



# SUSTAINABLE DEVELOPMENT REPORT 2018



Woodside

## DATA TABLES GRI AND IPIECA INDICES

# Data tables

## Health and safety performance<sup>1</sup>

	2018	2017	2016	2015	2014
Workforce exposure (hours)					
Employees	7,089,138	7,172,434	7,258,871	7,633,456	7,562,421
Contractors <sup>1</sup>	10,315,447	6,016,084	6,778,640	6,393,049	6,117,328
Total	17,404,585	13,188,518	14,037,511	14,026,505	13,679,749
Number of incidents					
Fatalities – employees	0	0	0	0	0
Fatalities – contractors	0	0	0	0	0
Total fatalities	0	0	0	0	0
Recordable injuries – employees	2	5	6	8	7
Recordable injuries – contractors	21	12	17	16	19
Total recordable injuries	23	17	23	24	26
Lost time injury events – employees	1	0	1	3	0
Lost time injury events – contractors	4	8	3	3	3
Lost time injury events	5	8	4	6	3
High potential incidents	7	13	10	10	21
Recordable occupational illnesses – employees	3	5	10	12	5
Recordable occupational illnesses – contractors	5	1	2	5	6
Total recordable occupational illnesses	8	6	12	17	11
Frequency rates <sup>2</sup>					
Total recordable injury rate – employees <sup>2</sup>	0.28	0.70	0.83	1.05	0.93
Total recordable injury rate – contractors <sup>2</sup>	2.04	1.99	2.51	2.50	3.11
Total recordable injury rate <sup>2</sup>	1.32	1.29	1.64	1.71	1.90
Lost time injury frequency – employees <sup>2</sup>	0.14	0	0.14	0.39	0
Lost time injury frequency – contractors <sup>2</sup>	0.39	1.33	0.44	0.47	0.49
Lost time injury frequency <sup>2</sup>	0.29	0.61	0.28	0.43	0.22
High potential incident frequency	0.40	0.99	0.71	0.71	1.54
Total recordable occupational illness frequency – employees	0.42	0.70	1.38	1.57	0.66
Total recordable occupational illness frequency – contractors	0.48	0.17	0.30	0.78	0.98
Total recordable occupational illness frequency	0.46	0.45	0.85	1.21	0.80
Total recordable injury rate by region <sup>2</sup>					
Australia	1.61	1.29	1.74	1.74	1.92
Asia	0	0	0	0	0
Other	0	22.05	0	2.61	Not previously reported
Overall frequency	1.32	1.29	1.64	1.71	1.90
Total recordable occupational illness frequency by region <sup>2</sup>					
Australia	0.56	0.48	0.83	1.29	0.81
Asia	0	0	2.18	0	Not previously reported
Other	0	0	0	0	Not previously reported
Overall frequency	0.46	0.45	0.85	1.21	0.80
Lost days by region					
Australia	312	167	23	225	158
Asia	0	0	0	0	0
Other	0	29	0	28	Not previously reported
Total	312	196	23	253	158
Lost days by gender					
Male employees	53	0	10	119	30
Female employees	0	0	0	11	0
Male contractors	259	196	13	80	104
Female contractors	0	0	0	43	24
Total	312	196	23	253	158
Number of injuries by gender					
Male employees	2	3	5	6	7
Female employees	0	2	1	2	0
Male contractors	21	11	17	15	17
Female contractors	0	1	0	1	2
Total	23	17	23	24	26
Occupational illness by gender					
Male employees	3	5	9	11	4
Female employees	0	0	1	1	1
Male contractors	5	1	2	3	6
Female contractors	0	0	0	2	0
Total	8	6	12	17	11
Training time spent on health and safety by region (hours)					
Australia <sup>3</sup>	31,795	25,505	33,445	5,587	4,892
Asia	605	0	0	0	0
Africa	13				Not previously reported
Europe	53				Not previously reported
North America	2				Not previously reported
Total	32,468	25,505	33,445	5,587	4,892
Employee absentee rate by region <sup>4</sup> (%)					
Australia	1.67	1.39	1.41		Not previously reported
Asia	0.27	0.23	0.63		Not previously reported
North America	0	0.09	0.34		Not previously reported
United Kingdom	0.20	1.26			Not previously reported
Other	0	0			Not previously reported
Process safety events <sup>5</sup>					
Tier 1	1	0	1	0	0
Tier 2	1	0	1	2	2
Total	2	0	2	2	2

1. Increase in contractor exposure hours due to Greater Enfield Development

2. Frequency rates are calculated per million hours worked

3. Increase in training hours for 2018 is due to inclusion of emergency response training. The 2016 training hours have been reconciled to include induction training hours, which had not been reported previously. The increase in training hours from 2015 to 2016 was due to the introduction in 2016 of mandatory Process Safety Management training.

4. Percentage of hours absent vs worked

5. Classified in accordance with American Petroleum Institute Recommended Practice 754 (API RP 754)

Environmental performance <sup>1</sup>	2018	2017	2016	2015	2014
<b>Hydrocarbon production</b>					
Total – equity (kt) <sup>2,5</sup>	<b>10,389</b>	9,518	10,890	10,683	10,678
Total (kt) <sup>2</sup>	<b>30,283</b>	29,639	34,520	34,237	34,848
<b>Revenue</b>					
Revenue – equity (\$USm) <sup>3</sup>	<b>5,240</b>	3,975	4,075	5,030	7,435
<b>Greenhouse gas emissions<sup>7,11</sup></b>					
Scope 1 emissions – equity (kt CO <sub>2</sub> e) <sup>5</sup>	<b>3,535</b>	3,337	3,494	3,424	3,435
Scope 1 emissions (kt CO <sub>2</sub> e) <sup>8</sup>	<b>9,767</b>	9,883	10,084	9,974	9,822
Scope 2 emissions (kt CO <sub>2</sub> e)	<b>8</b>	8	14	7	8
Scope 1 emissions intensity – equity (kt CO <sub>2</sub> e/kt) <sup>5</sup>	<b>0.34</b>	0.35	0.32	0.32	0.32
Scope 1 emissions intensity (kt CO <sub>2</sub> e/kt) <sup>8</sup>	<b>0.32</b>	0.33	0.29	0.29	0.28
Scope 1 emissions intensity – equity (kt CO <sub>2</sub> e/\$USm) <sup>5</sup>	<b>0.67</b>	0.84	0.86	0.68	0.46
<b>Greenhouse gas emissions by gas – operational</b>					
CH <sub>4</sub> (kt CO <sub>2</sub> e)	<b>400</b>	428			Not previously reported
<b>Greenhouse gas emissions by source<sup>7,11</sup></b>					
Fuel combustion (kt CO <sub>2</sub> e) <sup>4</sup>	<b>7,048</b>	7,037	7,495	7,171	7,083
Flare (kt CO <sub>2</sub> e) <sup>4</sup>	<b>696</b>	817	654	961	1,105
Venting (kt CO <sub>2</sub> e) <sup>4</sup>	<b>2,021</b>	1,990	1,861	1,768	1,562
Other (kt CO <sub>2</sub> e) <sup>4</sup>	<b>1</b>	46	88	81	80
<b>Flared gas</b>					
Total flaring – equity (tonnes) <sup>5</sup>	<b>138,610</b>	158,739	90,652	161,488	170,421
Total flaring (tonnes) <sup>8</sup>	<b>234,801</b>	280,517	210,045	311,834	349,845
Flaring intensity – equity (t/kt) <sup>5</sup>	<b>13.3</b>	16.7	8.3	15.1	16.0
Flaring intensity (t/kt) <sup>8</sup>	<b>7.8</b>	9.5	6.1	9.1	10.0
<b>Non-greenhouse gas emissions<sup>8</sup></b>					
NO <sub>x</sub> (tonnes) <sup>10</sup>	<b>12,652</b>	20,620	19,908	19,998	19,799
SO <sub>x</sub> (tonnes)	<b>53</b>	52	41	42	42
VOCs (tonnes)	<b>18,759</b>	19,138	18,508	20,574	18,497
<b>Refrigerants</b>					
CFC-11 (tonnes)	<b>0.01</b>	0.02	0.14	0.11	0.19
<b>Resource use</b>					
<b>Fuel consumption</b>					
Total fuel consumption – equity (TJ) <sup>5</sup>	<b>48,936</b>	42,021	49,800	46,496	47,949
Total fuel consumption (TJ) <sup>8</sup>	<b>140,433</b>	139,786	145,356	141,432	142,048
Fuel intensity – equity (TJ/kt) <sup>5</sup>	<b>4.7</b>	4.4	4.6	4.4	4.5
Fuel intensity (TJ/kt) <sup>8</sup>	<b>4.6</b>	4.7	4.2	4.1	4.1
<b>Electricity consumption</b>					
Grid electricity consumption (TJ) <sup>6</sup>	<b>43</b>	40	68	30	31
<b>Water</b>					
Fresh water use (m <sup>3</sup> ) <sup>6,9</sup>	<b>345,576</b>	364,667	381,919	403,361	358,408
Fresh water intensity (m <sup>3</sup> /kt)	<b>11</b>	12	11	12	10
Produced formation water – reinjection (m <sup>3</sup> )	<b>4,743,523</b>	9,575,269	8,187,635	7,553,687	5,826,162
Produced formation water – open marine (m <sup>3</sup> )	<b>3,039,701</b>	3,022,350	5,107,834	10,251,346	10,142,841
Produced formation water – oil load open marine (kg)	<b>18,173</b>	26,237	44,119	99,131	86,617
<b>Waste</b>					
Non-hazardous (tonnes)	<b>2,768</b>	2,956	1,426	3,126	3,357
Hazardous (tonnes)	<b>8,220</b>	6,645	8,085	8,729	8,508
Total waste (tonnes)	<b>10,987</b>	9,601	9,511	11,854	11,865
<b>Waste Disposal</b>					
Incineration (tonnes)	-	-	7	6	1
Evaporation (tonnes)	<b>5,511</b>	3,115	5,663	5,931	5,104
Landfill (tonnes)	<b>2,316</b>	2,418	1,596	2,866	3,258
Reused / recycled (tonnes)	<b>3,018</b>	3,991	2,174	2,812	3,377
Other (tonnes)	<b>142</b>	77	71	239	125
<b>Environmental incidents<sup>12</sup></b>					
Total number of hydrocarbon spills (>1 bbl)	<b>2</b>	-	2	0	1
Total – Quantity of hydrocarbon spilt for spills >1 bbl (m <sup>3</sup> )	<b>82.44</b>	-	0.51	0.00	0.70
Total number of non-hydrocarbon spills (>1 bbl)	<b>1</b>	2	3	8	0
Total – Quantity of non-hydrocarbon spilt for spills > 1 bbl (m <sup>3</sup> )	<b>1.00</b>	4.40	19.80	13.80	0.00

- Performance data is reported on a total and Woodside equity share basis as appropriate
- Hydrocarbon production includes exportable hydrocarbons only
- Please see Annual Report 2018 for more information on Total Operating Revenue
- Data excludes Scope 3 emissions
- The equity portion of greenhouse gas emissions, flare, fuel and production values include data from non-operated ventures where Woodside owns an equity portion, where data has been made available. Wheatstone equity data for 2017 has been updated to reflect data reissued by the operator.
- Grid electricity consumption has been partially estimated where data was not available. Water consumption for the Woodside headquarters in Perth was unavailable at the time of publication.
- Global Warming Potentials are consistent with National Greenhouse and Energy Reporting
- Operated greenhouse gas emissions, flare, fuel and production values are for Woodside operated production assets only
- Includes Corporate, KGP and KBSB municipal water use and freshwater use at PGP
- NO<sub>x</sub> reduction in FY18 due to changed emission estimation technique at PGP
- Greenhouse gas emissions are estimated in accordance with National Greenhouse and Energy Reporting methodology, except in circumstances where a different methodology leads to greater transparency
- Estimated total quantities



People <sup>1</sup>	2018	2017	2016	2015	2014
Number of staff by gender					
Male	2,537	2,531	2,499	2,483	2,757
Female	1,125	1,066	1,012	973	1,046
Total	3,662	3,597	3,511	3,456	3,803
Number of staff by employment type					
Permanent	3,112	3,068	3,010	2,931	3,224
Fixed term	237	253	251	276	290
Part-time	313	276	250	249	289
Total	3,662	3,597	3,511	3,456	3,803
Number of staff by employment category <sup>2</sup>					
Administration – Male	109	105	90	82	112
Administration – Female	149	146	138	136	186
Technical – Male	992	1,004	1,013	1,002	1,068
Technical – Female	453	453	411	398	392
Supervisory/Professional – Male	900	878	863	879	997
Supervisory/Professional – Female	395	351	360	356	386
Middle Management – Male	502	509	496	479	543
Middle Management – Female	117	105	94	77	78
Senior Management – Male	34	35	37	41	37
Senior Management – Female	11	11	9	6	4
Total	3,662	3,597	3,511	3,456	3,803
Board Members – Male	7	8	7	7	7
Board Members – Female	3	3	3	2	2
Number of staff by region					
Australia	3,567	3,537	3,468	3,392	3,788
Africa/Middle East	5	4	0	1	1
Asia	68	34	21	32	8
Europe	17	16	11	17	2
New Zealand	0	0	0	1	1
USA and Canada (Canada staff added in 2015)	5	6	11	13	3
Total	3,662	3,597	3,511	3,456	3,803
Number of Contractors					
Total	241	185	192	243	210
Woodside staff age distribution (years)					
≤30 Male	356	350	348	361	374
≤30 Female	333	319	289	295	285
31–50 Male	1,487	1,518	1,514	1,518	1,680
31–50 Female	665	636	624	588	642
51+ Male	694	663	637	604	703
51+ Female	127	111	99	90	119
Total	3,662	3,597	3,511	3,456	3,803
Breakdown of employees per category according to Indigenous workforce					
Employees	130	117	103	94	99
Pathways	37	41	33	28	44
Total	167	158	136	122	143
Employee turnover (number) <sup>3</sup>					
Male employees	101	80	87	403	218
Female employees	41	50	38	151	82
Total	142	130	125	554	300
Voluntary turnover (number)	123	112	113	199	277
Voluntary turnover (percentage)	3.5	3.2	3.3	5.7	7.3
Turnover by region (number)					
Australia	137	128	123	553	296
Africa/Middle East					
Asia	3			1	
Europe	2	1			
USA and Canada		1	2		4
Total	142	130	125	554	300
Employee turnover by age group (years)					
≤30	23	19	22	56	50
31–50	66	70	58	271	165
51+	53	41	45	227	85
Total	142	130	125	554	300
Returning from parental leave (percentage)	97	95	86	92	89
Traineeship and apprenticeship program (number)	107	109	109	142	149
Employees in Graduate Program (number)					
Male employees	139	154	143	114	89
Female employees	143	136	127	97	70
Total	282	290	270	211	159
Total hours of training by gender <sup>4</sup>					
Male employees	64,105	70,050	79,827 (62,471)	63,657	Not previously reported
Female employees	25,742	26,325	17,428 (15,752)	13,887	Not previously reported
Total	89,847	96,375	97,255 (78,223)	77,544	Not previously reported
Average per person hours of training by gender <sup>4</sup>					
Male	25	28	32 (25)	26	29
Female	23	25	17 (16)	14	17
Total	25	27	28 (22)	22	26
Average per person training by gender – professional/management <sup>4</sup>					
Male	22	25	25 (16)	16	23
Female	22	24	16 (13)	11	18
Total	22	25	23 (16)	15	22
Total hours of training by employee type <sup>4</sup>					
Permanent	81,041	86,928	91,006 (72,734)	71,660	Not previously reported
Fixed term	4,499	5,350	3,719 (3,427)	3,830	Not previously reported
Part-time	4,307	4,097	2,530 (2,062)	2,054	
Total	89,847	96,375	97,255 (78,223)	77,544	
Average per person hours of training by employee type <sup>4</sup>					
Permanent	26	28	30 (24)	24	28
Fixed term	19	21	15 (14)	14	15
Part-time	14	15	10 (8)	8	11
Total	25	27	28 (22)	22	26
Percentage of employees receiving regular performance and career development reviews, by gender (%)					
Male	96	97	99	99	99
Female	93	95	97	98	96
Total	95	97	98	99	98

1. Vacation students are included in relevant metrics, where appropriate.

2. Woodside determines employment category based on job level

3. Employee turnover figures by gender were misrepresented in 2017, corrected values shown

4. Increase in total hours of training in 2016 driven by the introduction of mandatory Process Safety Management training. This training now forms part of business as usual training programs. A majority of process safety critical roles are operational or technical, predominately undertaken by male employees. The figures in parentheses above reflect the values excluding PSM training.

# GRI and IPIECA indices

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➔ Refer to our website for IPIECA index related to full report ([www.woodside.com.au](http://www.woodside.com.au)).

# Notes and definitions

## Health and safety

Frequency rates	Frequency rates are calculated per million hours worked.
Workforce exposure hours	The total number of hours including paid overtime and training but excluding leave, sickness and unpaid overtime hours. Hours are recorded separately for Woodside employees and contractors. Contracting personnel are defined as people employed by another company to perform activities for Woodside.
Total recordable injury rate (TRIR)	The number of recordable injuries (fatalities + lost work day cases + restricted workday cases + medical treatment cases + permanent partial disability) per 1,000,000 hours worked.
Lost time injury (LTI)	An LTI is an incident that results in a fatality, disability or time lost from work. The number of LTIs is the sum of these incidents.
Incident	Is one, or more, of the following: an unplanned release of energy that actually resulted in injury, occupational illness, environmental harm or damage to assets, a near miss, damage or potential damage to company reputation, breach of regulatory compliance and/or legislation, security breach.
High potential incident (HPI)	Is an incident, regardless of actual consequence, that could have resulted in the worst realistic consequence of Category C or above in accordance with the Woodside Event Reporting Impact Table.
Occupational injury	Is harm to a person such as a cut, fracture, sprain, amputation etc. that resulted from a single, instantaneous incident. All injuries are classified for work-relatedness and severity in accordance with IOGP.
Occupational illness	Is any work-related abnormal condition or disorder, other than one resulting from a work injury, caused by or mainly caused by exposures at work such as inhalation, absorption, ingestion of, or direct contact with, as well as exposure to, physical and psychological situations. All illnesses are classified for work-relatedness and severity in accordance with IOGP.
Loss of Primary Containment (LoPC)	An unplanned or uncontrolled release of any material from primary containment, including non-toxic and non-flammable materials (e.g. steam, hot condensate, nitrogen, compressed CO <sub>2</sub> or compressed air).
Lost workday case (LWC)	Occurs where any work-related injury results in a person being unfit for work on 'any day' after the day of the event occurring. 'Any day' includes scheduled rest days, weekend days, leave days, public holidays or days after ceasing employment. Lost work days are calculated by counting the total number of calendar days from the date the person was declared unfit for work to the date the person was declared fit for restricted or normal duties.
Restricted workday case (RWC)	Occurs where any work-related injury or occupational illness results in a person being unfit for full performance of their regular job on any day after the event occurring. The number of Restricted Work Days is calculated by counting the total number of calendar days from the date that the person was declared fit for restricted duties to the date that the person was declared fit for normal/routine duties.
Medical treatment case (MTC)	This results where the management and care of the patient to address the injury or illness is above and beyond first aid, but does not involve fatality, lost days or restricted days.
Permanent partial disability	Any work-related injury or occupational illness which results in the complete loss or permanent loss of use of any member or parts of the body, regardless of any pre-existing disability or impaired body function. This includes occupational hearing loss.
Occupational illness frequency by region	This frequency rate includes total recordable illnesses only, i.e. the sum of all occupational-illness related fatalities, lost workday cases, restricted work cases and medical treatment cases. It does not include first aid cases.
Lost days	The count of lost days begins on the day immediately after the day of injury/illness. It includes the total number of calendar days that were not able to be worked due to injuries and illness.
Training time spent on health and safety	Includes Woodside in-house training and external courses. Training records for third-party contractors have not been collated by Woodside. Includes health and safety inductions, emergency response training courses and environmental awareness courses.
Number of injuries by gender	The figure expressed in the report is the number of recordable injuries only – it does not include first aid cases or illnesses.
Occupational illnesses by gender	The figure expressed in the report is the number of recordable illnesses only – it does not include first aid cases or injuries.
Process safety event (PSE) (Tier 1 and Tier 2)	An unplanned or uncontrolled loss of primary containment (LoPC) of any material including non-toxic and non-flammable materials from a process, or an undesired event or condition. Process safety events are classified as Tier 1 – LoPC of greatest consequence or Tier 2 – LoPC of lesser consequence. As defined by American Petroleum Institute (API) recommended practice 754.
Absentee	An employee absent from work because of incapacity of any kind, not just as the result of work-related injury or disease. Permitted leave absences such as holidays, study, maternity or paternity leave, and compassionate leave are excluded.
Absentee rate	A measure of actual absentee days lost expressed as a percentage of total days scheduled to be worked by the workforce for the same period.

## Environment

Total hydrocarbon production	Includes gross liquid and gas products, but does not include reinjected hydrocarbons.
Total energy consumption	Comprises direct and indirect energy consumption.
Fresh water use	Supplied by water utility.
Produced formation water	Water that is brought to the surface during the production of hydrocarbons.

## People

Total employees	Total number of employees including permanent, fixed term and part-time. Does not include secondees or contractors.
Contractors	Non-Woodside employees, working within Woodside to support specific activities.
Total turnover	Permanent and fixed-term employees who left Woodside voluntarily or involuntarily.
Voluntary turnover	Permanent and fixed-term employees who left Woodside voluntarily for reasons not initiated by the company.
Social investment	Social investment data has been verified by the London Benchmarking Group (LBG) methodology. The LBG verified data includes donations, community investment and commercial initiatives. For more information, visit <a href="http://lbg-australia.com">lbg-australia.com</a> .

# Glossary

Board	Woodside's governing body – the Board of Directors
Flaring	The controlled burning of gas found in oil and gas reservoirs
Greenhouse gases	Gases that trap heat in the atmosphere, including carbon dioxide, hydrofluorocarbons, methane, nitrous oxides, ozone, perfluorocarbons, vapour and water
GRI	The Global Reporting Initiative is a network-based organisation that promotes sustainability reporting worldwide. The GRI reporting framework sets out principles and indicators that organisations can use to measure and report their economic, environmental and social performance.
HSE	Health, safety and environment
IOGP	International Association of Oil and Gas Producers
IPIECA	International Petroleum Industry Environmental Conservation Association. The global oil and gas industry association for environmental and social issues.
LBG	London Benchmarking Group
LTIF	Lost time injury frequency
PSE	Process safety event
Sustainability	Achieving a decent standard of living for everyone today without compromising the needs of future generations. (United Nations, 2013)
TRIR	Total recordable injury rate
VPSHR	Voluntary principles on security and human rights

## Units

bbl	barrel
bn	billion
boe	barrel of oil equivalent
CFC	chlorofluorocarbon
CO <sub>2</sub> e	carbon dioxide equivalent
GJ	gigajoules
kt	kilotonne
L	litres
MMbbl	million barrels
MMboe	million barrels of oil equivalent
MT	million tonnes
Mtoe	million tonnes of oil equivalent
mtpa	million tonnes per annum
NO <sub>x</sub>	oxides of nitrogen
SO <sub>x</sub>	oxides of sulfur
t	tonne
tCO <sub>2</sub> e	tonnes of carbon dioxide equivalent
TJ	terajoules
US\$	US dollars
VOCs	volatile organic compounds



**2018 Sustainability topics (including boundaries as per GRI Standards reporting)**

<b>Sustainability topic</b>	<b>Boundary</b>
Climate change and greenhouse gas emissions	Company / Operations
Cybersecurity	Company / Operations
Economic benefits	Company / Workforce / Suppliers / Partners / Communities
Environment	Company / Operations / Partners / Communities
Fraud, anti-bribery and corruption	Company / Partners / Suppliers / Workforce
Future energy mix	Company
Growth readiness	Company
Health and safety performance	Operations / Suppliers / Workforce
Human rights	Company / Suppliers / Operations / Communities
Innovation and technology	Company / Partners / Suppliers
Major incident response (hydrocarbon release/ spill preparedness and response)	Company / Partners / Operations / Communities
People, capability, inclusion and diversity	Workforce
Regulatory compliance	Company
Reserves replacement	Company
Social and cultural impacts on local communities	Company / Operations / Communities
Supply chain and local content	Company / Operations / Suppliers / Workforce / Communities
Transparency	Company