

## Inclusion and Diversity Policy

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### OBJECTIVES

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.

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

By understanding and leveraging the diversity in our workforce we drive the collaboration and innovation needed to be a global leader in upstream oil and gas.

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 achieves these objectives by:

- The Board establishing, and reviewing on an annual basis, measurable objectives for achieving improved diversity at all levels of the organisation and Woodside's progress in achieving those objectives
- Creating a workplace culture that empowers and rewards people who demonstrate a commitment to inclusion and diversity
- Providing 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 and turnover statistics
- Communicating openly and transparently to stakeholders on our performance against inclusion and diversity measurable objectives
- Ensuring that there are clear reporting processes and procedures in place to prevent and stop discrimination, bullying and harassment.

### APPLICATION

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.

This policy applies to all personnel, contractors and joint venturers in activities under Woodside's operational control. Woodside managers are expected to ensure this policy is implemented and integrated into all activities.

This policy will be reviewed regularly and updated as required.

*Revised by the Woodside Petroleum Ltd Board on 6 December 2019.*