



VPSHR Annual Report 2019

Woodside Energy Ltd

1. Commitment to the Voluntary Principles

Woodside Energy Ltd (“Woodside”) is committed to conducting business in a way that respects the human rights of all people, including our employees, the communities where we are active, and those working within our supply chains.

Our [Code of Conduct](#) sets the standard of behaviour expected of all Woodside personnel and includes human rights principles and commitments. [Woodside’s Human Rights Policy](#) was introduced in October 2017 and updated and endorsed by our Board in December 2019. The Human Rights Policy includes a commitment to the Voluntary Principles on Security and Human Rights (VPSHR) and to implementing a Security and Human Rights Framework across our operations and activities.

In 2019, Woodside participated in the Voluntary Principles Plenary in London, United Kingdom and engaged regularly with the initiative through Corporate Pillar meetings, the Australia Working Group and the Myanmar In-Country Implementation Working Group.

1.1 Internal promotion of Voluntary Principles

All Woodside employees must complete Code of Conduct training, which incorporates our Human Rights Policy. The Guidelines on the VPSHR is made available to all Woodside employees via a dedicated intranet site.

Internal subject matter experts provided support to our operations and activities by:

- Conducting internal awareness and training sessions in locations including Senegal, Timor-Leste, Myanmar and Australia;
- Providing input to security risk assessments, social impact assessments and biennial human rights assessments;
- Updating contract clauses for current or proposed private security providers supporting domestic and overseas operations and activities, to include VPSHR obligations; and
- Ongoing engagement with the Woodside Human Rights Working Group to promote awareness and understanding of the VPSHR.

1.2 External promotion of Voluntary Principles

In 2019, Woodside promoted the implementation of security and human rights practices by:

- Presenting on the VPSHR and the activities of the VPSHR Australia Working Group to the International Petroleum Industry Environmental Conservation Association (IPIECA) Social Responsibility Working Group in Perth, Western Australia.
- Participating in a meeting with the Security Oversight Committee of Myanmar as part of the Myanmar In-Country Implementation Working Group to introduce the Voluntary Principles initiative and raise awareness regarding the Voluntary Principles approach, objectives and existing platforms.
- Hosting a meeting of the VPSHR Australia Working Group, the Australian Red Cross, Australia-Africa Minerals and Energy Group (AAMEG) and corporate representatives from non-member companies to promote the VPSHR and discuss common areas of interest.

2. Policies, Procedures and Related Activities

Woodside’s Security and Human Rights Guideline outlines our approach to the implementation of the VPSHR across all Woodside operations and activities. It details our approach to due diligence on suppliers, joint venture partners and host government security forces; risk assessments; assurance; armed security equipment transfers; and divestment. The Guideline applies to all Woodside employees in all jurisdictions where Woodside operates.

In 2019, Woodside updated its internal security and human rights training and awareness package. The content of the training includes an overview of international human rights and humanitarian law, details of the VPSHR and how it fits within our operational framework and information on reporting suspected or alleged breaches of human rights.

Additionally, a face-to-face human rights training package and e-learning module were developed in 2019 to be implemented Woodside-wide in 2020. These packages include details on the VPSHR and Woodside's approach to security and human rights.

2.1 Risk Assessment

Security and human rights risk assessments are conducted for countries where Woodside has operations or ongoing activities that are considered high risk for human rights. To determine which countries meet this threshold, Woodside conducts Initial Assessments which include review and analysis of the conflict situation, competency and human rights records of host government security forces and private security companies, governance structures, and socio-economic and physical environments. When a country is assessed to be of high risk or above, a dedicated Security and Human Rights Risk Assessment is completed.

Recommendations that result from the findings of these risk assessments are incorporated into security and human rights implementation plans each year.

Security and human rights risks may also be identified during project-specific biennial human rights risk assessments.

Corporately, an external consultant completed a human rights salient risk assessment on Woodside's operated activities in 2019, which included security-related human rights risks.

2.2 Engagement with Private Security

Woodside conducts security and human rights focussed due diligence on all private security providers prior to contracting.

Woodside has standard contractual clauses for our private security providers and contractors who engage in security services. These clauses reflect Woodside's commitment to the VPSHR. The clauses detail our expectations and the obligations of the contractor regarding personnel screening, training (including VPSHR and international human rights and humanitarian law), conformance with the International Code of Conduct for Private Security Providers and IFC Performance Standard 4¹, subcontractor management, use of force and reporting and investigations. Woodside's contractual clauses also reserve the right to conduct audits and conformity assessments on contractors.

In 2019, Woodside conducted conformity assessments on four contracted private security providers.

3. Country Implementation

In 2019, Woodside completed a corporate salient human rights risk assessment of our operated exploration, development and production activities. The assessment included a specific review of human rights risks for our activities in Senegal, Myanmar and Australia. Security and human rights risks were considered during this process and the results will help guide our future activities.

¹ IFC Performance Standard 4 relates to the IFC's Sustainability Framework which is comprised of 8 performance standards. Performance Standard 4 relates to Community Health, Safety and Security. Clauses 12-14 are applicable to the engagement of security providers.

3.1 Senegal

In 2019, Woodside also conducted a biennial human rights assessment for our operations in Senegal as required under the Guideline. This included a review of security and human rights risks and engagement with local stakeholders specific to the Sangomar Field Development.

Detailed due diligence was conducted for our private security provider in-country which included VPSHR specific pre-qualification and tender evaluation processes.

4. Priorities for 2020

In 2020, Woodside will continue to mature its security and human rights framework and progress implementation across operations and business activities. A key focus in 2020 will be increasing training and awareness programs internally and for key private security providers. A VPSHR e-learning module will be rolled out to private security providers in Australia, Myanmar and Senegal and tailored face-to-face training for project teams and senior leadership will be conducted.

Security and human rights risk assessments for Senegal and Myanmar will be reviewed and updated.

In Myanmar, we will commence a biennial human rights assessment for our operations which will include a review of security and human rights risks.

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