

# Voluntary Principles on Security and Human Rights Annual Report 2024

Woodside Energy Group Ltd.

April 2025

FINAL

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## 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 within our supply chains.

Our business conduct is informed by the UN Guiding Principles on Business and Human Rights, which defines the accountabilities of governments in protecting human rights, and of business in respecting human rights.

Woodside's [Code of Conduct](#) applies to all Woodside personnel, regardless of their role or location within Woodside. Everyone, inclusive of employees and contractors, who works for Woodside must comply with the Code of Conduct. 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, as reflected in our commitment to the Voluntary Principles on Security and Human Rights (VPSHR).

### 1.1 Internal Promotion of the Voluntary Principles

Our internal Security and Human Rights approach includes company-wide requirements for the protection of our people, communities, assets and environment. It also includes respect for the rights of those affected by our security arrangements, in line with the VPSHR. Our internal guideline was revised to ensure a global, fit-for-risk approach.

Activities throughout the year included the following activities:

- A Security and Human Rights assurance program.
- Security and Human Rights training through our e-learning content.
- Code of Conduct refresher training, which is an annual requirement for all employees and contractors.
- Completing a review of our security and human rights processes, procedures and tools by an external consultancy. This review included our approach to security and human rights and explored opportunities for greater participation in the Ipieca Responsible Security Task Force and potential membership in the International Code of Conduct Association (ICoCA).
- On-going reconciliation of the approach to VPSHR across high-risk locations and assets to ensure alignment and identify gaps.
- Continuing participation in the Woodside Human Rights Working Group to promote awareness and understanding of the VPSHR across the company.

### 1.2 External Promotion of the Voluntary Principles

Woodside promoted the implementation of the Voluntary Principles on Security and Human Rights practices by:

- Maintaining a successful and ongoing dialogue/engagement with the Armed Forces of the Republic of Senegal (Senegalese Navy) regarding VPSHR.
- Continuing to ensure our contract deliverable requirements for security contracts include security and human rights and provisions for risk-based assurance.
- Reporting on our commitment and implementation of the VPSHR in our annual Sustainability Report, available on our website.

## 2. POLICIES, PROCEDURES AND RELATED ACTIVITIES

### 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 risk rating, an initial

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risk assessment is conducted, for which a standard tool has been developed. It includes a fit-for-purpose review of the country's conflict situation and dynamics, security provisioning, governance, and socio-economic setting.

If a country is determined to be of high risk, a more detailed and thorough security and human rights risk assessment is completed. Recommendations from these risk assessments are incorporated into the annual implementation plans.

Additionally, we approach and manage risk for other jurisdictions through an annual questionnaire to relevant locations surveying their private security providers, conduct, contract conformity and assurance over security contract deliverable requirements (CDR's).

## **2.2 Engagement with Security Forces**

Woodside conducts security and human rights due diligence on all private security providers prior to awarding contracts. This includes a questionnaire. Our commitment to the VPSHR is reflected in our standard contractual clauses for private security providers and major contractors responsible for security services. These clauses contain specific information 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, reporting and investigations, subcontractor management and use of force.

We reserve the right to conduct audits, assurance and conformity assessments on contractors.

There were no security-related human rights incidents identified or reported in connection with any of our activities across the globe in 2024.

# **3. COUNTRY IMPLEMENTATION**

## **3.1 Australia**

In Australia during 2024 we focused on conformity for Australian security contracts and ongoing engagement for third party providers.

## **3.2 United States**

As we make new acquisitions and review private security contracts, we will integrate VPSHR requirements and guidelines into our scopes and training. In 2024, we acquired Louisiana LNG (LALNG) from Tellurian and Beaumont New Ammonia (BNA) from OCI. Initial assessments for both acquisitions have been completed, determining a low risk for security and human rights. Our 2025 priorities, outlined below, will focus on our implementation strategies.

## **3.3 Senegal**

In Senegal, we have continued to advance the implementation of our VPSHR framework, maintaining ongoing awareness and ensuring the safe management of security-related human rights. In August 2024, we completed the annual VPSHR conformance assessments for both our primary in-country private security provider and our land transportation contractor. These assessments underscored our commitment to delivering sustainable training for employees and contractors, aligned with our human rights policy and approach.

Throughout 2024, we adhered to Senegalese legislation governing offshore oil and gas platforms and vessels, which requires the continuous presence of an unarmed Senegalese naval officer in a liaison role. We also maintained active engagement with Petrosen, the Senegalese Navy, and other government authorities, fostering a shared understanding of the offshore security environment. This collaboration aims to develop a tailored management framework to address maritime security and safety risks effectively.

There has been a decrease in civil unrest in Senegal since early 2024. We continue to monitor the situation and have plans in place for the safety of personnel.

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### **3.4 Mexico**

A new private security provider (PSP) has been awarded the security services contract for Mexico as a result of a tender conducted in 2024. As part of the contractor selection process, VPSHR compliance was thoroughly reviewed, and the new PSP meets all VPSHR requirements. Additionally, the level of engagement with the Mexican Navy at their bases in Tamaulipas for security purposes is under review, with VPSHR compliance being a key component of the evaluation.

### **3.5 Trinidad and Tobago**

In 2024, a new contract with the existing PSP incorporating VPSHR Contract Delivery Requirements was implemented. An assurance process confirmed compliance with all aspects, and no incidents have been reported. We maintain a strong working relationship with the PSP concerning the VPSHR. Training has been ongoing and is integrated into the comprehensive training program for all personnel. The PSP consistently operates with respect and upholds values in public interactions, and we have not received any complaints regarding the PSP.

## **4. PRIORITIES FOR 2025**

In 2025, we will continue to expand and improve our security and human rights framework, regarding our assurance program, training, and the activities of PSPs in high-risk locations for security and human rights.

Further priorities for 2025 are outlined below.

### **4.1 General**

- Implementing the findings from the review of our security and human rights processes, procedures and tools by an external consultancy across all locations and assets (see 1.1 above).
- Conducting a full review of our e-learning content and refreshing where required (revised activity from 2024 priorities).
- Promoting our e-learning on security and human rights to our PSPs and contractors.

### **4.2 Australia**

- Continuing prioritisation of VPSHR requirements for embedded contractors.
- Providing materials such as learning packs to our contractors for them to encourage open discussion regarding security and human rights.

### **4.3 United States**

- Reviewing and where necessary re-contracting PSP contracts novated to us as a result of the acquisition of BNA and LALNG assets.
- Performing PSP conformity assessment for BNA and LALNG contracts.

### **4.4 Senegal**

- Continuing prioritisation of VPSHR requirements for embedded contractors.
- Evaluating and confirming that our VPSHR requirements for Petrosen's 500m exclusion zone proposal complies with our VPSHR standards.

### **4.5 Mexico**

- Conducting a review of our security and human rights processes and incorporating findings from a Q1 2025 external audit.
- Completing our e-learning training for PSPs and our contractors' providers.

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- Integrating the security and human rights (SHR) quarterly review into the Key Performance Indicators Plan for the new PSP in Mexico and reflect observations within the 2025 annual report.
  - Performing a conformity assessment and assurance assignment with PSPs engaged by contractors on the Trion project in Mexico, commencing with the shore base contractor in Tampico in the second quarter of 2025. Evaluating collaboration with the Tamaulipas State Police and the Mexican Navy, focusing on their compliance with the VPSHR.

#### **4.6 Trinidad and Tobago**

- Woodside has announced the divestment of our Greater Angostura assets in Trinidad and Tobago, inclusive of our interest in the Angostura and Ruby offshore oil and gas fields, associated production facilities and the onshore terminal. The transaction is expected to close in the third quarter of 2025. We are focused on ensuring our commitment to the VPSHR in Trinidad and Tobago and that of our contracted security providers is maintained during the transitional period.