

## RELATIONSHIPS

### Enhanced Pilbara Agreements

Woodside expanded its community, heritage and economic participation arrangements by signing new agreements with the Ngarluma Yindjibarndi Foundation Limited (NYFL), which represents the Ngarluma and Yindjibarndi people, and the Murujuga Aboriginal Corporation (MAC), which represents the Wong-Goo-Tt-Oo, Ngarluma, Yindjibarndi, Yaburara and Mardudhunera language groups.

Woodside has operated on the Burrup Peninsula for 35 years, and these agreements demonstrate an ongoing commitment to the successful co-existence of heritage and industry and support for long term, positive outcomes for local communities.

The updated commitment to NYFL includes increased funding for programs and benefits that are being delivered under the existing agreement which was signed in 1998. Additional support has been made available for capacity building and social investment programs.

Woodside and NYFL will work together on the implementation of these programs to promote sustainable outcomes in areas such as economic participation, capacity building, safer and healthier communities and cultural heritage.

NYFL Chair Michael Woodley described the agreement as a new milestone in the long-standing relationship between NYFL and the NWS Project.

*“The benefits provided for today will benefit the community through the next generation and beyond”.*

– Michael Woodley, Chair Person NYFL

The MAC agreement builds on the current support Woodside provides for the protection and management of the nationally heritage-listed Burrup Peninsula under the \$30 million Burrup Conservation Agreement, signed by Woodside and the Commonwealth Government in 2007.

The new agreement with MAC provides for ongoing funding and support for the Murujuga Rangers, for education and training initiatives, for MAC to enhance its commercial capabilities and for rock art management and World Heritage Listing activities.

MAC CEO Peter Jeffries described the new agreement as an important next step in MAC’s relationship with Woodside.

*“This new agreement represents significant progress in delivering recognition and support for the Traditional Custodians of Murujuga. What has been agreed will help deliver MAC’s mission to protect its landholdings for future generations and to support the welfare of its members into the future”.*

– Peter Jeffries, CEO MAC

## RESPECT

### Cultural Awareness Training

With the drive to improve the cultural awareness and competency of our workforce, Woodside has introduced a new online cultural learning course. The new offering encourages an inclusive culture for our Indigenous employees across the wider organisation.

Woodside’s Indigenous employees were actively engaged to guide the development of the content of the online cultural learning and its delivery. An Indigenous business founded in the Pilbara was chosen to develop the online training offering.

The result is a cultural learning course that aims to widen perspectives on Indigenous cultures and people through an exploration of key cultural concepts and an honest telling of the recent history of Indigenous Australians. The training challenges unconscious bias and uses a personal style of storytelling that encourages empathy and understanding of the Indigenous perspective and experience.

The training has received positive feedback from participants and high completion rates across the business.

*“The fact that Woodside sought our input and valued our contributions by including them in the online training means a lot, it shows that Woodside cares about doing business in the right way to include Indigenous voices”.*

– Geoff Drage, Indigenous Employee



Sharon Reynolds, Manager Indigenous Affairs, Niall Myles, Senior Vice President North West Shelf (NWS) and Burrup, and Murujuga Aboriginal Corporation CEO Peter Jeffries at the announcement of an enhanced benefit agreement between Woodside and MAC.

### Reconciliation Action Plan Report 2019

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### COVID-19

As we report on our progress in 2019, Woodside acknowledges the ongoing impacts of COVID-19. We are working actively with our community stakeholders, Reconciliation Australia, government and fellow RAP partners to support immediate, and longer term response efforts.

In March 2020, Woodside established the \$10 million Woodside COVID-19 Community Fund to work with organisations that provide direct support, such as the provision of mental health services, food and other necessities to some of the most vulnerable people in our communities.

Woodside remains committed to reconciliation and supporting our host communities through this challenging time.

### Assurance

EY has provided limited assurance over a selection of measurement indicators that contribute to the 12 Indicators of Success presented in our 2019 Reconciliation Action Plan Report for the year 1 December 2018 to 30 November 2019. Building on the prior year assurance, EY assured 43 measurement indicators which were selected on the basis that they scored a 5, are measured annually and are not cumulative, increased in weighted score or changed definition or method of measurement since the 2018 RAP Report.



# 2019 RECONCILIATION ACTION PLAN REPORT



## NATIONAL LEADERSHIP

### Dampier Peninsula Family Empowerment Project

Woodside has partnered with Save the Children to deliver the Woombooriny Amboon Angarriya Partnership Initiative (WAAPI)<sup>(1)</sup> through the Woodside Development Fund (WDF) since 2014.

The WDF recognises that physical, social and cultural dimensions of childhood, directly impact a person's ability to achieve their potential throughout their life.

WAAPI is an Aboriginal designed and led initiative, using a place-based<sup>(2)</sup> approach to create strong families, strong leaders and strong communities.

Significant progress has been made in 2019, with WAAPI's Aboriginal governance family empowerment model formalised, which provides a model for a 'voice' to facilitate local decision-making and ensure Aboriginal-led, designed and delivered positive social change.

In 2019 WAAPI's Community Navigators, who are locally-employed Aboriginal people working as community connectors, advanced their work on tailored and targeted projects, in consultation with their Family Committees. Importantly, and as a demonstration of the critical role the Navigators play, service providers are now consulting with them first to determine how best to deliver services in the region.

WAAPI is positively influencing how Save the Children itself approaches working with communities, in particular the transition to community control and establishing governance structures.

The Woodside/Save the Children partnership in WAAPI received the Community Partnership Award at the 2019 Department of Mines, Industry Regulation and Safety's Resources Sector Awards for Excellence, and an insights paper on the WAAPI Community Navigator model was published by Edith Cowan University's Nulungu Research Institute.

*"...The vision for the project is simple, yet profound. With respect and trust, we work in equal partnership to strengthen happy and thriving Dampier Peninsula communities where our babies, little children and youth are strong, proud, smart and healthy and connected to their family, community and culture with guidance from our elders"*

**The Hon. Simone McGurk MLA, WA Minister for Child Protection describing the WAAPI initiative in WA parliament.**

<sup>(1)</sup> The name means 'All People Moving Forwards Together' in the local Bardi and Nyul Nyul languages. The initiative was formerly known as the Dampier Peninsula Family Empowerment Project.

<sup>(2)</sup> As a place-based initiative, WAAPI is enabled by a backbone support group, which includes Save the Children and Woodside, in addition to Aarnja Ltd (Empowered Communities); National Indigenous Australians Agency, and WA Department of Communities, Regional Services Reform.

## OPPORTUNITIES

### Indigenous Pre-employment Pathways Pilot Program

Woodside and a group of select contractors have embarked on a nine month pilot for a new pre-employment, Indigenous pathways program. The group includes Monadelphous, Matera Electrical, Pindan, Multiplex, UGL and Programmed.

The Ngarluma Yindjibarndi Foundation Limited (NYFL) is also collaborating on the program to provide transport and wrap around mentoring support to the participating trainees.

It is intended that eight Pilbara-based trainees will be the first group to graduate from the pilot program in 2020 after completing three work experience placements at select contractor sites. In addition to gaining exposure to electrical, carpentry, concreting, fabrication and general building works, the trainees will receive a Certificate II in Engineering and attend other relevant personal development courses at the North Regional TAFE.

The pilot program is innovative in offering trainees an opportunity to gain key work skills and experience across a number of work sites and organisations with multiple opportunities for employment at the conclusion of the program.

A benefit of the new pre-employment program is to build collaboration between the organisations involved and to maximise training and employment outcomes for Indigenous people who cannot always take advantage of short term roles offered by standalone projects.

Woodside has been working to implement a more collaborative approach to training and employment amongst its contractors for some time. It is hoped that a successful pilot program will lead to more sustainable employment for Indigenous people.

*"It taught me how to communicate and be reliable. I needed to have extra support when I first started, as I was embarrassed and felt out of place in the first few weeks. I really love my job and my managers. I know each week I have money to pay bills and live. I am a lot happier than I was before when I was unemployed."*

- **Banjeern Dwyer, graduate of the Warrgamugardi Yirdiyabura pathways program**



The WAAPI program builds capacity among carers for improved early childhood development - credit Ben Houston Photography

## RAP Pillar 4 NATIONAL LEADERSHIP

### COMMITMENTS

- + Woodside will contribute to improved social outcomes for Indigenous children and families in our host communities

Woodside's social contributions to Indigenous programs, including the Woodside Development Fund (WDF), continues to deliver outcomes for Indigenous communities. Leadership development continued across our host communities, including the Dandjoo Darbalung program at St Catherine's college at the University of Western Australia supporting 85 young indigenous students and future leaders in their studies.

Woodside partner organisations contribute to local and state government initiatives and influence policy governing early childhood programs. 2019 has seen marked improvement for measures on our impact on the capability and knowledge of parents and carers of children in target communities.

2018 data released by the Australian Early Development Census indicate that children in our target communities remain vulnerable across indicators such as physical, emotional and language development as measured by Indicator 10. The lag in childhood development in Aboriginal communities nationally is highlighted in the 2019 Closing the Gap Report which identified a number of unmet targets.

Woodside-funded programs such as the Dampier Peninsula Family Empowerment Project are beginning to show results through Indigenous-led solutions (See the National Leadership Case Study) and we will continue to seek opportunities to influence outcomes through the work of our partners.

## RAP Pillar 3 OPPORTUNITIES

### COMMITMENTS

- + Woodside will increase the return to Indigenous people and communities arising from our business activity
- + We will offer development opportunities to Indigenous people

Business participation (Indicator 7) has seen further improvement in 2019 with Woodside awarding 57 new contracts to Indigenous businesses in 2019. Woodside also participated in 10 separate initiatives to improve capability and capacity of Indigenous businesses.

Indigenous employee representation has increased from 3.6% to 3.7% in 2019, and the conversion to employment through pathway programs has continued to strengthen (Indicator 6). In cooperation with a number of indigenous and non-indigenous businesses, and with the support of the Ngarluma Yindjibarndi Foundation, Woodside commenced a pilot for a pathways program that provides participants with structured training in placements with our contractors. The first intake will graduate in 2020 (see Opportunities case study).

Growth and development of Indigenous employees was an area identified for improvement in 2018 and requires continued focus. 86% of Indigenous employees undertook career development activities in 2019 and support for two candidates to study a Master of Business Administration in 2020 was approved.

2019 saw promotion rates for Indigenous employees also improve. The success of pathway program participation means a larger number of Indigenous employees are in the early career phase. The proportion of our Indigenous employees in mid-career and management positions remains an area for improvement during 2020 and beyond.

# 85

Indigenous students and future leaders supported in their studies via the Dandjoo Darbalung program at St Catherine's College UWA

# RECONCILIATION ACTION PLAN PROGRESS

Woodside's 2019 Reconciliation Action Plan Report allows us to reflect on our progress against the commitments of Respect, Relationships, Opportunities and National Leadership as outlined in our 2016-2020 Reconciliation Action Plan.



# 98%

increase in contract awards to Indigenous businesses since 2016

# 47

participants in Woodside-funded pathway to employment programs

### Indicators of success

- Baseline (2016)
- 2019 Results
- Target (2020)

\* Indicator 3 includes data from biennial and 3-year surveys not collected in 2019.

# 50.3%

of the Australian-based workforce has completed cultural learning since 2016

# 14%

membership growth in the Woodside Reconciliation Community which promotes awareness and greater understanding of reconciliation issues

## RAP Pillar 1 RESPECT

### COMMITMENTS

- + Woodside will be a better place for Indigenous people to work and conduct business.
- + We will cultivate a greater workforce and stakeholder appreciation of Indigenous cultures.

Woodside continued to increase cultural learning participation in 2019, with 695 attendances in cultural training during the year. Since 2016, 50.3% of the Australian-based workforce have completed a cultural learning course, contributing to an overall score of 2.7 for Indicator 1, which measures improvement in workforce cultural competency.

Specific training for supervisors of Indigenous employees continued to be a focus in 2019, with the number of managers trained increasing to 38%, up from 21% in 2018.

Strong engagement with our host communities via heritage management processes continued in 2019 with positive feedback from our stakeholders improving Indicator 2 in the RAP, which measures improvement in Indigenous People's perception of Woodside, from 2.7 in 2018 to 3.5 in 2019.

## RAP Pillar 2 RELATIONSHIPS

### COMMITMENTS

- + Woodside will build and maintain excellent relationships in line with our values, at all times and in all environments.
- + We will respect the unique culture of the Indigenous communities where we have a presence, and progress the things that we mutually agree are the most important and have the greatest potential for advancement.

Our commitment to achieving mutual benefit in our longstanding relationships with traditional owner communities saw the conclusion of enhanced benefits agreements with Murujuga Aboriginal Corporation (MAC) and the Ngarluma Yindjibarndi Foundation (NYFL). These agreements provide further resources for the protection of culture and the provision of economic opportunities. (see Relationships Case Study).

The score for Indigenous peoples' input, Indicator 3, was maintained at 3.9 in 2019 driven by regular and productive meetings with external stakeholders and Woodside's Indigenous Collegiate. The uptake of commitments across Woodside was advanced during 2019 with all business-level inclusion & diversity plans having at least one RAP-related goal.

The Woodside Reconciliation Community (WRC), which increased membership by 14% in 2019, continues to advocate for greater awareness and understanding of national reconciliation issues across the business. In 2019, the WRC organised 26 events, including panel discussions on the Uluru Statement from the Heart and the significance of National Reconciliation Week.

# 100%

of Inclusion & Diversity plans at Woodside include a RAP-related commitment

Two new enhanced benefits agreements signed in 2019 with Traditional Owner groups in the Pilbara