

## RELATIONSHIPS

### Yirra Yaakin 25th Anniversary Partners

In 2018, Woodside celebrated being the 25th Anniversary Partner of the Yirra Yaakin Theatre Company. Yirra Yaakin, meaning 'stand tall' in Noongar, is a leading Aboriginal performing arts organisation, producing award-winning theatre that is exciting, educational, authentic and culturally appropriate.

Throughout 2018, Woodside acknowledged and celebrated the achievements of Yirra Yaakin over the past 25 years. During NAIDOC week, Woodside hosted a Yirra Yaakin live stream event, supporting their continued relevance and innovation, through a new digital program.

Woodside has been the Development Partner of Yirra Yaakin since 2012, sponsoring new works annually and programs to foster emerging artists and writers. Yirra Yaakin is committed to training and developing emerging Aboriginal arts workers through their highly successful 'Next Step' program. Woodside has been a supporter of this innovative program for seven years, to build capacity of Aboriginal art workers in the professional theatre sector.

In 2015, Woodside pledged support as the inaugural sponsor of the Noongar Shakespeare Project. The Sonnets in Noongar school program has a wide reach across Perth metropolitan schools. This unique program is a world-first, providing students a literary introduction to the Noongar language through the lens of Shakespeare's sonnets. As an extension of the Sonnets program, Yirra Yaakin commenced development of a full-length Noongar retelling of Shakespeare's Macbeth, planned to premiere in 2020.

Yirra Yaakin nominated Woodside in the Western Australian Government's State Art and Culture Sponsorship Awards in 2018, due to the significant impact our partnership has had on the support and promotion of Aboriginal arts and cultural practices.

Woodside's support continues through a critical time for the Noongar language, with fewer than 400 fluent speakers within the Noongar nation. This partnership has a direct and immediate impact to grow the number of people and community members with an understanding of Noongar language and culture.

*As our long-term development partner, Woodside's support has allowed us to create innovative original works to share and celebrate Noongar language and culture.*

- Peter Kift, General Manager Yirra Yaakin Theatre Company



Yirra Yaakin performer Trevor Ryan performs in the Sonnets in Noongar school program.



Members of the Woodside Indigenous Collegiate who enabled the integration of cultural recognition into the fabric of Mia Yellagonga.

## RESPECT

### Sense of place at Mia Yellagonga

The site for Woodside's new headquarters in the Perth CBD is significant to the traditional custodians, the Whadjuk Noongar people. From the beginning of the project, Woodside's CEO, Peter Coleman, wished to acknowledge this and create a workplace that was culturally safe for all employees.

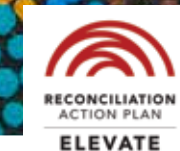
Mia Yellagonga, meaning 'Place of Yellagonga', integrates Indigenous cultural knowledge across its facilities and provides Perth staff opportunities to learn and contribute. Traditional Noongar names, including Karlak 'campfire', Cara 'Spider', Boolah daa moort 'many tongues and family', Kooya 'Frog', and Karda 'Goanna' have been adopted across the whole business and are used daily; and where interior spaces of the main building portray the six seasons of the Noongar people.

Cultural safety of Indigenous staff was a key focus of the Mia Yellagonga vision. Members of the Woodside Indigenous Collegiate liaised with Whadjuk Elders and the Whadjuk Working Party to ensure the appropriate cultural authorities were engaged for all aspects of cultural recognition. This facilitated effective cultural engagement and inspired joint efforts to create a sense of place and belonging for our Indigenous employees.

Woodside has integrated Indigenous knowledge into daily operations by firmly representing the cultural significance of the site of Mia Yellagonga into its facility interiors, securing a cultural presence for the life of Mia Yellagonga. The facility provides an ideal foundation for all employees to champion reconciliation, seek a range of perspectives on and experiences of Indigenous culture.

*Woodside's focus on cultural engagement and recognition in the Mia Yellagonga project has demonstrated respect for our Indigenous community and Noongar culture. Continued engagement has enabled a flow of knowledge sharing, not only to their Indigenous staff, but also the broader Woodside employees and community.*

- Dr Richard Walley, Noongar Elder



### Reconciliation Action Plan Report 2018

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### Assurance

*EY has provided limited assurance over a selection of measurement indicators that contribute to the 12 Indicators of Success presented in our 2018 Reconciliation Action Plan Report. Building on prior year assurance, EY assured measurement indicators that were: new, increased in weighted score, or changed definition or method of measurement since the 2017 RAP Report.*

*To align the reporting period for all indicators of success to the new reporting end date of 30 November, all data covers the 11-month period of 1 January 2018 to 30 November 2018, except for Contracting and Procurement data, which covers 1 December 2017 to 30 November 2018.*



# 2018

## NATIONAL LEADERSHIP

### Dampier Peninsula Family Empowerment Project

Woodside's partnership with Save the Children to deliver the Dampier Peninsula Family Empowerment Project forms part of the Woodside Development Fund, which recognises that physical, social and cultural dimensions of childhood, directly impact a person's ability to achieve their potential throughout their life.

In the remote Dampier Peninsula region of the Kimberley, a unique collaboration of four Aboriginal Community Controlled Organisations (ACCOs) and non-Government organisation Aarnja Ltd, along with the Department of Prime Minister and Cabinet and the Government of Western Australia, are working collectively around a mutual commitment to improve outcomes for Indigenous children and families living in the area.

The project is establishing itself as the key platform and pilot strategy for how to build capacity and capability of ACCOs. Community Navigators are established in four communities, with the role of carrying out authentic community engagement to capture voices of members in each community. The Navigators have been a significant factor in generating a power-shift to community. They are guiding the project, influencing change and further mobilising their communities to make - and importantly, own - the solutions to improve outcomes for children and families.

In 2018, the Community Navigators also played an integral role in the formation of steering committees representing family kinship groups. The steering committees are driving community and cultural governance for the Project, which in turn is supporting a shared vision of working together to achieve self-determination.

The collective result of the work of the Community Navigators and the steering committees is the (establishment of the) Woombooriny Aambooriny\* United (WAU) Dampier Peninsula Family Empowerment regional leadership group and the renaming of the project, Woombooriny Aambooriny United Partners Initiative (WAUPI).

In 2019, the Navigators, along with the WAU leadership group and the Project's backbone partners, will align their activities and co-design a culturally responsive parenting and family support program. This initiative will be tailored and targeted to meet the communities' needs and aspirations.

*My dream is to see the young leaders standing as strong pillars. That's the dream from our Elders, and here we are trying to carry that dream forward.*

- **Janella Isaac, Community Navigator**

\*Woombooriny Aambooriny means 'people' in the local Bardi and Nyulnyul languages.



Members of the WAU Leadership Group outside the Lombadina office after a decision was made on their shared vision, name and slogan for the project.



Regional logistics manager Aaron Porteous discusses the new contract between Woodside and North West Alliance (NWA) with Woodside employees and NWA's Bree Flagg and Jayme Dobson (far left and far right respectively).

## OPPORTUNITIES

### North West Alliance contract generates local jobs

Providing meaningful contractual opportunities to Indigenous businesses, is a powerful way Woodside can increase the return to Indigenous people and communities arising from our business activity. As a recent Supply Nation report highlighted, Indigenous businesses deliver significant benefits to the Australian economy. Indigenous businesses are 100 times more likely to employ Indigenous people, they frequently provide pro-bono advice and support, and sponsor local sports teams and cultural events.

In 2018, Woodside has contracted directly with North West Alliance (NWA), a 50% Indigenous owned joint venture (JV), which is now one of the largest Indigenous waste management companies in Australia. Our relationship with NWA commenced indirectly in 2013, via our existing contractual relationship with Veolia. Veolia established a JV with the Indigenous company Our Country, forming NWA to deliver waste management services in Karratha and surrounding areas.

The recent direct award extends our relationship for a period of four years (with further options), delivering more opportunities to the local community in the areas of contracting, employment and education programs. NWA has established a tiered system in the Pilbara that identifies traditional owners and local businesses and boasts significant local Indigenous engagement.

"This was a great collaborative effort between logistics, facility management and contracting and procurement, capturing efficiencies and further building on the relationship with a high-performing Indigenous business," says Peter Balfe, Woodside facility management team lead.

*This allows us to cascade the opportunities down the supply chain and have a greater impact on the local economy because our contractors and suppliers know they can invest with more certainty.*

- **Dr Blaze Kwaymullina, NWA Director**

## RAP Pillar 4

### NATIONAL LEADERSHIP

#### COMMITMENTS

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

The Woodside Development Fund continues to deliver steady outcomes for Indigenous communities in Western Australia. Influence of the design and development of the State Government's Early Intervention Framework and reforms to family support services across the state has delivered strong results for the advocacy for early childhood policy (Indicator 12) with a score of 3.5.

Indicator 11, focusing on building capability and knowledge, remained constant at 2.6. In 2018, a measure specifically focused on improving leadership capability was included. One of the projects contributing to this is the Dampier Peninsula Family Empowerment Project (see National Leadership case study).

Woodside has increased engagement and participation in a 'collective impact project' driven by Elders and senior leaders of Roebourne to progress the Roebourne Advantage Plan (6718) - aiming to close the gap in life expectancy for their community.

The measure for Indicator 10, early childhood outcomes, is the Australian Early Development Census (AEDC) data, which was collected in 2018. This indicator will remain at a baseline of 2 until the results become available in 2019.

## 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.

Outcomes for Indigenous employment (Indicator 6) and business participation (Indicator 7) have continued to improve since 2016. In 2018, participation in the Woodside pathways to employment was at a record high of 56, with a conversion rate to employment of 62%.

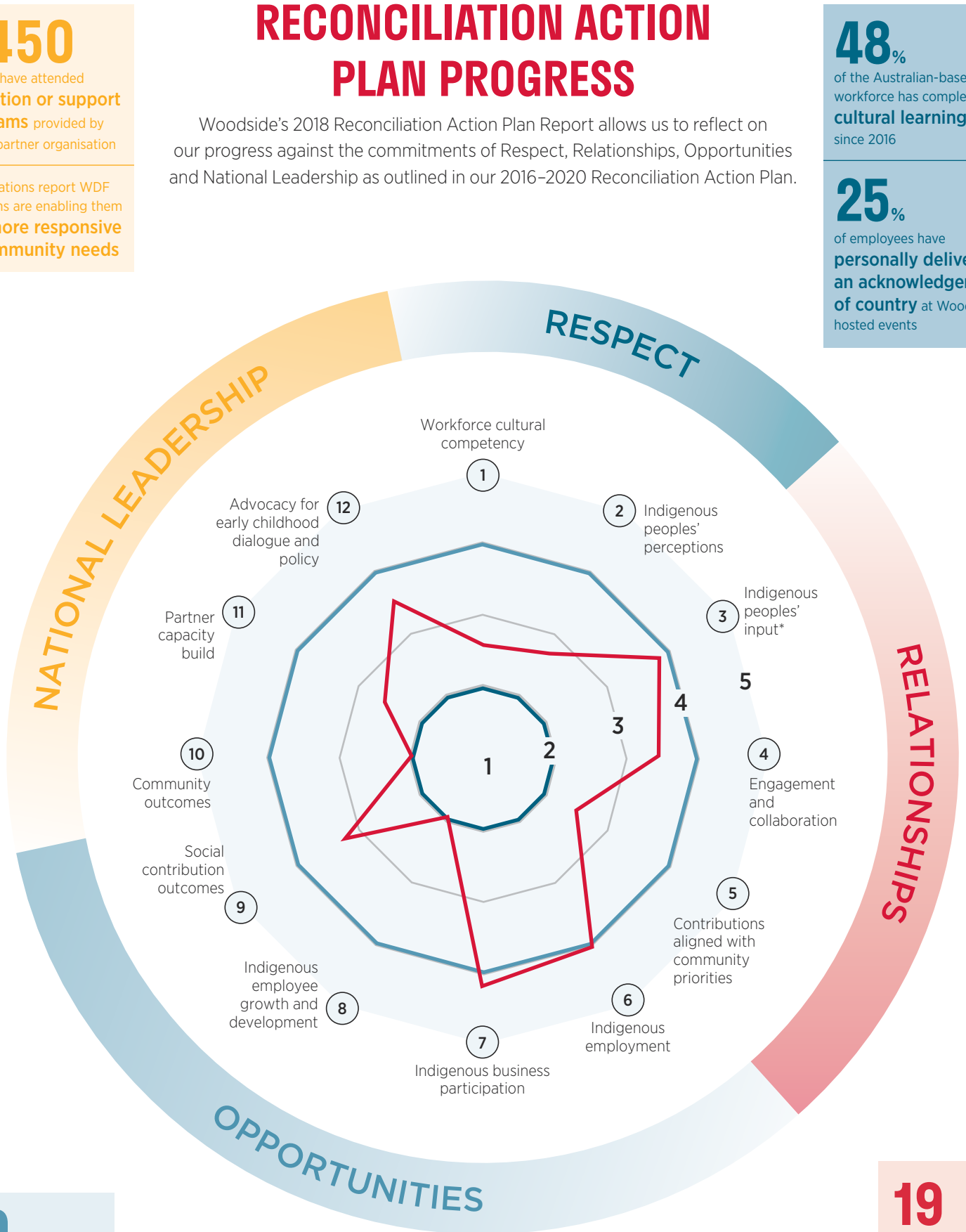
Together with our vendors, Woodside awarded 74 new contracts to Indigenous businesses in 2018. These contracts contributed to the 70% increase in total contracts awarded since 2016. A major contract was awarded to the Indigenous JV NWA, providing future opportunities to traditional owners and other local businesses (see Opportunities case study).

There has been a measured improvement in the outcomes of our social contributions during 2018. 64% of our community partners believe Woodside's contribution has improved their capacity to support Indigenous communities and several have undertaken to develop their own RAPs and deliver cultural awareness training.

Indicator 8 has remained at a baseline score of 1. Growth and development of Indigenous employees are areas where Woodside sees potential for improvement. In 2018, results remained short of projections for promotion rates and staff in management positions. This has been identified as an area of focus for the future.

Over **450** parents have attended education or support programs provided by a WDF partner organisation

Organisations report WDF programs are enabling them to be **more responsive to community needs**



**70%** increase in contract awards to Indigenous businesses under this Elevate RAP

Woodside is supporting community partners to increase their efforts towards reconciliation

**Indicators of success**

- Baseline (2016)
- 2018 Results
- Target (2020)

Significant input from Indigenous employees on the cultural recognition project at Mia Yellagonga

**19** events were held across Perth and Karratha by the Woodside Reconciliation Community

## RECONCILIATION ACTION PLAN PROGRESS

Woodside's 2018 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.

**48%** of the Australian-based workforce has completed cultural learning since 2016

**25%** of employees have personally delivered an acknowledgement of country at Woodside hosted events

## 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 2018, with 21% of the Australia-based workforce participating throughout the year. Since 2016, 48% of the Australian-based workforce have completed cultural learning, resulting in a score of 2.6 for Indicator 1. In 2018, we worked with the Murujuga Rangers to develop an on-country experience on the Burrup Peninsula that has since been completed by more than 400 operations employees. Specific training for supervisors of Indigenous employees remains a focus in 2019.

Strong engagement with our host communities and their involvement in our heritage management processes has ensured positive Indigenous perceptions of Woodside continue. In 2018, we completed comprehensive ethnographic surveys of heritage sites within North West Shelf KGP leases for the first time. Traditional owners shared their knowledge on the significance of the sites, including gender restrictions, to help Woodside better understand management of these sites. Respect Indicator 2 increased from 2.4 in 2017 to 2.7 in 2018.

## 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.

There has been a significant increase in relationships outcomes during 2018. The success of the Mia Yellagonga cultural recognition project was dependent on input and advocacy from the Perth-based Woodside Indigenous Collegiate and on fostering relationships with the local Whadjuk community. The score for Indigenous peoples' input, Indicator 3, increased from a 2 to 3.9 since 2017.

The Woodside Reconciliation Community (WRC) remains a strong and vibrant group of volunteer employees who advocate for greater awareness and understanding of national reconciliation issues. In 2018, the WRC organised 19 events for internal and external participants. 96% of respondents to the 2018 Reconciliation Australia barometer survey have participated in reconciliation activities with Woodside. The score for Indicator 4 increased to 3.5 from 2.2 in 2017.

Measuring the relevance of our social contribution portfolio remains a priority for 2019.