

## Inclusion and Diversity Policy

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### OBJECTIVE

Woodside recognises that a talented and diverse workforce is a key competitive advantage. We strive to create a workplace culture where people feel included, respected and valued for their unique perspective and attributes. An inclusive culture drives organisational performance, enabling innovation, engagement, collaboration and high-quality decision making.

Inclusion centres on all employees creating a climate of trust and belonging, where people feel comfortable to bring their whole self to work. Our diversity encompasses differences in age, nationality, ethnicity, religious beliefs, sexual orientation, intersex status, gender identity or expression, relationship status, physical and neurological ability, cultural background, thinking styles, experience, family background, including carer commitments, and education.

By leveraging the diversity in our workforce, we drive the collaboration and innovation needed to deliver affordable energy solutions and superior outcomes for stakeholders.

This commitment to inclusion and diversity is embedded in our corporate strategy and supported by our company values: integrity, respect, discipline, excellence, working together and working sustainably.

### STRATEGY

Woodside's key priority is to drive inclusive leadership and create an inclusive culture for all employees.

We are committed to improving the diversity mix of our workforce to reflect the communities in which we operate. We recognise that substantive equality measures are required for some groups to achieve equal levels of participation and inclusion in the workplace. Our diversity focus areas are set out below.

#### Primary focus

- Gender
- Australian First Nations
- Gender Identity and Sexual Orientation

#### Secondary focus

- Cultural Background and Faith
- Local People Globally
- Differently Abled

Woodside achieves the objectives of this strategy by:

- The Board reviewing on an annual basis, Woodside's progress toward achieving the established measurable objectives for improved inclusion and diversity
- Providing a clear and compelling vision for inclusion that is well understood by all employees
- Defining the responsibilities of Board, senior leaders and other key roles
- Ensuring behaviours are aligned with the Compass Values and Code of Conduct and there are clear reporting procedures in place to prevent and stop discrimination, bullying and harassment
- Rewarding and recognising leaders who promote a culture of inclusion and belonging

- Building leaders' capability to demonstrate inclusive behaviours in all aspects of their role
- Enabling leader autonomy and empowerment to drive action that supports inclusion and diversity
- Providing all employees with education and experiences to drive inclusive behaviours
- Supporting employee community groups and corporate initiatives to drive inclusion and diversity, and measuring their effectiveness
- Recruiting, developing and managing employees in line with individual competence and our commitment to inclusion and diversity
- Actively monitoring recruitment, promotions, training and turnover statistics
- Communicating openly and transparently to stakeholders on our performance against inclusion and diversity measurable objectives

## **APPLICABILITY**

- The Managing Director of Woodside is accountable to the Board of Directors for ensuring this policy is effectively implemented. The Board of Directors will review Woodside's inclusion and diversity strategy at least annually and will monitor progress toward the achievement of measurable objectives.
- Every employee, director or officer of Woodside and in every joint venture company under Woodside control must follow this policy. Contract personnel working for Woodside companies must also follow this policy. Contractors and consultants are required to act consistently with this policy when working for Woodside as our agents, on our behalf or in our name on any business activity including the delivery of outsourced services.
- We apply this policy in all joint operations where Woodside is the operator. When participating in joint venture companies not under Woodside control, we encourage the adoption of a similar policy requirement.
- Woodside reserves the right to amend or update this policy as required.

This policy will be reviewed regularly and updated as required.

*Revised by the Woodside Petroleum Ltd Board on 4 December 2020.*