

# local industry participation policy



## objectives

We provide full, fair and reasonable opportunity for local industry to contribute to Woodside activities and we maximise local industry participation where it is capable and competitive on the basis of health, safety and environment, quality, cost and delivery.

## strategy

To implement this policy we:

- Demonstrate a systematic approach to industry participation management to ensure compliance with this policy and to achieve continuous performance improvement. This is achieved through the development of industry participation plans and implementation reports across our activities.
- Include in industry participation plans a communication plan to ensure that local industry and stakeholders are informed as early as possible with respect to upcoming work and progress against the industry participation plans.
- Set and regularly review local industry participation objectives and estimates for maximum achievable, tendered and awarded work.
- Ensure that local capabilities are considered when planning work scopes so as to enhance local industry participation opportunities without compromising competitiveness and project viability.
- Encourage local industry and require our contractors to provide training and development opportunities to the local workforce to ensure international competitiveness and quality standards.
- Provide full and fair opportunity to all local industry regardless of race, tribe, colour, gender, religious beliefs or political association.
- Require Woodside's major contractors and subcontractors to prepare and comply with industry participation plans in line with Woodside projects, assets or service group industry participation plans.
- Give preference to tenderers which use the greatest local content in labour and materials, where tenders are equally competitive and technically acceptable.
- Work with government, industry representative bodies and communities to improve local industry participation, capability and competitiveness.
- Provide information on Woodside's global activities to allow local industries to assess their capability to compete on overseas opportunities.

## application

This policy applies in all countries in which Woodside operates.

Country specific policies and strategies suitable for local conditions are developed in compliance with this overarching Woodside Local Industry Participation Policy, taking into consideration all legal and regulatory requirements. We encourage our contractors to seek partnerships with local industry.

The Chief Executive Officer of Woodside Energy Ltd. is accountable to the Woodside Board for ensuring that this policy is implemented. This policy is reviewed every three years.

This policy applies to all personnel, contractors and joint venturers engaged in activities under Woodside's operational control. Woodside managers use their influence to promote this policy in non-operated ventures.

A handwritten signature in black ink that reads "Don Voelte".

**Don Voelte**  
Managing Director & CEO

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