

2024

Modern Slavery Statement

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CORPORATE REPORTING 2024

Our reporting suite includes our 2024 Annual Report (inclusive of our Corporate Governance Statement and Sustainability Report), 2024 Climate Update and sustainability disclosures on our website.

More information is available at www.woodside.com

ACKNOWLEDGING COUNTRY

Woodside recognises Aboriginal and Torres Strait Islander peoples as Australia's First Peoples. We acknowledge their connection to land, waters and the environment and pay our respects to ancestors and Elders, past and present. We extend this recognition and respect to First Nations peoples and communities around the world.



About this statement

This is Woodside's fifth Modern Slavery Statement to meet the requirements of the Australian *Modern Slavery Act 2018* (Cth) (the Australian Modern Slavery Act) and the third to meet the requirements of the United Kingdom *Modern Slavery Act 2015* (the UK Modern Slavery Act), covering the period from 1 January 2024 to 31 December 2024 (reporting period).

This is a joint statement 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 additional entities which are also reporting entities under the Australian Modern Slavery Act (see Appendix 1).

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

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

In this statement, 'modern slavery' is defined, in line with the Australian Modern Slavery Act, to refer to trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and the worst forms of child labour. Key terms used in this document are defined in the Glossary on page 25

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

OUR VALUES

One team

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

We care

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

Innovate every day

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

Results matter

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

Build and maintain trust

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



Message from our CEO

“Millions of people around the world continue to endure the harsh impacts of modern slavery, including in countries where Woodside operates. As our global footprint increases, it continues to be important for Woodside to address modern slavery risks across our growing business.”

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

During 2024, we strengthened our understanding of the modern slavery risks in our supply chain, with a focus on capacity building and training. This included implementation of an updated supplier site visit checklist, supported by targeted training to help Woodside team members identify modern slavery red flags when conducting these site visits. We did not identify any instances of modern slavery through our due diligence activities or grievance mechanisms. However, we acknowledge that this does not mean modern slavery may not be present in our supply chains and remain committed to continuous improvement in identifying and assessing our risks.

Woodside continues to build transparency and trust, holding dedicated conversations with some of our high-risk suppliers about modern slavery and human rights risks in supply chains. We also built our understanding of risks beyond our directly contracted suppliers, including mapping the supply chain of a construction project in order to undertake due diligence on our tier two suppliers.

Addressing modern slavery effectively requires collaboration across multiple sectors. During 2024, Woodside continued to engage with a number of stakeholders and forums focused on modern slavery, such as the Australian Human Rights Resource and Energy Collaborative and the annual United Nations Forum on Business and Human Rights. These opportunities to hear from peers, experts and others inform our approach as we strive for continued improvement in addressing Woodside's modern slavery risks.

Our annual Modern Slavery Statement is an opportunity to reflect on our actions to address modern slavery risks in our own business and our supply chain, share our progress and challenges and identify opportunities to continue strengthening our approach.

It 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 7 May 2025.

Key highlights in 2024

- › Completed modern slavery training for Woodside's Contracting and Procurement team.
- › Updated Woodside's supplier site visit checklist to support identification of modern slavery risks.
- › Delivered targeted 'red flag' modern slavery training for key Woodside personnel undertaking supplier site visits.
- › Established an internal community of practice on 'above ground risk' due diligence.
- › Commenced focused conversations with identified high-risk suppliers about modern slavery and human rights risks in supply chains.

Meg O'Neill
Chief Executive Officer and Managing Director

Continuous improvement

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

The following shows an overview of key actions we have taken in our modern slavery risk management approach since 2021, and our planned future actions.

2021–2023	<ul style="list-style-type: none"> • Undertook company-wide salience human rights risk assessment • Developed modern slavery training for Contracting and Procurement team • Independent expert review of supply chain modern slavery risk framework, including review of high-risk supply chain categories • Completed first independent supplier audits and fabrication yard audits for modern slavery • Independent expert review of community grievance mechanisms against the effectiveness criteria in the United Nations Guiding Principles on Business and Human Rights
2024 Progress	<ul style="list-style-type: none"> • Updated our internal guidance on human rights due diligence and remediation and incorporated this into our Woodside Management System update • Progressed implementation of risk-based assurance activities including development of a supplier site visit checklist and updated other key supplier checklists (including for marine) to support the identification of modern slavery risks and mapping of the individual supply chain of a construction project to support assurance activities of its tier two suppliers • Delivered targeted modern slavery 'red flag' training for key personnel undertaking supplier site visits • Maintained skills and expertise of our human rights working group with briefings on topics such as a living wage • Delivered training for our US-based Contracting and Procurement team members in relation to modern slavery and implemented a program to conduct in-person capacity building in relation to modern slavery for all Contract and Procurement personnel • Completed the mapping of our merged supply chain (following the merger of Woodside and BHP Petroleum assets) and identified high-risk supply categories and suppliers within the merged supply chain

2025 FOCUS AREAS



Review and update
Supplier Code of
Business Conduct



Continue to progress
implementation of our risk-
based assurance activities
within our supply chain



Increase engagement with
high-risk tier one suppliers
in relation to modern slavery



Review modern slavery
effectiveness approach



Our structure and operations

From our beginnings in Australia 70 years ago, we are now a global energy company providing reliable and affordable energy to help people lead better lives.

Woodside Energy Group Ltd is a for-profit company limited by shares, incorporated and domiciled in Australia and headquartered in Perth. Its shares are publicly traded on the Australian Securities Exchange (ASX:WDS) and on the New York Stock Exchange (NYSE:WDS) (in the form of Woodside American Depositary Shares).¹ It is the ultimate holding company of the Woodside group of companies that includes the reporting entities (listed on page 24) 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 2024 Annual Report.

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

Driven by a spirit of innovation and determination, we established the liquefied natural gas (LNG) industry in Australia in the 1980s and remain one of the nation's largest suppliers of LNG to major regional trading partners.

We have safely and reliably delivered natural gas to homes and businesses in Australia for decades and continue to provide reliable energy to support Australia's mining, manufacturing and electricity sectors.

We are leveraging this track record of world-class project execution and operational excellence as we build a diverse global portfolio to meet the world's growing energy needs.

We are playing our part in a secure and affordable transition to a lower-carbon future by supplying vital energy for the world's needs today and investing in new energy for tomorrow.

Our core product of LNG is expected to play a sustained role through the energy transition. In particular, LNG can help customers in major economies meet their energy security and decarbonisation goals, including by displacing coal and backing up and supplementing energy from renewable sources.

We are also investing in new products and services, such as lower-carbon ammonia and carbon capture and storage (CCS), that can help customers reduce or avoid their emissions.

We are proud of our meaningful relationships with communities and the significant contributions we make, our management of biodiversity and the natural environment where we operate and believe our skilled workforce provides the foundation to deliver these outcomes.

Producing assets

We produce liquefied natural gas, pipeline gas, crude oil and condensate and natural gas liquids for domestic and international markets, and have interests in Australia, United States, Mexico, Trinidad and Tobago, Senegal and Timor-Leste.²

Australian operations

Woodside's Australian portfolio consists of operated and non-operated oil and gas projects across Australia including:

- Pluto LNG
- Woodside Solar project³
- North West Shelf Project (NWS Project)
- Wheatstone and Julimar-Brunello⁴
- Bass Strait
- Other Australian oil and gas assets

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1. In addition, during the year its shares were publicly traded on the London Stock Exchange (LSE:WDS) with those shares being delisted from the London Stock Exchange on 19 November 2024.

2. Woodside has agreed to divest the Greater Angostura assets. Completion of the transaction is subject to customary conditions precedent. See "Woodside to divest Greater Angostura assets to Perenco" announced 28 March 2025 for details.

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

4. Woodside has agreed to divest the Wheatstone assets. Completion of the transaction is subject to conditions precedent. See "Woodside simplifies portfolio and unlocks long-term value" announced on 19 December 2024 for details.

International operations

Woodside's international portfolio consists of established high-quality operated and non-operated oil and gas assets including:

- Sangomar Project (Senegal)
- Mad Dog development (United States)
- Atlantis development (United States)
- Shenzi facility (United States)
- Greater Angostura facility (Trinidad and Tobago)¹

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Projects

Woodside is leveraging proven project execution capabilities to deliver quality growth projects in LNG, oil and lower-carbon services, with a focus on safety, quality, cost and schedule. These include:

- Scarborough Energy Project (Australia)
- Trion Project (Mexico)
- Beaumont New Ammonia Project (United States)

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Developments and exploration

Woodside is building a diverse global portfolio of development opportunities to underpin long-term profitability including:

- Louisiana LNG (United States)
- Browse (Australia)
- Calypso (Trinidad and Tobago)
- Greater Sunrise (Australia, Timor-Leste)
- Liard (Canada)

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Marketing and trading

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

Our marketing and trading strategy is to build a diverse customer portfolio and pursue additional sales agreements, underpinned by reliable domestic gas, LNG and liquids production, and supplemented by globally sourced volumes. Our relationships with customers in Australian and international energy markets have been maintained through a track record of reliable delivery and expertise across contracting, marketing and trading.

Woodside's marketing and trading portfolio is supported by our managed shipping capacity which includes seven LNG vessels under long-term charter and multiple vessels on short-term charter. A new 174,000 m³ long-term charter LNG vessel, the Woodside Scarlet Ibis, was delivered in June 2024.

Further information about our marketing and trading activities is set out in our 2024 Annual Report.

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Decommissioning

In 2024, Woodside made substantial progress on planned decommissioning activities.

With the recovery of the Nganhurra floating production storage and offloading (FPSO) anchors, chains and moorings in February 2025, Woodside decommissioned the Enfield Project, located approximately 38 km north of the North West Cape, Western Australia. Woodside has continued decommissioning of the Griffin and Stybarrow fields. State and Commonwealth environmental approvals for decommissioning the Minerva field, offshore Victoria, were secured with planning and preparations completed in the last quarter of 2024. The plugging and abandonment of three wells, and removal of subsea infrastructure including 10 km of pipeline is planned for completion in 2025. The Gippsland Basin Joint Venture (GBJV) continued planned decommissioning activities in Bass Strait.

Outside Australia, Woodside and partners continue to responsibly progress decommissioning obligations in line with relevant local regulatory environments. This includes ongoing work in Canada, at both the upstream Liard and Horn River basins and downstream Kitimat locations in British Columbia, and in the United States where two deepwater wells have been plugged and legacy site decommissioning is ongoing.

Woodside is working with a number of international contractors which bring experience, technical expertise and the specialist offshore vessels required for our offshore decommissioning scopes.

 [VIEW MORE](#)

1. Woodside has agreed to divest the Greater Angostura assets. Completion of the transaction is subject to customary conditions precedent. See "Woodside to divest Greater Angostura assets to Perenco" announced 28 March 2025 for details.

New energy and carbon solutions

Woodside is investing in new energy products and lower-carbon services to enable our base business and help our new and existing customers decarbonise.

In the United States, this includes Beaumont New Ammonia (BNA), Woodside's biggest investment in new energy which positions Woodside to be an early mover in the lower-carbon ammonia industry and meet growing global demand.¹

In Australia, Woodside continues to progress H2Perth, a proposed liquid hydrogen production facility and the Hydrogen Refueller @H2Perth, a self-contained hydrogen production, storage and refuelling station. Woodside will also join the NeoSmelt project, a proposed direct reduced iron electric smelting furnace pilot plant.

Woodside is evaluating lower-carbon services including carbon capture and storage (CCS), carbon capture and utilisation (CCU), and investing in carbon credits to enable our base business, help our customers decarbonise, and deliver future value to shareholders. Woodside, as a participant in various joint ventures, is involved in five greenhouse gas assessment permits.

Woodside utilises carbon credits to offset gross equity Scope 1 and 2 GHG emissions that are above our net emissions reduction targets. As at 31 December 2024, Woodside manages a portfolio of more than 20 million carbon credits from the Australian Carbon Credit Unit (ACCU) scheme, Gold Standard and Verra.

Woodside is collaborating with CCU technology developers and is assessing opportunities to deploy their technologies to create value added products and also to evaluate their potential in reducing our Scope 1 or 3 GHG emissions. Woodside continues to screen several approaches for CCU technologies.

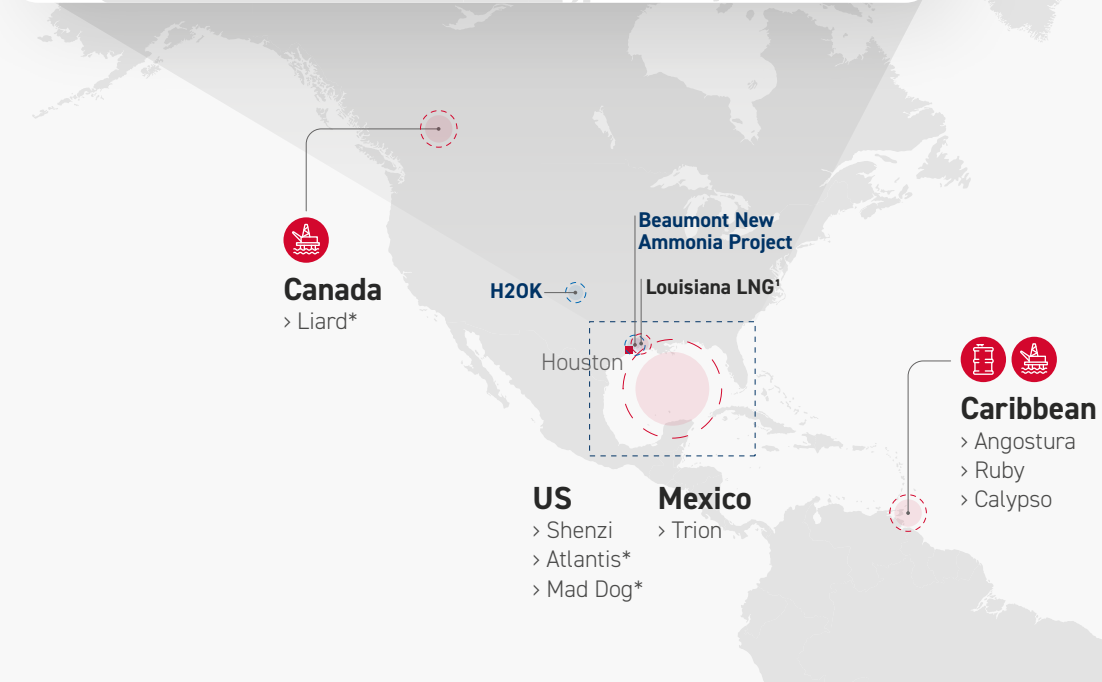
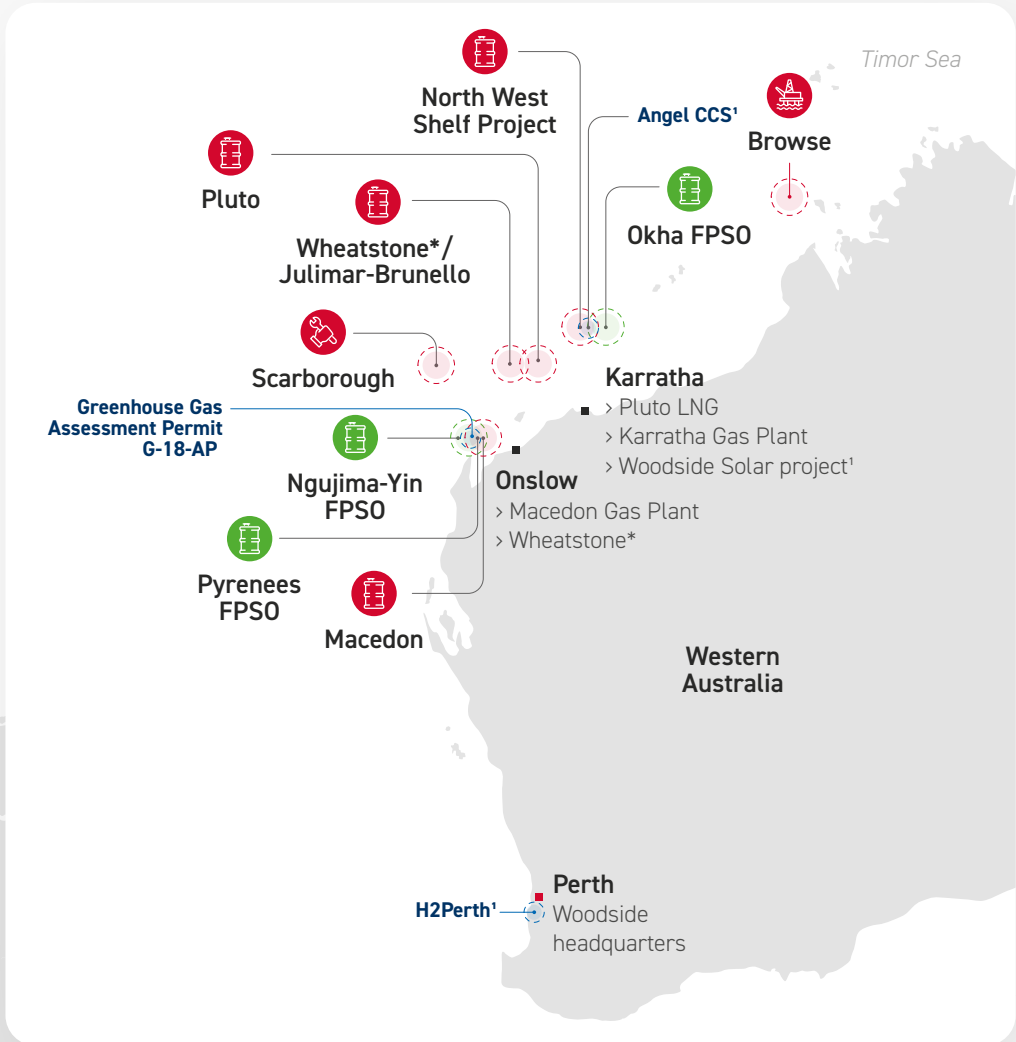
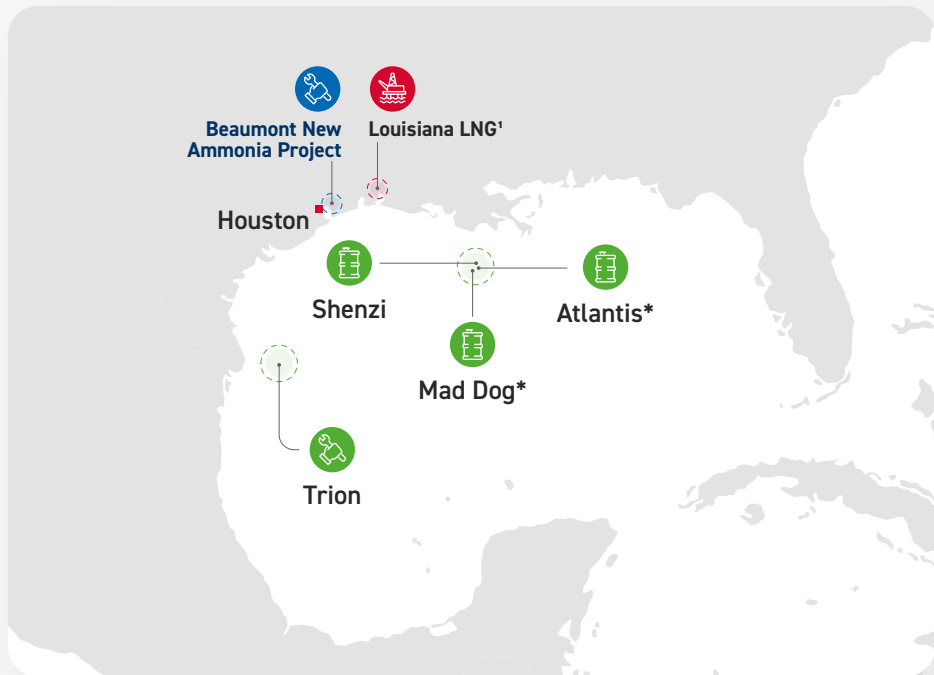
 [VIEW MORE](#)



Ground preparation for seedling planting at Karakin, Western Australia

1. Production of lower-carbon ammonia is conditional on supply of carbon abated hydrogen and ExxonMobil's CCS facility becoming operational.

Global portfolio



Key

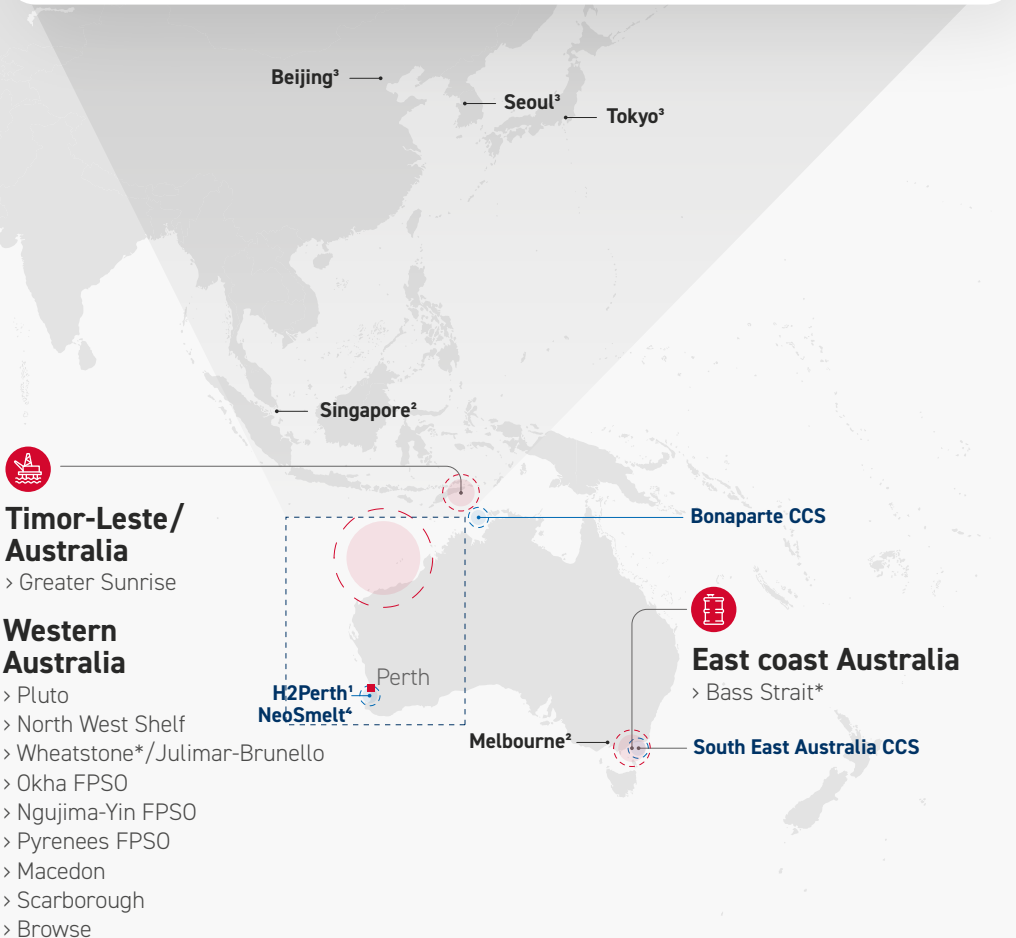
Primary product

- Gas
- Oil
- New energy opportunity or lower-carbon service¹

Phase

- Producing assets
- Projects
- Developments¹
- Operating hub

* Non-operated.
1. Subject to FID and/or regulatory approvals.
2. Denotes marketing offices.
3. Denotes representative and/or liaison offices.
4. Woodside Energy will join the NeoSmelt consortium as an equal equity participant and energy supplier (energy supply may include hydrogen, natural gas and electricity), subject to finalising commercial arrangements.



Our value chain



ACQUIRE, DIVEST, EXPLORE AND DEVELOP

We manage our portfolio through acquisitions, divestments and exploration, based on a disciplined approach to optimising shareholder value and appropriately managing risk. We look for material positions in world-class assets and locations 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 phases, we aim to optimise value by selecting the best concept for extracting, processing and delivering energy to our customers.



PROJECT EXECUTION

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



OPERATE

Our operations prioritise safety while focusing on strong 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.¹ Internationally, we operate Sangomar in Senegal, Shenzi in the Gulf of America, Angostura and Ruby in Trinidad and Tobago, and have non-operated interests in Atlantis and Mad Dog in the Gulf of America.² We endeavour to adopt technology and a continuous improvement mindset to support operational performance and optimise the value of our assets.



MARKET AND TRANSPORT

Our relationships with customers have been maintained through a track record of reliable delivery since the NWS Project's first LNG cargo was delivered to Japan in 1989. We are building scale and flexibility in our portfolio by expanding our global supply presence, through our own production and through offtake agreements with third parties, and by maintaining our own shipping fleet. This helps ensure reliable delivery to our customers and creates opportunities to capture value by portfolio and shipping optimisation. 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 to plug and abandon wells that are no longer required for our operations. We work with regulators to deliver our decommissioning commitments.

1. Woodside has agreed to divest the Wheatstone assets. Completion of the transaction is subject to conditions precedent. See "Woodside simplifies portfolio and unlocks long-term value" announced on 19 December 2024 for details.

2. Woodside has agreed to divest the Greater Angostura assets. Completion of the transaction is subject to customary conditions precedent. See "Woodside to divest Greater Angostura assets to Perenco" announced 28 March 2025 for details.

Our people

As at 31 December 2024, Woodside had 4,602 employees, the majority of whom are located in Australia and the United States. The majority of our workforce are employed under individual contracts and some employees are covered by industrial agreements.^{1,2}

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

EMPLOYMENT NUMBERS

■ Male ■ Female

4,602

TOTAL EMPLOYEES



4,285

PERMANENT FULL-TIME EMPLOYEES



317

PERMANENT PART-TIME EMPLOYEES

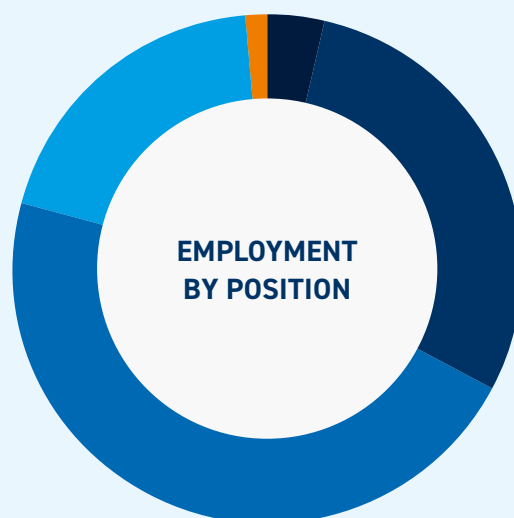


109

FIXED-TERM EMPLOYEES



■	3,662	Australia
■	29	Africa and Middle East
■	34	Asia
■	107	Caribbean
■	8	Europe
■	762	Americas



■	174	Administration
■	1,344	Technical
■	2,136	Supervisory/Professional
■	888	Middle Management
■	60	Senior Management

1. Vacation students, interns, cadets, and scholarship students are excluded from these metrics.

2. Secondees In are excluded from these metrics; Secondees Out are included.

Our supply chain

In 2024, we spent more than US\$7.9 billion on goods and services with 3,038 direct suppliers across 50 countries. The majority of our direct supplier spend was with suppliers in Australia (approximately US\$5.1 billion with 1,513 direct suppliers), the United States, Senegal, the Republic of Korea and the United Kingdom.

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

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

GLOBAL SUPPLIER NUMBERS

US\$7.9

BILLION SPENT IN 2024

3,038

DIRECT SUPPLIERS

50

COUNTRIES

1,513

AUSTRALIAN SUPPLIERS

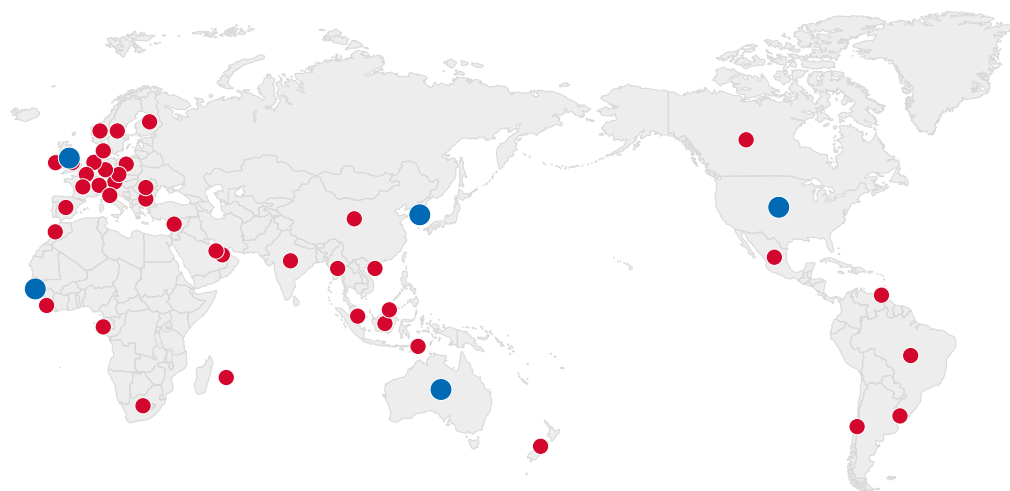
SUPPLIER COUNTRIES

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

- » Australia
- » United States
- » Senegal
- » Republic of Korea
- » United Kingdom

Key

- Major supplier country
- Supplier country



LARGEST CATEGORIES BY SPEND IN 2024 (US\$ BILLION)

\$3.82

PROJECTS

\$0.97

AUSTRALIAN
OPERATIONS

\$0.95




WELLS AND
SEISMIC

\$0.58

CORPORATE
SERVICES

Modern slavery risks

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

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

OPERATIONS

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

During 2024, the majority of our activities and employees were in countries which are not considered high-risk for modern slavery.¹ Approximately 99% of our employees were based in Australia, the United States, Canada, Trinidad and Tobago, Senegal, Singapore, Japan and the United Kingdom. Further, the majority of our workforce (which captures employees, but not contractors or trainees and apprentices) are skilled and directly employed in line with applicable labour laws.

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

SUPPLY CHAIN

Our supply chain, where we procure goods and services outside of our own operations, has the potential to be directly linked to modern slavery. Our high risk contracting categories were developed with an independent third party and considered the modern slavery risk factors as set out in the first table on page 14. The table represents modern slavery factors considered in assessing supply chain categories and does not mean that those factors are present in Woodside’s supply chain. These are reviewed periodically.

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

1. Based on the prevalence data from the 2023 Global Slavery Index.

Modern slavery risk factors

 Vulnerable populations	 High-risk sectors	 High-risk business models	 High-risk geographies
<ul style="list-style-type: none"> • Migrant workers • Low-skill workers 	<ul style="list-style-type: none"> • Specific raw materials • Manufacturing • Services and goods not for resale • Long and complex supply chains which use low tier suppliers operating out of higher risk geographies 	<ul style="list-style-type: none"> • Offshore centres • Contracting • Subcontracting and use of third-party agencies • Business partners such as brokers, recruitment agents and dealers, especially in countries with weak governance • Focus on cost reductions • Pressure from tight deadlines 	<ul style="list-style-type: none"> • Weak rule of law • High levels of corruption or conflict • Internal displacement of people • High cross-border migration • Regional or remote areas

Inherent high-risk contracting categories

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

Actions to assess and address modern slavery risks

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

GOVERNANCE AND POLICIES

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

BOARD OF DIRECTORS

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

Sustainability Committee

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

Audit and Risk Committee

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

CEO AND EXECUTIVE LEADERSHIP TEAM

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

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

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

FUNCTIONS AND BUSINESS UNITS

Sustainability, Policy and External Affairs

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

Contracting and Procurement Team

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

Human Rights Working Group

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

Modern Slavery Working Group

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

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

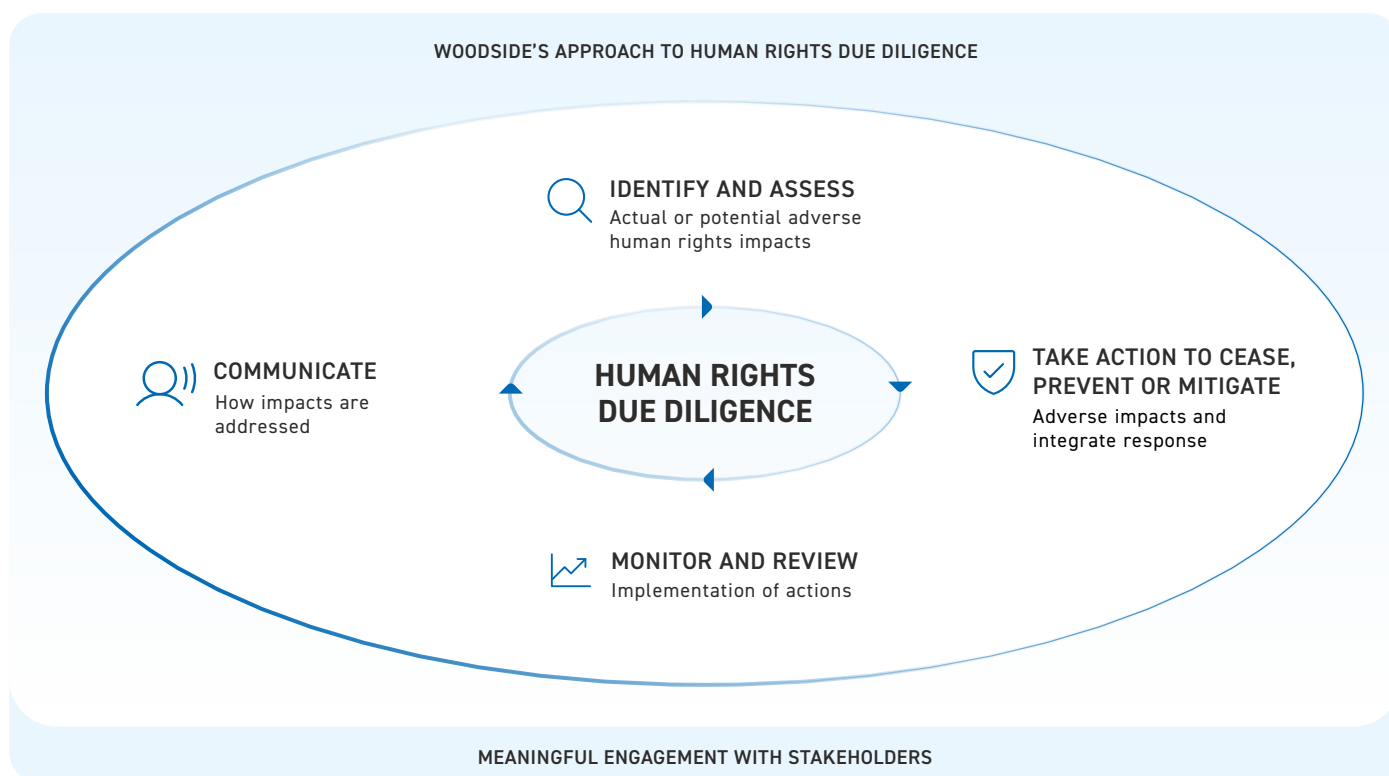
Relevance to modern slavery	Key implementation measures
Code of Conduct  VIEW CODE OF CONDUCT <p>Defines the expected behaviours of everyone working at and with Woodside. Outlines our commitment to conducting business and activities ethically and with integrity. Woodside is committed to a safe, inclusive, and respectful working environment. References our Working Respectfully Policy.</p>	<ul style="list-style-type: none"> • Annual mandatory Code of Conduct training (induction and refresher) for all employees and service providers (who access Woodside sites or IT systems). • Employment contracts require adherence to the Code of Conduct • Accessible on website and intranet
Human Rights Policy  VIEW POLICY <p>Outlines our commitment to respect human rights and our opposition to modern slavery including forced labour, child labour, bonded labour or human trafficking in our operations or supply chain. Includes our objectives of community engagement and a grievance mechanism.</p>	<ul style="list-style-type: none"> • Guides approach to human rights across the business • Online human rights training highlights the Policy • Approved by the Board and regularly reviewed and updated as required • Available on our website and intranet
Stakeholder Advocacy, Social Licence and Cultural Heritage Expectations <p>Outlines mandatory requirements related to human rights including why the expectations are important, who it applies to as well as the key process activities.</p>	<ul style="list-style-type: none"> • Outlines objectives, activities and mandatory requirements for key social performance processes
Social Performance Standard <p>Includes mandatory requirements that must be met including how human rights risks should be identified and assessed.</p>	<ul style="list-style-type: none"> • Human rights impact assessment • Recording of grievances • Identifying and engaging with stakeholders • Available on Woodside's intranet
Human Rights Due Diligence and Remediation Work Instruction <p>Sets out the human rights due diligence requirements and provides guidance on remedy in the event that Woodside identifies it has caused, contributed or is directly linked to an adverse human rights impact.</p>	<ul style="list-style-type: none"> • Outlines roles, responsibilities and actions to help identify and manage actual or potential human rights impacts • Provides guidance on remediation • Available on Woodside's intranet
Modern Slavery in Contracting and Procurement Guideline <p>Describes our due diligence process to assess, assign and manage supplier modern slavery risk throughout the contracting life cycle. This includes the supply chain modern slavery framework.</p>	<ul style="list-style-type: none"> • Guideline rolled out in 2023, and training for all Australian-based Contracting and Procurement employees completed • International employees' completed training in 2024 • Available on intranet and is communicated directly to all Contracting and Procurement team members
Supplier Code of Business Conduct  VIEW SUPPLIER CODE OF BUSINESS CONDUCT <p>Describes the business relationship Woodside seeks to have with our suppliers. Includes expectations regarding human rights and modern slavery and an obligation to report any incidents to Woodside.</p>	<ul style="list-style-type: none"> • Suppliers are required to agree to Supplier Code of Business Conduct • Regular communication with suppliers about expectations to adhere to Supplier Code of Business Conduct • Our Guideline on Worker Access to Identity Documents prohibits suppliers from withholding identity documents of migrant workers. Requirements for the safekeeping of personal documents when requested by the workforce are also provided • Available on our website, communicated to suppliers during onboarding and incorporated into our standard terms and conditions
Whistleblower Policy  VIEW POLICY <p>Sets out how people can report concerns about unacceptable conduct in breach of our policies or values, including incidents of modern slavery, and explains our commitment to the protection of whistleblowers.</p>	<ul style="list-style-type: none"> • Policy is communicated to all personnel during induction and annual refresher Code of Conduct training • Eligible recipients receive additional annual training specific to their role under the Policy • Policy and EthicsPoint whistleblower service are available on our website and intranet
Community Grievance Guideline <p>Provides a framework for receiving and resolving community grievances in a consistent and timely manner for incorporation into local grievance mechanisms for our operations. It includes guidance on remediation in the event Woodside identifies it has caused, contributed to or is directly linked to an adverse human rights impact.</p>	<ul style="list-style-type: none"> • Conducted training for the Communities Social Performance team members on the grievance mechanism • Available on Woodside's intranet

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

OPERATIONS

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

This is required every two years or when there is a significant change in our activity or the operating context. Country risk is determined through an annual internal review of all countries we have interests in through a desktop analysis of independent data sources, including the Global Slavery Index. Where we are not the operator, we seek to influence joint venture participants to have the joint operation adopt commitments similar to those in our Human Rights Policy.



Employment processes

Woodside strives to maintain an open and collaborative working relationship with our global workforce. We engage with our employees and they are free to join or not join a labour union. As at 31 December 2024, 322 employees (7% of our total workforce) at our North West Shelf Platforms, Ngujima-Yin and Okha FPSOs and Macedon Gas Plant were covered by collective bargaining agreements. All other employees' working conditions and terms of employment are based on industry conditions, as determined by the relevant laws and regulations in the respective jurisdictions.

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

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

In 2024, Woodside did not directly employ any workers under 18 years of age. Woodside has two pathways which provide employment for workers between the ages of 16 and 18 years of age (young workers) – school-based trainees (SBTs) and Programmed apprentices and trainees (PATs) – both of which are managed by external training organisation Programmed Training Services (Programmed). Programmed has strict controls in place to ensure compliance with labour laws and compulsory education requirements, appropriate supervision, and that young workers do not undertake hazardous work. During 2024, three young workers were engaged through Programmed under apprenticeship or traineeship programs to work at Australian assets.

From time to time a small number of contractors under 18 years of age work in Woodside offices. These workers are above 16 years of age and undertake work in a manner consistent with Western Australia's compulsory education requirements. In 2024, there was one contractor that commenced work at 17 years of age at the Woodside Corporate Office in Perth, Western Australia.

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

Assessing joint ventures and new business opportunities

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

In 2024, we commenced a review of our 'above ground risk' due diligence process for new opportunities. The due diligence process aims to assess a number of above ground risks including human rights in relation to new opportunities, in particular acquisitions and exploration activities. The review is seeking to identify and implement improvements to streamline how we assess human rights including modern slavery risks for new business opportunities. An internal community of practice has been established involving subject matter experts from relevant areas including Corporate Affairs, Health and Safety, Environment and Ethics and Compliance. Aspects of review by the community of practice include standardising and improving due diligence requirements and processes as well as creating a network for collaboration and education.

SUPPLY CHAIN

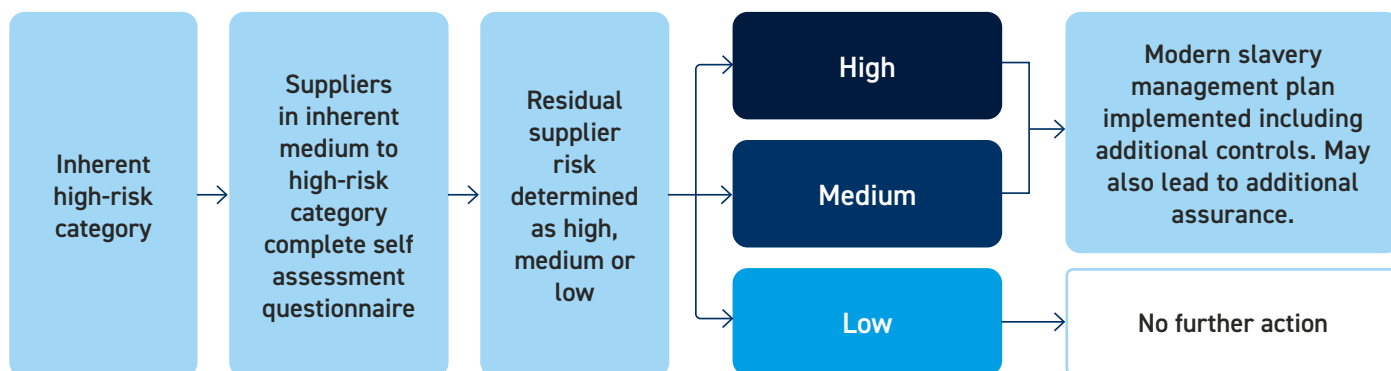
We have identified the inherently higher risk categories of our supply chain for modern slavery, as described on page 14.

Building on these risk assessments, our Supply Chain Modern Slavery Framework is used to map our suppliers' modern slavery risk rating (high, medium and low) which then informs any additional supplier engagement and due diligence that we undertake. The framework takes into account important aspects of our spend categories, suppliers, and contracts (see table on page 14).

During 2023, we commenced a project with an expert third-party to help map our merged (Woodside and BHP Petroleum) supply chain (including beyond some tier one suppliers). We completed this work in 2024. Applying our supply chain risk assessment, we then identified higher risk supply categories within the merged supply chain. In 2024, we identified 20 contract scopes that were 'high-risk'.

The project also supported risk-based assurance activities including the development of a supplier site visit checklist and updating of other key supplier checklists (including for marine) to support the identification of modern slavery risks. We also mapped the individual supply chain of a construction project to support assurance activities with tier two suppliers.

SUPPLIER RISK RATING APPROACH



Self-assessment questionnaire and contract delivery requirement

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

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

Assurance

From time to time we undertake independent audits of certain suppliers that have been identified as potentially higher risk for modern slavery. We did not undertake any independent audits in 2024. During the year we commenced a review of our approach to supply chain modern slavery assurance including the introduction of the Supplier Site Visit Checklist (see case study). Learnings from this have informed our ongoing approach to assurance.

Supplier engagement

Our Contracting and Procurement team maintain regular contact with suppliers through onboarding and ongoing contract management. In 2024, we commenced more focused conversations with some of our high-risk suppliers about modern slavery and human rights risks in supply chains. We believe sharing knowledge and collaborating with our suppliers is an important part of identifying and addressing modern slavery risks.

Supplier requirements

Our Supplier Code of Business Conduct sets out our expectations for suppliers including in relation to human rights and modern slavery, as outlined on page 16.

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

Our standard contractual terms and conditions for the supply of goods and services include specific modern slavery provisions which:

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

If we identify adverse human rights impacts in our supply chain, we may not immediately terminate the relationship, but we will consider whether we play a role in remediation. If the supplier is not receptive to remedying the impact and improving their practices, then we may terminate the relationship.

In 2025, we intend to review both the Supplier Code of Business Conduct and related clauses in our standard contractual terms and conditions to identify opportunities for improvement.

CASE STUDY

Supplier site visit checklist

Woodside conducts inspections on certain supplier sites predominantly fabrication yards, shipyards and supply bases.

In 2024, Woodside updated its Supplier Site Visit Checklist to incorporate modern slavery red flags that may be observed at supplier sites. We leveraged existing inspection and assurance practices to apply the checklist to assess modern slavery risks.

This was supported by targeted modern slavery 'red flag' training for key employees who conduct supplier site visits including hypothetical scenarios to explore different types of red flags. We also developed a modern slavery wallet card for quick reference.

During one of our site visits, we identified that workers were required to purchase their own personal protective equipment (PPE). While not assessed as modern slavery, we engaged the contractor to ensure PPE was supplied to workers at no cost.

Carbon credits portfolio

We both originate (i.e. invest in our own carbon projects) and acquire (i.e. through carbon markets) carbon credits, to maintain a diverse portfolio of carbon credits differentiated by underlying abatement method, geography and vintage. Woodside assesses the overall environmental and social performance of a carbon project and prioritises projects that have benefits such as land restoration and employment opportunities for local communities. Over time, we are increasing our focus on project origination as it enables us to better manage the integrity and cost of our carbon credits. For more information see our website.

In 2024, we reviewed and updated our environment and social due diligence process used to assess carbon projects, including a review of internal and external standards. The outcomes from the assessment provide insights to inform future actions and decisions such as determining if additional information or controls are required.

MARINE

All vessels that Woodside charts and which call at our terminals must comply with the Maritime Labour Convention which sets out minimum standards for seafarers' rights at work. Our marine assurance process requires checks of all vessels we charter or which call at our terminals prior to contracting to ensure that the vessel and operators comply with relevant industry legislative requirements. This includes but is not limited to a valid Maritime Labour Convention certificate or International Transport Workers' Federation Blue Card and valid (previous six months) Ship Inspection Report (SIRE). Vessels are also subject to inspections by Woodside's Marine Assurance team. In addition, vessels chartered by Woodside in Australia operate under Enterprise Bargaining Agreements with stringent labour standards.

In 2024, Woodside had seven LNG vessels on long-term charter supplemented by voyage charters, which includes the Woodside Scarlet Ibis which was delivered in June 2024. We also began engaging with owners of our long-term chartered vessels to complete our modern slavery questionnaire to enable Woodside to further understand their approach to worker welfare and modern slavery risks.

We continue to support the Dampier Seafarers Centre (the centre) through initiatives such as bus transportation for crew to the centre and crew Christmas welfare packs. The centre supports the welfare and treatment of seafarers calling to Dampier port including but not limited to providing welfare and emergency assistance, practical support and need items and communication services. In 2024, our Port Operations team volunteered their time to support a stock take at the centre.



TRAINING AND CAPACITY BUILDING

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

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

An online Human Rights training module is mandatory for employees in areas of the business with high-risk of exposure to modern slavery issues (for example, Contracting and Procurement, Legal, and Corporate Affairs) and optional to those who work in lower risk areas.

The training covers our human rights responsibilities and approach, the risk of modern slavery in our operations and supply chains, modern slavery legislation and human rights in the global oil and gas sector. The content was updated in 2024 to include more information on our due diligence process and human rights risks. The module is currently being updated into a new design ready to be rolled out in the first half of 2025.

In 2024, we delivered targeted modern slavery 'red flag' training for key personnel undertaking supplier site visits as outlined in the case study on page 19.

We delivered training for US-based Contracting and Procurement team members focused on implementation of our updated Modern Slavery in Contracting and Procurement Guideline to build capacity to assess suppliers for modern slavery risks. Supplementing this, we conducted in-person bi-annual capacity building sessions on modern slavery. In addition, we conducted living wage and human rights defender awareness sessions for our Human Rights Working Group and representatives from other relevant areas of the business.

We will continue to hold focused sessions on key human rights issues including modern slavery topics for relevant 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 any potential misconduct, including those related to modern slavery. Stakeholders can lodge a grievance with us using a variety of local and company-wide channels as detailed on our website, which include website, telephone, mail and email channels.

During 2024, we did not receive any complaints through our mechanisms that related to modern slavery. We recognise, though, that this does not necessarily mean that modern slavery is not present, including in deeper tiers of our supply chain, and accordingly we will continue to identify ways to improve both our due diligence and the effectiveness of our grievance mechanisms.

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

In 2024, 43 investigations were completed (including investigations in progress prior to 1 January 2024). Misconduct findings were substantiated in 27 investigations. Five contractor personnel were removed and nine employees terminated as a result of these findings. None of the investigations related to modern slavery.

We also have localised community grievance mechanisms across our operations. Our Community Grievance Guideline provides for the prompt and respectful receipt, investigation and response to complaints from communities or individuals affected by our activities. Our local mechanisms are based on the guideline and tailored to the local context (for example in Senegal the community grievance mechanism is available in English and French).

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

Remediation

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

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



KEY STEPS IN REMEDIATION PROCESS

1

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

2

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

3

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

4

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

5

RESPOND

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



CAUSE

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



CONTRIBUTE

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



DIRECTLY LINKED

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

Assessing the effectiveness of our actions

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

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

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

Board oversight

Woodside's Executive Leadership Team and the Board's Sustainability Committee receive an annual human rights briefing which outlines our salient 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, the Code of Conduct and Human Rights Policy have been approved by the Board and are regularly reviewed and updated as required.

Outcomes:

- The Board reviewed and confirmed our human rights and modern slavery risk management approach, including forward-looking continuous improvement plans.

Woodside's Human Rights and Modern Slavery Working Groups

Our internal Human Rights Working Group (HRWG) works to mature our approach to human rights and associated risk management. This includes building human rights capability among members of the group who help drive implementation of human rights risk management across the business. Our Modern Slavery Working Group has a smaller number of participants and discusses more specific modern slavery issues in more detail.

Outcomes:

- Our internal HRWG met seven times during 2024. The HRWG's activities included reviewing of how we were tracking against the management of salient risks.
- The Modern Slavery Working Group met monthly and reviewed results of supplier assessments and how to apply lessons learnt for continuous improvement.

Tracking supplier actions

Suppliers identified as having medium or high modern slavery risk are required to complete a Modern Slavery Management Plan which shows how the supplier intends to mitigate and address any identified risks. We work with our suppliers to address and close out these risks as part of our ongoing contract management. We also work with suppliers who we have audited to track their response to audit findings and recommendations.

Outcomes:

- During 2024, Modern Slavery Management Plans were embedded in contracting processes for suppliers with medium to high modern slavery risk.

Training and capacity building

We track the number of employees who complete our online human rights training module (which is mandatory for employees working in areas of the business with a higher risk of exposure to modern slavery issues). We also tracked completion of targeted Contracting and Procurement team training.

Outcomes:

- At the end of 2024:
 - › 86% of the applicable employees had completed the human rights awareness training module.
 - › 70% of targeted Australian supply chain team members had completed the targeted training.

Grievance mechanisms

We track the grievances we receive through our whistleblower hotline and community grievance mechanisms (see page 22). These are regularly reviewed and reported internally.

Outcomes:

- Conducted training for the Communities Social Performance team members on the grievance mechanism.

External benchmarking

We participate in selected sustainability performance rating indices, which consider our sustainability performance, including human rights.

These platforms consider the company's approach to sustainability (including human rights) and provides a view of the effectiveness of our approach. For more information, visit our website.

Outcomes:

- In 2024, as indicated on our website, we continued to perform strongly within various sustainability performance rating indices relative to our global industry peers.

Stakeholder engagement and collaboration

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

During 2024, we engaged with government, industry experts, suppliers and industry associations in relation to human rights including modern slavery.

We continued to participate in Ipieca, the global oil and gas association for advancing environmental and social performance. This included Ipieca's social responsibility, human rights and supply chain working groups to develop and share good practice about human rights performance.

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 human rights due diligence.

During 2024, we also attended a number of modern slavery and broader human rights dialogues, webinars and workshops including a modern slavery seminar hosted by Pillar Two and the Australian Council of Superannuation Investors and the annual United Nations Forum on Business and Human Rights held in Geneva.

CUSTOMER ENGAGEMENT

In 2024, we continued to respond to requests from customers for information in relation to our modern slavery and broader human rights risk management approach, as part of their supply chain due diligence activities. This involved providing evidence of our Modern Slavery Statement and completing questionnaires.

Process of consultation

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

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



Appendix 1: Reporting entity index

Reporting entity	Registration number	Overview of operations
Woodside Energy Group Ltd	ABN 55 004 898 962	The listed holding – and ultimate parent – company of Woodside.
Woodside Energy Ltd	ABN 63 005 482 986	The primary asset holder and operational company of Woodside, being the operator of the North West Shelf Project and the main employer of the Woodside's employees.
Woodside Burrup Pty Ltd	ABN 20 120 237 416	Operates the 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 MidOcean Energy (non-Woodside entities) each own 5% of the company.
Woodside Energy Julimar Pty Ltd	ABN 56 130 391 365	Operator of the Julimar Development Project and holds a 13% non-operating interest in the Chevron-operated Wheatstone LNG Project ¹ .
Woodside Energy Trading Singapore Pte Ltd (WETS)	Company No: 201324378R (registered in Singapore)	Operates Woodside's marketing office and trades LNG and related hydrocarbon products.
Woodside Energy (Australia) Pty Ltd	ABN 39 006 923 879	Owns interests in certain offshore fields in Western Australia, including Scarborough (under development), Pyrenees, Macedon, Thebe and Jupiter and ceased operations with restoration obligations at Griffin, Minerva and Stybarrow fields.
Woodside Energy (Bass Strait) Pty Ltd	ABN 29 004 228 004	Holds a 50% 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.

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, which is domiciled and incorporated in Singapore. Burrup Train 1 Pty Ltd is the only reporting entity not wholly-owned by Woodside. More information on Woodside Energy Group Ltd and its controlled entities can be found in the 2024 Annual Report.

Appendix 2: Reporting criteria index

Australian Modern Slavery Act reporting criteria	UK Modern Slavery Act reporting criteria	Section(s) in statement	Page(s)
Identify the reporting entity		About this statement	3
Describe the structure, operations and supply chains of the reporting entity	Organisation's structure, its business and its supply chains.	Our structure and operations	6
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	Parts of the organisation's business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk.	Modern slavery risks	13
Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	Organisation's policies in relation to slavery and human trafficking; its due diligence processes in relation to slavery and human trafficking in its business and supply chains; the training about slavery and human trafficking available to its staff.	Actions to assess and address modern slavery risks	15
Describe how the reporting entity assesses the effectiveness of such actions	Organisation's effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate.	Assessing the effectiveness of our actions	22
Describe the process of consultation with any entities that the reporting entity owns or controls	–	Process of consultation	23
Any other information that the reporting entity considers relevant	–	Continuous improvement	5
		Stakeholder engagement and collaboration	23

1. Woodside has agreed to divest the Wheatstone assets. Completion of the transaction is subject to conditions precedent. See "Woodside simplifies portfolio and unlocks long-term value" announced on 19 December 2024 for details.

Glossary

Term	Definition
Living wage	A living wage is the wage level that is necessary to afford a decent standard of living for workers and their families, taking into account the country circumstances and calculated for the work performed during the normal hours of work. For more information, see International Labour Organization's website
Lower-carbon	Woodside uses this term to describe the characteristic of having lower levels of associated potential GHG emissions when compared to historical and/or current conventions or analogues, for example relating to an otherwise similar resource, process, production facility, product or service, or activity. When applied to Woodside's strategy, please see the definition of lower-carbon portfolio
Lower-carbon ammonia	Lower-carbon ammonia is characterised here by the use of hydrogen with emissions abated by carbon, capture, and storage (CCS), with an expected ammonia lifecycle (Scope 1, 2 and 3) carbon emissions intensity of 0.8 tCO ₂ /tNH ₃ (based on contracted intensity threshold with Linde) relative to unabated ammonia with a lifecycle (Scope 1, 2 and 3) carbon emissions intensity of 2.3 tCO ₂ /tNH ₃ (Hydrogen Europe, 2023)
Lower-carbon portfolio	For Woodside, a lower-carbon portfolio is one from which the net equity Scope 1 and 2 greenhouse gas emissions, which includes the use of offsets, are being reduced towards targets, and into which new energy products and lower-carbon services are planned to be introduced as a complement to existing and new investments in oil and gas. Our Climate Policy sets out the principles that we believe will assist us achieve this aim

Term	Definition
Lower-carbon services	Woodside uses this term to describe technologies, such as CCUS or offsets, that may be capable of reducing the net greenhouse gas emissions of our customers
New energy	Woodside uses this term to describe energy technologies, such as hydrogen and ammonia, that are emerging in scale but which are expected to grow during the energy transition due to having lower greenhouse gas emissions at the point of use than conventional fossil fuels
Sustainability	Sustainability (including sustainable and sustainably) References to sustainability (including sustainable and sustainably) are used with reference to Woodside's Sustainability Committee and sustainability-related Board policies, as well as in the context of Woodside's aim to ensure its business is sustainable from a long-term perspective, considering a range of factors including economic (including being able to sustain our business in the long-term by being low-cost and profitable), environmental (including considering our environmental impact and striving for a lower-carbon portfolio), social (including supporting our licence to operate), and regulatory (including ongoing compliance with relevant legal obligations). Use of the terms 'sustainability', 'sustainable' and 'sustainably' is not intended to imply that Woodside will have no adverse impact on the economy, environment, or society, or that Woodside will achieve any particular economic, environmental, or social outcomes

Disclaimer

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

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

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

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