energy sectors through the Human Rights Resources and Energy Collaborative (HRREC). The focus of the group's discussions provides a forum for sharing human rights experiences including in relation to supply chain and remedy. In 2022, HRREC and modern slavery NGO, Walk Free, worked together to create the Modern Slavery Response and Remedy Framework (Remediation Framework). The Remediation Framework provides practical guidance to assist companies with their response to modern slavery or related exploitation in their supply chains or operations. It was released in July 2022. Woodside, through its participation in HRREC, also made a joint submission as part of the Australian Government's Review of Australia's Modern Slavery Act 2018.

During 2022, we also attended a number of modern slavery and broader human rights dialogues, webinars and workshops including the United Nations Business and Human Rights Forum held in Geneva in November. This has allowed us to hear from a range of companies and stakeholders, continue to build our knowledge and keep across new developments, trends and evolving stakeholder expectations.



Consultation

Prior to being put to the Woodside Energy Board for review and approval, this statement was prepared in consultation with our controlled entities (including the reporting entities) via input and endorsement from the Woodside Executive Leadership Team and responsible management, including representatives from the Corporate Affairs, Contracting and Procurement, Legal and Company Secretariat groups. Relevant focal points from the merged BHP entities were also consulted as part of developing this statement.

Future actions

We acknowledge that it takes consistent action to identify and address modern slavery risks, and are committed to continuous improvement in our approach.

IN 2023 WE WILL FOCUS ON THE FOLLOWING ACTIVITIES

- » Continuing to ensure a consistent human rights and modern slavery approach across the merged portfolio
- » Responding to findings from supplier audits undertaken in 2022 and identifying additional high risk suppliers for future audits
- » Update the salient human rights risk assessment to include the merged portfolio
- » Review our human rights training to identify areas for continuous improvement, including targeted training for key areas of the business
- » Rolling out specific modern slavery training for our Contracting and Procurement team
- » Consider recommendations from the effectiveness review of our community grievance mechanisms for implementation
- » Refresh our Human Rights Remediation Guideline

Reporting entity index

The reporting entities covered by this joint statement are as follows.

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



Woodside's head office building.

Each of these reporting entities is a proprietary company limited by shares, domiciled and incorporated in Australia, except for Woodside Energy Group Ltd and Woodside Energy Ltd, which are public companies limited by shares and incorporated in Australia, and WETS is domiciled and incorporated in Singapore. Burrup Train 1 is the only reporting entity not wholly-owned by the Woodside Group. More information on the Woodside Group can be found in the Annual Report 2022.

Modern Slavery Statement 2022

We welcome your feedback on our statement.

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