



VPSHR Annual Report 2021

Woodside Energy Ltd.

1. Commitment to the Voluntary Principles

Woodside Energy Ltd (“Woodside”) conducts business in a way that respects the human rights of all people, including our employees, the communities in which we are active, and those working in our supply chains.

Woodside’s [Code of Conduct](#) applies to all Woodside personnel, regardless of their role or location within Woodside. Everyone who works for Woodside must comply with the Code. It includes human rights principles and commitments.

Woodside’s [Human Rights Policy](#) sets out the standards we expect our people to abide by, and our suppliers and business partners to endeavour to adhere to. It outlines our commitment to managing security in a way that respects human rights, reflected in our commitment to the Voluntary Principles on Security and Human Rights (VPSHR).

1.1 Internal promotion of the Voluntary Principles

Our internal guideline on security and human rights outlines the company-wide requirements for protecting our people, communities, assets and the environment in line with the VPSHR, and respecting the rights of those that may interact with our security arrangements.

Activities throughout the year included:

- Review and update of our overarching Security Management Procedure and related process controls and assurance, as well as the specific Security and Human Rights internal guidance document
- Assessment of security and human rights risks within the Woodside-wide salient human rights risk assessment (conducted by external consultants)
- Ongoing participation in the Woodside Human Rights Working Group to promote awareness and understanding of the VPSHR across the company
- Developed internal VPSHR implementation plan for 2021.

1.2 External promotion of the Voluntary Principles

Woodside promoted the implementation of security and human rights practices by:

- Communicating our VPSHR strategy as part of engagement with the Senegalese Navy as offshore operations commenced in Senegal in mid-2021.
- Including clauses incorporating VPSHR obligations into contracts executed in 2021 for private security providers supporting operations, as well as in invitations to tender
- Reporting on our commitment and implementation of the VPSHR in Woodside’s annual Sustainable Development Report.

2. Policies, procedures and related activities

Woodside’s Security and Human Rights internal guidance outlines our approach to implementing the VPSHR across all Woodside operations. It applies to all Woodside employees in all jurisdictions where Woodside operates. It describes our approach to due diligence on joint venture partners and public and private security forces; risk assessments; assurance; incident reporting; equipment transfer requests; armed security and divestment.

2.1 Risk assessment

Woodside conducts security and human rights risk assessments where we have operations or activities in countries identified as high risk, with the timing of these assessments and reviews aligned to security risk assessments conducted for specific locations. To determine a country's rating, initial assessments are conducted, for which a standard tool has been developed. It includes a review of the country's conflict situation, security provisioning, governance, socioeconomics, physical environment and documented human rights concerns.

If a country is determined to be high risk or above, a more detailed security and human rights risk assessment is completed. Recommendations from risk assessments are incorporated into security and human rights implementation plans each year.

In 2021, there were no new country entries applicable to our business. No security risk assessments were required to be refreshed – noting Woodside has been reducing its participation in non-operated ventures outside of Australia, and activities have been particularly limited due to COVID-19 constraints in many countries. Risk assessments are due to be refreshed for a number of countries in 2022.

2.2 Engagement with security forces

Woodside conducts security and human rights due diligence on all private security providers prior to contracting, including a questionnaire process. Our standard contractual clauses for private security providers and major contractors responsible for security services reflects our commitment to the VPSHR. These clauses contain specifics related to personnel screening, training (including VPSHR and international human rights and humanitarian law), conformance with the International Code of Conduct for Private Security Providers and IFC Performance Standard 4, subcontractor management, use of force, and reporting and investigations.

We reserve the right to conduct audits and conformity assessments on contractors, and a conformance assessment of our private security provider in Senegal was completed in 2021. Further, a compliance audit was conducted in relation to a current major project contractor that is responsible for construction activity ongoing in shipyards in Asia.

There were no security-related human rights incidents identified or reported in connection with any of Woodside's activities anywhere in the world in 2021.

3. Country implementation

Australia

During 2021 Woodside amalgamated the provision of security services for its Western Australian operational sites and Perth-based offices under a single service contract, appointed from December 2021. As part of the tender process, due diligence was conducted on each tenderer in relation to VPSHR alignment, including completion of a questionnaire and screening process.

The successful contractor is subject to specific VPSHR obligations under the contract, and each security personnel from the contract company is required to complete Woodside's eLearning course on the VPSHR, developed by Woodside specifically for contract personnel. To date, 44 personnel have completed this training.

Myanmar

Following the coup in Myanmar in February 2021, and the completion of the drilling program that was in progress at the time, Woodside announced that all business decisions in relation to Myanmar interests were under review and Woodside's in-country presence was reduced to a small number of office staff.

Written confirmation was obtained from the in-country private security provider that none of their security personnel providing services to Woodside were serving in the Myanmar police or military. In January 2022 Woodside announced that it would be withdrawing from its interests in Myanmar.

Woodside continued to engage during 2021 with the Myanmar In-Country Working Group for VPSHR, through the Myanmar Centre for Responsible Business – and it is noted that there is a current proposal from the Group’s Secretariat to discontinue this forum.

Senegal

As part of Woodside’s ongoing management of our private security provider, a conformity assessment was completed in early 2021, which included a review of compliance with VPSHR elements. The provider also conducts its own training of its staff on VPSHR.

Engagement with contractors in relation to awareness of VPSHR is well established with major contractors that have the largest footprint of activities, with monthly reporting on security status – including training.

A VPSHR strategy document for the Sangomar Project field development was completed in early 2021, and has been promoted with the Senegalese Navy, private security provider in-country and major contractors, with commencement of offshore operations in mid-2021.

4. Priorities for 2022

In 2022 we will progress the continued maturation of our security and human rights framework, particularly with respect to the activities of our private security providers.

Priorities for 2022 include:

- Informed by the recently issued “10 Steps to Maintain Security in Compliance with Human Rights”, conduct a review of the Security and Human Rights Guideline and security process at Woodside.
- As Woodside’s offshore activities increase in Senegal, ongoing engagement with the Senegalese Navy in relation to assessing maritime security risks and supporting the maturing of Senegal’s maritime security legislative framework.
- Continued engagement with major contractors in Senegal in relation to Woodside’s expectations for VPSHR-consistent management of private security services.

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