

Human Rights Policy

OBJECTIVE

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. These rights are principally preserved in the International Bill of Human Rights.

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.

We acknowledge the unique relationships that Indigenous communities have to land and waters and our engagements are guided by the UN Declaration on the Rights of Indigenous Peoples.

This policy provides the basis of Woodside's human rights approach and is supported by the human rights commitments in Woodside's Code of Conduct and other relevant policies.

PRINCIPLES

We will achieve these objectives by:

- Taking steps to identify, prevent and mitigate potential adverse human rights impacts for our existing activities and new opportunities
- Proactively engaging with stakeholders in the communities potentially impacted by our activities
- Providing accessible grievance mechanisms for individuals or communities to raise complaints or concerns, and processes for their resolution
- Opposing the occurrence of modern slavery including forced labour, child labour, bonded labour or human trafficking in our operations or supply chain
- Recognising the rights of our employees to freedom of association and to join representative organisations for the purpose of engaging in collective bargaining in a manner that is consistent with applicable laws, rules and regulations
- Mandating that our suppliers comply with Woodside's Supplier Code of Business Conduct, which stipulates that suppliers must respect the human rights of all people, and with modern slavery contractual provisions that support our commitment
- Managing security in a way that respects human rights, as reflected by our commitment to the Voluntary Principles on Security and Human Rights
- Implementing our Security and Human Rights Framework to help ensure the security of our people, assets, the environments in which we work and the communities with whom we interact.

APPLICATION

The Chief Executive Officer is accountable to the Board of Directors for ensuring that this policy is effectively implemented. Responsibility for the application of this policy rests with all Woodside employees, contractors and joint venturers engaged in activities under Woodside's operational control.

Where we are not the operator, we will seek to influence our joint venture participants so that the joint operation adopts commitments similar to those of this policy.

This policy will be reviewed regularly and updated as required.

Reviewed in December 2020