

2020

RECONCILIATION ACTION PLAN REPORT



Acknowledging Country

Woodside recognises Aboriginal and Torres Strait Islander peoples as Australia's First Peoples. We acknowledge Aboriginal and Torres Strait Islander peoples' connection to land, water and the environment and pay our respects to ancestors and elders – past, present and emerging.

We recognise that Aboriginal and Torres Strait Islander history and cultures are inseparable from Australia's collective history and culture and are something all Australians should be proud of and celebrate.

NATIONAL LEADERSHIP

COVID-19 Community Fund

In response to the onset of COVID-19 and the restrictions that followed, including the closing of access to remote Aboriginal communities to non-residents, Woodside established the COVID-19 Community Fund ('the Fund') to support the additional needs of community organisations in Western Australia.

The Fund distributed a total of A\$4.7M in donations to a range of organisations assisting children, families, the elderly and medically vulnerable. Providing immediate support to our host communities and particularly targeting initiatives addressing critical need, including Indigenous health.

In the Pilbara, the Fund helped Mawarnkarra Health Service to support Elders and vulnerable people with health and wellbeing information, outreach programs and telehealth consultations, and the Yaandina Community Services to support outreach to children and young people at risk.

In the Kimberley, assistance was provided to multiple organisations including Yawuru Jarndu Aboriginal Corporation, which developed a soap-making social enterprise that educated community about consistent hygiene practices during COVID-19 and beyond.

"Through Woodside's support we educated vulnerable people in Broome on hygiene practices that can assist in keeping them and their families safe during this COVID period and into the future. The project reached more than 28 organisations and family groups"

Eunice Yu, Yawuru Jarndu Aboriginal Corporation Corordinator



Nagula Jarndu artist Maxine Charlie, packing soaps for the Yawuru Jarndu soap-making initiative funded by the Woodside COVID-19 Community Fund.

OPPORTUNITIES

Seed Collection

In 2020, five Noongar ranger teams commenced seed collection training in regional South West Western Australia. The training was a part of Woodside's ongoing partnership with Greening Australia, who worked with the rangers to design the training model.

The training provided opportunity for rangers with paid, on-the-job, seed collection work over a year. It also involved completion of a number of units that contributed toward a Certificate II Conservation and Land Management, including collecting native seeds, recognising plants, and preparing and preserving plant specimens.

Central to the objectives of the training model was that the on-country learning would provide opportunity for rangers to work with senior cultural advisors, and thus contribute to the already rich cultural relationships rangers have with country and community.

"You just get a certain type of feeling when you're working on Country because you know you're doing your part in regrowing it," explained Jermaine David on behalf of the Ballardong Ranger team.

For Woodside, the training provided an opportunity to support the local community whilst building capacity for an expanding carbon farming industry. The longer-term vision for the training is to enable foundational capacity and skills to support the development of Noongar seed supply enterprises.

Chris Penny, from the Tambellup Rangers said, *"We have our own farm and we're thinking that seed collection can be a business based there."*

Woodside is pleased to be involved in the training initiative and to see how a path to direct economic opportunity for Noongar people can be opened up, which at the same time provides a level of environmental benefit for all Australians.

Consistent with this vision, Woodside funded the seed collection training and also chose to use some of rangers involved in the training to undertake planting work on selected sections of the 2200 hectare of land that Woodside planted in 2020.



Tambellup and Badgebup rangers with Bayden Smith from Greening Australia collecting seed for the Woodside seed collecting training at a nature reserve just outside Tambellup, Southwest WA. (Source: Jessie Collins)

RELATIONSHIPS

Outcomes of Collaboration

Woodside expanded its collaboration efforts with Ngarluma Yingibarndi Foundation Limited (NYFL) in 2020, supporting and co-hosting a range of events throughout the year.

The Pilbara Indigenous Business Forum, co-hosted by Woodside and the NYFL, was held at the Ngurin Cultural Centre in Roebourne in October.

Representatives from 25 organisations attended the forum, which connected Pilbara Aboriginal businesses with Woodside and key contractor companies, engaged on Woodside activities. The forum provided an opportunity for business representatives to share experiences and insights in support of removing barriers and generating additional opportunities for local Indigenous businesses to participate in the resources sector.

"It was great to have our partner Woodside Energy partake in an Aboriginal business forum and jointly collaborate with NYFL on bringing together Pilbara Aboriginal Business's and major contracting identities who operate on Woodside's operations at the Northwest Shelf to identify, and discuss the challenges and opportunities that we are all prepared to overcome, as we collectively strive to engage more openly and genuinely follow through with trust and commitment"

– Michael Woodley, NYFL Chair

Strategy workshops were facilitated by Woodside employees in Roebourne for NYFL and Garlbagu (formerly NYFL Commercial) over two days in December. The workshops assisted the organisations to refresh their strategic priorities and direction, helping to inform their next steps in order to grow and develop a sustainable organisation model.



Woodside skilled-based volunteer Stephen Van Maanen with members of NYFL and Garlbagu during Strategy Workshops.

In 2020, the North West Shelf Joint Venture commenced support for the Roebourne Social Supermarket trial. The issue of food security was highlighted earlier in 2020 when seven community organisations in Roebourne came together and formed the Food Safety and Healthy Homes initiative to assist people struggling to access essential items as a result of COVID-19. The two-year trial will provide the Roebourne community with the opportunity to shop with dignity at discounted prices.

RESPECT

Promoting Cultural Safety

Woodside has promoted and supported Indigenous cultural safety through meaningful engagement with internal and external Aboriginal and Torres Strait Islander peoples throughout 2020.

The Black Lives Matter (BLM) movement, Black Deaths in Custody and the destruction at Juukan Gorge, had an impact on our employees. Indigenous and non-Indigenous Woodside employees embraced the opportunity to support each other and showed a willingness to increase their awareness and understanding of the complex and interlinked issues.

Multiple forums were hosted throughout the year, both employee and management led. Forum included: informative workshops on Woodside's approach to cultural heritage management, 'You Can't Ask That' that sessions hosted by members of the Indigenous Collegiate, BLM panel discussions and, support sessions specifically targeted to our Indigenous Collegiate.

In addition to this, a smoking ceremony for cleansing was held at our Mia Yellagonga campus in Perth during Q3 to support the safe return of employees to the office following working from home arrangements during COVID-19, as well as promoting healing amongst the heightened focus on race relations in Australia. The ceremony was conducted by Noongar Traditional Owners Barry and Josh McGuire.



Woodside CEO Peter Coleman with Noongar Traditional Owners during the Smoking Ceremony at Mia Yellagonga in Perth.

Courtney Kelly, Indigenous Collegiate member and organiser of the smoking ceremony explained, *"Our Indigenous Collegiate hoped that the ceremony would create a culturally-safe working environment particularly following COVID-19 and the intense public debates around the Black Lives Matter movement and Aboriginal Deaths in Custody."*

"These types of special cultural engagements serve as valuable learning opportunities for our staff," Courtney explained further.

Similarly, a ceremony known as a Call to Country, was conducted in the Pilbara by Ngarluma Traditional Owner and Murujuga Aboriginal Corporation (MAC) representative, Patrick Churnside.

A Call to Country is a cultural protocol conducted in the Pilbara area whereby Traditional Owners speak to country in language, seeking safe passage for those not from the area.

This session was followed by engagement between MAC Traditional Custodians and Karratha Indigenous Collegiate members on maintaining and respecting cultural safety on Woodside's Burrup assets and the broader Murujuga landscape.

RAP Pillar 4 NATIONAL LEADERSHIP

COMMITMENTS

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

COVID-19 restrictions, including closure of Aboriginal communities, had an impact on the delivery of programs and community-led initiatives. This was particularly evident on the Dampier Peninsula, and the ability of the Woombooriny Amboon Angarriya Partnership Initiative (WAAPPI) to undertake cross-community projects, events and training. Survey data was not collected due to COVID-19 impacts, however reporting by program partners was substituted for some measures under Indicator 11, where applicable.

Despite these challenges, WAAPPI succeeded in developing a strengths-based cultural framework to design effective and culturally competent strategies for early childhood development. The framework contains local indicators that reflect and resonate with people, country and culture. An early years parenting program was also co-designed by the WAAPPI Navigator team alongside service providers to ensure that it was tailored to community needs. In the process, WAAPPI succeeded in making a complex subject engaging and accessible, building awareness around the significant role the early years has on shaping an individual.

Indicator 10*, which measures contributions to social outcomes, remained at 1.8. In late 2020, an agreement was made to undertake a scoping project for an integrated early years initiative in Roebourne in 2021. Ideas will be informed by existing initiatives and tested by Elders and community members. This also supports the Woodside Development Fund (WDF) mid-term review recommendation of a specific investment in support of Aboriginal and Torres Strait Islander children in our host communities.

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 with Woodside awarding 53 new contracts to Indigenous businesses in 2020. Woodside participated in 10 separate initiatives to improve capability and capacity of Indigenous businesses, including the Pilbara Indigenous Business Forum, which was co-hosted by Woodside and NYFL.

Our directly employed Indigenous workforce increased from 140 to 144 in 2020, representing 3.9% of our workforce. This growth is attributed to the continued success of our pathway programs with 55% of our trainees and apprentices in 2020 being Indigenous, of which 14% were Traditional Owners from where we operate.

Indigenous representation across other employment streams improved to a record high with 9% representation in our summer vacation program, 6% of experienced hires and 4% of our graduate intake.

We continued to focus on growing an Indigenous employee pipeline using a new proactive talent acquisition process, and the development of a Woodside-branded scholarship program to be launched in 2021, focussing on Indigenous students.

While the impact of COVID-19 limited personal development opportunities under Indicator 8, dragging the score down to 1.8 for 2020, a range of strategic interventions were implemented to support the career progression of Indigenous employees. This included the introduction of a non-tertiary career progression tool, and for the first time an audit of Indigenous employees in Q4 to identify and advocate for those ready for promotion and future development opportunities.

Focus on increasing Indigenous representation in mid-career and senior roles continued by supporting 25 employees to attend leadership development courses and two individuals completing a Woodside-sponsored Master of Business Administration, setting them up for future leadership opportunities.

56

people from the Dampier Peninsula region participated in parent education and leadership training

2020 PROGRESS

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

66%

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

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 2020 with a total of 66% of our Australian-based workforce completing cultural awareness training since 2016, a significant improvement from our 2019 result of 50.3%. Specific training for supervisors of Indigenous employees was up to 59% in 2020 from 38% in 2019. This contributed to an overall score of 3.2 for Indicator 1, which measures improvement in workforce cultural competency.

Consistent engagement with our host communities via heritage management process continued in 2020 with positive feedback from our stakeholders improving Indicator 2, which measures the improvement in Indigenous Peoples' perception of Woodside from 3.5 in 2019 to 4.5 in 2020.

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.

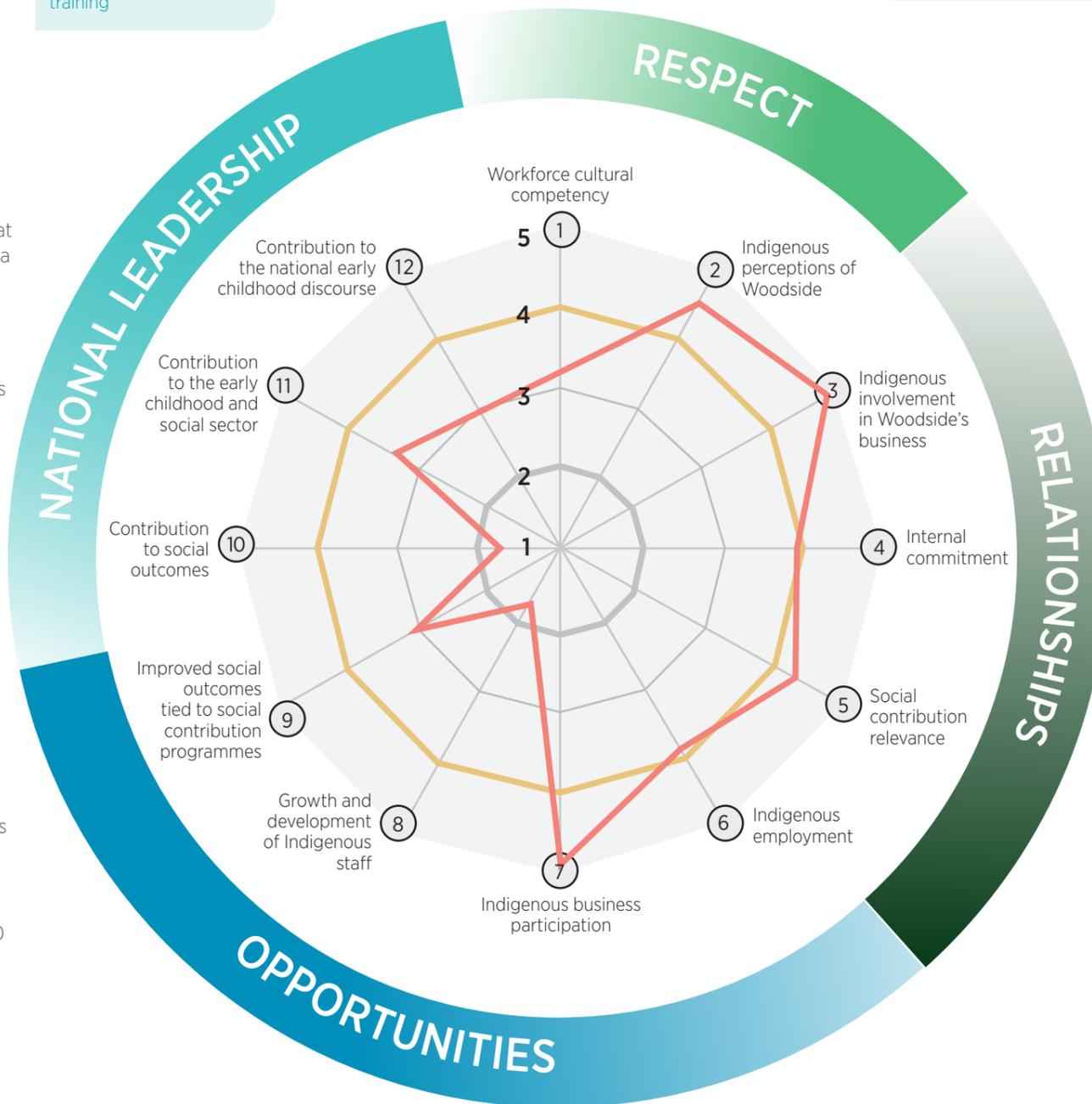
In late 2020, Woodside finalised the key terms for a Land Access Agreement with Ngarluma Aboriginal Corporation (NAC), and anticipate executing a full agreement in early 2021. We also expanded our collaboration efforts with NYFL in 2020, supporting and co-hosting a range of forums and initiatives (read more in the Relationships Case Study).

Woodside's Indigenous Communities Policy was updated in 2020 to recognise its alignment with the United Nations Declaration on the Rights of Indigenous People.

The score for Indigenous Peoples' input, Indicator 3, improved from 3.9 in 2019 to 4.8 in 2020 driven by regular and constructive engagement with external stakeholders and the involvement of Woodside's Indigenous Collegiate in decisions affecting them, including workshops on the design of our next RAP.

The Woodside Reconciliation Community (WRC) continued to support reconciliation initiatives and its broader community issues, enabling Woodside's RAP commitments in the process. The WRC maintained its membership of over 800 and held 32 separate events in Perth and Karratha, the largest number recorded under this RAP.

Collaboration between the WRC, Indigenous Affairs and the Indigenous Collegiate resulted in several forums on Black Lives Matter, Black Deaths in Custody and Woodside's approach to the management of cultural heritage.



124%

increase in contract awards to Indigenous businesses since 2016

Indicators of success

- Baseline (2016)
- Target
- Current (2020)

*Half of the data contributing to Indicator 10 is collected from the Australian Early Development Census (AEDC). This data was last captured in 2018 and reported in Woodside's 2019 RAP Report. The next AEDC is in 2021 and will not be reported on again under the 2016 - 2020 RAP.

90%

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

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Follow Us**About the artist**

Woodside is honoured to showcase 'Ngarluma Coast' by Loreen Samson (dec), as the 2020 RAP Report Artwork.

L. Samson was born in Roebourne, WA in 1973 and sadly passed away in 2020. She was a respected artist who was passionate about connecting with, and teaching, the younger generations in her community.

She was a founding artist of the Roebourne Art Group (now known as the Wangaba Roebourne Art Group). Wangaba means 'Alive' in the local traditional Ngarluma language.

L. Samson painted about her feelings, social justice, the thoughts she had of

her heritage and the stories of her ancestors, using mainly colours of the land. She was a multiple Cossack Art Award winner, her paintings are held in the Australian National Museum, Canberra and Berndt Museum, UWA collections.

Artwork story

Many years ago our people would travel near and far from home looking for water holes... just make up camp sites and to put stories that travels through the lands. The stories are of our ancestors and culture grounds. These lands of knowledge are what we carry on today. - L.Samson, 2019.

Assurance

Deloitte has undertaken a limited assurance engagement on selected measures across the 12 Indicators of success under Woodside's Reconciliation Action Plan. Deloitte assured measurement indicators that were: new, increased in weighted score, or changed definition or method of measurement since the 2019 RAP Report.