We can achieve this by building and maintaining relationships that allow us to engage in real conversations with the local community, and work together to make a difference.

We partner with community, government and industry to support education, from the early years through to employment.

We collaborate with leading experts and agencies to better understand and manage the diverse environments in which we operate.

We remain connected with research and technology institutions to develop the scientific breakthroughs of tomorrow.

We support local arts, cultural and infrastructure programs to grow healthy, vibrant and inclusive communities.

By supporting those who support others, we're building stronger communities.

We partner with

<table>
<thead>
<tr>
<th>Government</th>
<th>Indigenous organisations</th>
<th>Industry</th>
<th>Not-for-profits</th>
<th>Schools and universities</th>
<th>Science and research institutions</th>
<th>Training academies</th>
<th>Volunteer groups</th>
</tr>
</thead>
<tbody>
<tr>
<td>To support</td>
<td>Education and early childhood development</td>
<td>Environment</td>
<td>Technology and innovation</td>
<td>Arts, culture and community</td>
<td>We aim to build the capacity and capability of the communities in which we work.</td>
<td></td>
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<tr>
<td>OPPORTUNITIES</td>
<td>Create quality education and lifelong learning opportunities to support sustained and inclusive employment.</td>
<td>KNOWLEDGE</td>
<td>Improve our understanding of and response to climate change and build knowledge around the use of our land, air and seas.</td>
<td>RESILIENCE</td>
<td>Build communities that are inclusive, safe and sustainable, where innovation is used to benefit current and future generations.</td>
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During 2018, almost 1,500 Woodside employees were involved in our corporate volunteering program. Survey results show that corporate volunteering can lead to an enhancement of employees’ skills and behaviours, including:

- Increased empathy
- Improved workplace communication and camaraderie
- Increased morale
- Development of new skills

11,000+ employee hours = A$2.1M value in time.

- Over 80% reported an increase in teamwork, communication, and problem-solving skills.
- Over 70% reported that they would speak more positively about the company and experienced increased job satisfaction and motivation in their work.
- Over 70% reported increased leadership, planning, organisation and decision-making skills.
- Over 75% reported increased empathy and better understanding of others.
- Over 50% reported increased knowledge of other cultures.
- Over 75% reported increased sense of well-being and happiness.

11,000+ employee hours = A$2.1M value in time.

- 75% organisations directly benefited from our volunteering.
- 68 schools directly benefited from our volunteering.
- 75% reported an increased sense of well-being and happiness.
Woodside proudly supports those who volunteer. In 2005, we became one of the first companies in Australia to introduce paid volunteering leave. Since then, the passion and enthusiasm of our employees has made volunteering part of our DNA.

From 2010-2018, Woodside employees volunteered over 60,000 hours valued at A$10.7 million. In 2018, almost 1,500 employees undertook volunteering.

Woodside’s corporate volunteering program has been instrumental in the development of Western Australia’s corporate volunteering movement and has delivered three core benefits for the State:

1. Building capacity and capability within not-for-profit organisations through the provision of Woodside professionals who give their time and expertise through skills-based volunteering.
2. Providing hands-on assistance to not-for-profit organisations through the deployment of Woodside employees to volunteer with team projects. Through our corporate volunteering partners, Volunteering WA and Conservation Volunteers Australia. Woodside volunteers participate in disability, conservation, health, homelessness, migrant support, youth and seniors projects.
3. Promoting greater private sector involvement in volunteering through leading by example, establishing new avenues for corporate volunteering, and championing and advocating volunteering in formal and informal forums.

In addition to the benefits provided to the recipient not-for-profit organisations, there are so many benefits for businesses who run corporate volunteering programs. Giving professional time can have an excellent impact on all stakeholders involved.

Tina Williams, CEO Volunteering WA

Corporate Volunteer Council

Woodside was the first Corporate Volunteering Member of Volunteering WA, a founding member of the Corporate Volunteer Council and a leader in encouraging improved benchmarking and reporting of corporate volunteering rates in Australia and New Zealand through the London Benchmarking Group.

Through collaboration with Volunteering WA, Woodside has been instrumental in developing, testing and implementing corporate volunteering frameworks, systems and resources to leverage and maximise corporate volunteering contributions.

Over the last ten years, Woodside has built a reputation as an employer and corporate contributor that leads and excels in best practice corporate volunteering. Our approach benefits both the community and the company.
We can now fully appreciate how much work volunteers do and how far a few donations can go.

CASE STUDY
Woodside graduates volunteer at Vinnies

When he learned that the Vinnies warehouse staff were in need of help in the lead up to Christmas, Angus – joined by his Woodside Graduate Committee – rallied a team to provide much needed support.

The St Vincent de Paul Society aspires for an Australia transformed by compassion and built on justice, advocating for social justice issues such as homelessness and poverty. Vinnies provides a helping hand to many Western Australians through food assistance, shelter, advocacy and support.

Following an overview of the important work done at Vinnies and a tour of the facility, Angus’s team set to work sorting donated food and toys, and assembling them into Christmas hampers, which would then be given directly to families in need.

What were some of the highlights of the day?
Meeting and working with other graduates that I hadn’t met before was definitely a highlight. Not only did we do some really rewarding work, it was also a nice and informal way to get to know my colleagues a little better.

Do you think your volunteering experience led to any personal or professional development for yourself and your team?
Yes. Collaboration was crucial to achieve what we did on the day. I think the experience helped me grow my teamwork and communications skills.

What was the lasting memory you have of your team volunteering experience?
A very well-organised day that allowed a team of grads like ourselves to make a tangible contribution back to an amazing organisation.

IN 2018, WOODSIDE EMPLOYEES CONTRIBUTED OVER 11,000 VOLUNTEERING HOURS TO THE COMMUNITY, VALUED AT AUD2.1MILLION
Skills-based volunteering enables employees to expand their volunteering contribution by using professional skills to support community organisations. Skills-based volunteering is a more focused activity over a number of weeks that requires delivery against a requested scope of work.

The small team of three at City West Lotteries House (CWLH) were looking for a volunteer with the knowledge and expertise to assist their team with some much needed up-skilling in using digital business platforms in order to work more efficiently and consistently.

As Woodside’s Finance Business Partner, Lihua was the perfect candidate for this opportunity.

Lihua provided valuable ideas and inputs to amend their internal processes, working with the staff to integrate end of month data into a more comprehensive format for recording and reporting. Lihua ran several training sessions with the team to demonstrate the new model. Her recommendations were shown to reduce the number of processes and procedures involved, and they set to work implementing her ideas.

On completion of the project, a new spreadsheet capturing all the relevant data had been piloted with tenants over a two month period, with very positive feedback received. Lihua had successfully streamlined the processes used by the organisation, significantly improving the operational efficiency of the team.

What was the best part of your experience volunteering at CWLH?

I received support from the organisation and they appreciated the efficiency gains from the new process.

Did your experience volunteering build on your existing skills and knowledge?

Yes. I learned that communications with stakeholders at all levels to ensure alignment before making changes is important.

What was the most significant takeaway from your volunteering experience?

It was great to see that I was able to add value to a community organisation with my skills. I would definitely recommend a skills-based volunteering opportunity to others.

CASE STUDY

Lihua lends a hand to City West Lotteries House

"Lihua listened to what our needs were and acted on them to achieve excellent results for us. She provided great ideas and tuition."

Trish Slee – CEO City West Lotteries House
Woodside’s Reconciliation Action Plan (RAP) emphasises the importance of mutual exchange for mutual benefit.

One example of exchange is the secondment opportunities available to employees through our corporate partnership with Jawun.

Jawun places skilled people from Australia’s leading companies and government agencies into Indigenous-led organisations. Woodside is one of over 33 Jawun corporate partners. We have seconded over 50 employees to seven different regions since 2011.

Jawun secondments allow Woodside employees to contribute their professional skills and knowledge to development projects prioritised by community, while actively building the capacity of their host organisation, accelerating Indigenous-led enterprise, and strengthening Indigenous leadership.

In turn, the secondment improves the cultural competency, resilience, and growth of our people.

CASE STUDY

Kate’s Arnhem Land Jawun Secondment

Seconded to Miwatj Health Aboriginal Corporation in Nhulunbuy, Northern Territory, Woodside Corporate Affairs Adviser Kate was tasked with preparing a business case to seek Government funding for a new medical centre in Yirrkala.

What were your expectations going into your secondment? Did anything surprise you?

I was so surprised to learn just how alive traditional culture still is in Arnhem Land. I’m blown away that Europeans only touched the area in the last 100 years.

What were some of the challenges you faced during your secondment?

From a workplace perspective, I was challenged by the limited resources available to my host organisation to support the project I worked on, compared with what I was used to in the private sector.

The biggest personal challenge that I faced, was seeing firsthand just how big the gap really is between Indigenous and non-Indigenous Australians. From an outsider looking in, there is a lot of work to do in remote Australia to deliver better health, housing, education and employment outcomes for Indigenous Australians.

What where the lasting memories you came away with?

I’ll never forget just how beautiful Yolngu culture is. The Yolngu (traditional custodians of Arnhem Land) are people who have experienced so much disadvantage, but are still so kind, inclusive and willing to share their culture. I met so many amazing people while on Jawun, including my Jawun cohort of nine other secondees from different corporates around the country. We’re all still in touch today and continue to share our reconciliation journeys with each other.

Having now completed a Jawun secondment, what would you say volunteering means to you personally?

To me, volunteering is a two-way street. It’s not just about the skills or experience that you give as a volunteer – it’s about the skills and experience that you take away from volunteering. Not only is volunteering integral to make the world go around, but it also makes you better as an individual. I’m richer for the experience.

Having always been intrigued by Arnhem Land and its rich Aboriginal culture, I was thrilled to be placed in the region for my Jawun secondment. My entire Jawun experience exceeded all of my expectations.

Kate - Woodside Corporate Affairs Adviser
Volunteering WA works with a variety of teams from Woodside to facilitate volunteering opportunities for teams and skills-based placements.

If you have an opportunity to involve Woodside employees through team-based or skills-based volunteering opportunities, visit woodside.com.au/volunteering to download and complete the appropriate form for your organisation’s volunteering opportunity and send to Volunteering WA.

OUR CORPORATE VOLUNTEERING PARTNERS

Download a volunteering request form at woodside.com.au/volunteering