



VPSHR Annual Report 2020

Woodside Energy Ltd.

1. Commitment to the Voluntary Principles

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

Woodside’s [Code of Conduct](#) applies to all Woodside personnel, regardless of their role or location within Woodside. Everyone who works for Woodside must comply with the Code. It includes human rights principles and commitments.

Woodside’s [Human Rights Policy](#) sets out the standards we expect our people and suppliers to abide by. It outlines our commitment to managing security in a way that respects human rights, reflected in our commitment to the Voluntary Principles on Security and Human Rights (VPSHR).

1.1 Internal promotion of the Voluntary Principles

Our internal guideline on security and human rights outlines the company-wide requirements for protecting our people, communities, assets and the environment in line with the VPSHR, and respecting the rights of those affected by our security arrangements.

Activities throughout the year included:

- Delivered a presentation on Woodside’s approach to security and human rights to the Corporate & Legal division
- Face-to-face awareness training provided to the Senegal office and induction training for the Senegal Country Manager
- Provided content and input for the internal human rights due diligence (country risk assessment) process, conducted biannually
- Ongoing participation in the Woodside Human Rights Working Group to promote awareness and understanding of the VPSHR
- Developed country-specific VPSHR implementation plan for Senegal.

1.2 External promotion of the Voluntary Principles

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

- Communicating our VPSHR strategy as part of initial engagement with the Senegalese Navy as we work towards the commencement of offshore operations from mid-2021. This will be supported by a VPSHR Senegal strategy document, that is close to finalisation
- Including contract clauses incorporating VPSHR obligations into contracts executed in 2020 for private security providers supporting operations, as well as in invitations to tender
- Publishing a document titled ‘Our Approach to Human Rights’ on our website in English, French and Burmese, which includes information about Woodside’s commitment and implementation of the VPSHR
- Reporting on our commitment and implementation of the VPSHR in Woodside’s annual Sustainable Development Report.

2. Policies, procedures and related activities

Woodside's Security and Human Rights Guideline outlines our approach to implementing the VPSHR across all Woodside operations. It applies to all Woodside employees in all jurisdictions where Woodside operates. It describes our approach to due diligence on joint venture partners and public and private security forces; risk assessments; assurance; incident reporting; equipment transfer requests; armed security and divestment.

Woodside launched its online human rights awareness training in 2020, which included a dedicated segment on security and human rights. It is mandatory for people in high-risk locations or functions, and senior management. Over 1,600 people completed the training. In addition, 100 per cent of eligible employees completed Code of Conduct training, which includes information on human rights.

For the first time since Woodside joined the VPSHR in 2015, we delivered our verification presentation to the Voluntary Principles Initiative in July, where we demonstrated our approach to managing security and human rights in line with the VPSHR framework. We also performed the role of reviewer for a corporate member's verification presentation in October.

2.1 Risk assessment

Woodside conducts security and human rights risk assessments where we have operations or activities in countries identified as high risk. To determine a country's rating, initial assessments are conducted, for which a standard tool has been developed. It includes a review of the country's conflict situation, security provisioning, governance, socioeconomics, physical environment and documented human rights concerns.

If a country is determined to be high risk or above, a more detailed security and human rights risk assessment is completed. Recommendations from risk assessments are incorporated into security and human rights implementation plans each year.

In 2020, security and human rights risk assessments for Senegal and Myanmar were refreshed; and initial assessments were conducted for China, Congo and Bulgaria.

2.2 Engagement with security forces

Woodside conducts security and human rights due diligence on all private security providers prior to contracting, including a questionnaire process. Our standard contractual clauses for private security providers and contractors who engage in security services reflects our commitment to the VPSHR. These clauses contain specifics related to 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 4, subcontractor management, use of force, and reporting and investigations.

We reserve the right to conduct audits and conformity assessments on contractors, and a conformance assessment of our private security provider in Senegal was commenced in late 2020.

There were no security-related human rights incidents identified or reported in connection with any of Woodside's activities anywhere in the world in 2020.

3. Country implementation

The impacts of the COVID-19 pandemic affected delivery of certain VPSHR engagement and promotional activities that had been planned for 2020, as international staff were demobilised and in-person engagements were postponed. However, our focus of VPSHR activities in both Myanmar and Senegal were maintained, as set out below.

Myanmar

Woodside has continued to be an active participant during 2020 in the Myanmar In-Country Working Group for VPSHR, which has included regular engagement with the Myanmar Centre for Responsible Business. Other engagements with government stakeholders and the navy have continued in a productive manner during 2020.

We have developed a draft VPSHR Myanmar strategy document that will assist with stakeholder engagement, which details how Woodside manages security and human rights, including implementation of the VPSHR. Finally, a VPSHR training course prepared specifically for personnel of our private security contractors has also been prepared and is currently being translated into Burmese language.

Senegal

Even with the constraints of COVID-19 and restrictions on international travel, we maintained our focus on VPSHR. During the latter part of 2020, the VPSHR strategy for the Sangomar Project field development was matured. The strategy has been finalised and will be implemented in 2021 as our contractors significantly increase their workforces and expand engagement with local communities. The strategy has been communicated with the Senegalese Navy in preparation for the commencement of offshore operations mid-2021; and as we anticipate a potential Memorandum of Understanding (MOU) with the Navy for maritime security support.

As part of Woodside's ongoing management of our private security contractor, a conformity assessment was commenced in late 2020, now completed, which included a review of compliance with VPSHR elements.

4. Priorities for 2021

In 2021 we will progress the continued maturation of our security and human rights framework, particularly with respect to the activities of our private security providers. In early 2021 we will launch our VPSHR online learning module for private security providers in Australia, Senegal and Myanmar. It will be available in English, French and Burmese.

Further priorities for 2021 include:

- Publishing our security and human rights stakeholder engagement document for Senegal (in English and French)
- Conformance assessments for private security providers in Myanmar
- Face to face VPSHR training for our offices in Senegal and Myanmar
- Reviewing and updating our internal Security and Human Rights Guideline.

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