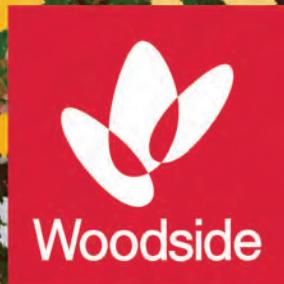


# 2021

## RECONCILIATION ACTION PLAN REPORT

PART OF  
A BETTER  
FUTURE



# 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.**

**We acknowledge the Murujuga Custodian groups; the Ngarluma, the Mardudhunera, the Yaburara, the Yindjibarndi, and the Wong-Goo-Tt-Oo, the Whadjuk of Noongar Country, and extend respect to all other Aboriginal and Torres Strait Islander nations in Australia, and Indigenous nations around the world.**

## LISTENING TO COMMUNITY AND SUPPORTING TRANSMISSION OF CULTURAL KNOWLEDGE

The foundation of our Reconciliation Action Plan (RAP) is input provided by Indigenous communities both at Woodside and externally. We understand that if the RAP is to be a success, it must be aligned with community priorities, and this is what has shaped our commitments. Likewise, we understand that the initiatives and programs we support that contribute to RAP outcomes, must have Indigenous voices at the centre. Everything we do for community, must be led by community.

One of the key things we are hearing from community is the importance of cultural knowledge and transmission of this knowledge to contribute to keeping culture strong.

In 2021 Woodside partnered with Murujuga Aboriginal Corporation (MAC) to capture and document key botanical and cultural knowledge and ensure that this knowledge is available for the broader community and future generations.

We heard that cultural knowledge and values are critical in informing any activities that occur on Murujuga, and we wanted to partner with MAC to facilitate the broader awareness and understanding of this.

The outcome was the publication of the book "Living Knowledge: The Plants of Murujuga" based on cultural heritage surveys from 2009 and captures cultural knowledge of plants as a resource for future generations.

“ *Living Knowledge: The Plants of Murujuga is a key resource for the Murujuga Land and Sea Unit. The book is used to support cultural awareness tours, plant identification and upskilling rangers. It is an invaluable resource to have this knowledge recorded for our use.* ”

- Peter Cooper, Ranger Coordinator



## JAWUN SECONDMENT PROGRAM

Woodside is committed to increasing Indigenous capacity and capability, and actively seeks out avenues to meaningfully contribute. In 2011 Woodside partnered with Jawun, a not-for-profit organisation committed to building local capacity, leaders and ultimately communities by placing skilled people and resources from their partners into Indigenous organisations around the country.

Since 2011, 80 skilled Woodside secondees have been sent on Jawun placements, supporting Indigenous organisations through the sharing of their skills and transfer of knowledge to support sustainable change.

In 2021, 14 Woodside employees participated in the program, taking their passion, commitment and strong project management skills to Indigenous organisations in the East and West Kimberley.

The secondees had meaningful impact on their receiving organisations, with the Jawun team reporting extremely successful placements leaving lasting impressions in terms of work output and skill transfer, as well as through the development of positive and meaningful relationships. For secondees, the impact extended beyond their work with personal impact being profound, with many

returning as active contributors and champions of positive Indigenous outcomes at Woodside.

In 2022, Woodside increased our contribution to the Jawun program by committing to the 'Catalyse' partnership tier. This tier increases the target of skilled secondee placements from 18 to 21 and inspires a high level of participation from our Senior Leaders through a series of innovative activities that focus on engaging in two-way dialogue and coaching, igniting commitment and action through relationship building.



“

*The secondees work ethic and response to all (our) requests for work were met with enthusiasm.*

*The secondee was an incredible asset to (us) throughout the 6-week secondment. I believe the secondee will have life within the corporation for many years to come.*

”

*- Jeremiah Donovan, supervisor of Woodside secondee at Indigenous Regional Organisation MG Corp*

## IMPORTANCE OF COMMUNITY-LED INITIATIVES

Woodside understands we have a social responsibility to participate in initiatives that meet the needs and aspirations of community. We also recognise the historic and systemic discrimination that has led to inequities in social outcomes for Indigenous communities, including those where we have a presence.

Woodside has long recognised the importance of early childhood development for vulnerable children and the lack of available programs to provide that in our host community of Roebourne.

In considering the best approach, it was essential for Woodside that any program was designed with community and implemented by existing service provider One Tree Community Services, which has established relationships with Traditional Owners, families and local stakeholder organisations.

Throughout 2021 a program was co-designed with the local community and endorsed by the community-led 6718 Yandi for Change governance process. Elders, parents, the school and other local stakeholders took part in the planning process that helped inform program design and implementation. This resulted in the Ieramagardu (Roebourne) Pathways Program that fits the unique needs of the community.

This program will seek to ensure children have access to high quality, culturally responsive early learning opportunities and that they are ready to succeed in school. The training pathway support for local people aims to build on the critically important pool of early learning educators for the Pilbara.

Launching in 2022, the program includes four new initiatives that build on the strength of existing local services; a bush kindy, a language program, creche and on-site mentor program for trainees.

This is a collaborative project funded by the Woodside Development Fund. One Tree Community Services is working with 6718 Yandi for Change, Roebourne District High School, Department of Education, other stakeholders and the Roebourne community.



“ *The Pathways Program will improve learning outcomes for children while also giving parents a much-needed opportunity to upskill or train. This project supports local Aboriginal people to establish careers locally, especially in early education and care. There will always be a need for childcare professionals in Roebourne. We aim to hire local people for these roles.*

*We believe in working with communities. Inviting local people to become part of the solution provides the community with ownership over the outcomes. Together, we're able to create more impactful programs. Importantly, it ensures we work alongside and learn from Aboriginal people as experts.* ”

- One Tree Community Service CEO, Karri Hillier

## IMPROVING VISIBILITY OF ECONOMIC PARTICIPATION PERFORMANCE

Contracting and Procurement RAP metrics are extremely important and provide insights into Woodside's performance against our Indigenous economic participation goals.

They measure spend with Indigenous business, Traditional Custodian and Owner businesses, employment opportunities via contractors and contracting relationships

with both Indigenous and Traditional Custodian and Owner businesses. This has helped us understand the outcomes of the work that Woodside is doing to support our Traditional Custodian and Owner and Indigenous suppliers in Karratha and the surrounding area. HAKC are one such supplier and were recently awarded a direct contract for bike repairs and maintenance at Karratha Gas Plant.

To be better enable us to demonstrate our impact, we have to be able to capture and report on outcomes.

Reporting on these Contracting and Procurement RAP metrics has always been a very manual process, pulling from multiple data sources. Any requests for information either internally or externally have had to be dealt with on a case-by-case basis, again manually collated.

To support the 2021-2025 RAP measures, a more automated approach was sought. An approach that would also provide a visual dashboard showing how Woodside is tracking quarter by quarter, comparable to the baselines set.

This dashboard has now been created and will provide teams within Woodside a central place to view the Contracting and Procurement RAP metrics to gain insights into their performance on a quarterly basis.

This level of visibility of how we are tracking against our targets will also provide the opportunity to identify where there are successes that should be celebrated, and where there are opportunities for improvement or targeted focus, driving accountability across the business.



# 2021 PROGRESS

Woodside's 2021 Reconciliation Action Plan Report is our opportunity to reflect on our progress against the commitments of Respect for Culture and Heritage, Capability and Capacity, Economic Participation and Stronger Communities as outlined in our 2021 - 2025 Reconciliation Action Plan.



## RAP PILLAR 1 RESPECT FOR CULTURE AND HERITAGE

### COMMITMENT

**Woodside is committed to supporting positive social outcomes through the protection, recognition and respect for Indigenous Australian cultures and heritage.**

Woodside continued to increase cultural learning participation in 2021, with a total of 68% of the workforce completing new cultural learning activities. This is a significant improvement from our previous RAP results of 66% of the Australian-based workforce completing at least one cultural learning activity over a 5-year period (2016-2020). This contributed to an overall score of 2 for Indicator 1, which measures improvement in workforce cultural competency.

Consistent engagement with our host communities meant we performed well in Cultural Heritage Management overall, with scores of 4 for both listening to community and supporting transmission of cultural knowledge and values. Although our score relating to Ranger Programs declined to 1, the baseline was set with an assumption that our

Badgebup Aboriginal Corporation partnership would result in support of the Ranger Program as a whole rather than a specific project '(Merintj Foods)', which meant we need to exclude this from our reporting. We weighted our commitment to the Ranger Programs to account for 50% of Indicator 2 scoring, as it relates to one of our National leadership projects, which resulted in an overall score of 3 for Indicator 2.

We set high standards for commitments towards influence across the business to promote the five dimensions of reconciliation. We are progressing well against our commitments with scores of 3 across CEO and Excom Engagement Plan conformance (84% against a target of 100%) and leadership demonstrating commitment and accountability (52% of Functions having leader-led reconciliation activities against a target of 75%). This resulted in an overall score of 2.3 for Indicator 3.

**68%** of our workforce participated in new cultural learning activities

**6** programs supported that facilitate the transmission of cultural knowledge and values

**52%** of Functions demonstrated Leadership commitment to promoting reconciliation through Leader-led activities

## FIVE-POINT SCORING

In order to track progress we use a five-point scoring system ranging from 1-5, with 1 measuring a decline from baseline (score of 2) and 5 corresponding to outstanding.

### RAP PILLAR 4

Woodside are progressing well against our target of establishing an **Indigenous Advisory Group** in 2022.

**71%** of Indigenous participants transitioned into employment as a result of Woodside's investment in social investment programs

**105** Indigenous people directly employed by partner organisations (relevant to the Program) increased from 84 in 2020.

### RAP PILLAR 1

**68%** of our workforce participated in new cultural learning activities

**6** programs supported that facilitate the transmission of cultural knowledge and values

**52%** of Functions demonstrated Leadership commitment to promoting reconciliation through Leader-led activities

### RAP PILLAR 2

**0.8%** of line managers are Indigenous

**7.1%** of employees promoted in the calendar year were Indigenous

**2864** Indigenous people participated in social investment programs funded by Woodside

### INDICATORS OF SUCCESS

- Baseline
- Target (2025)
- 2021 Result



### RAP PILLAR 3

**221** Indigenous people employed by contractors working on Woodside scopes in 2021

**60** participants in Woodside-funded pathways to employment programs in 2021

**24** Traditional Owner/Custodian suppliers engaged by Woodside and Contractors in 2021

## RAP PILLAR 2

# CAPABILITY AND CAPACITY

## COMMITMENT

**Woodside will support corporate governance, leadership development and education initiatives to increase Indigenous Australian capability and capacity.**



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Promotions were a highlight with Indigenous staff representing 7.1% of all promotions, well above our target of meeting the overall Indigenous employment rate of 5%, resulting in a score of 5.

Overall, the growth and development of our directly employed Indigenous workforce has continued to require further focus. In 2021 representation in job level 9 and above was 0.6%, a decline from our 2020 baseline of 0.7% and well short of our target of 0.9% for 2021. Representation in Management positions was 0.8% against a target of 0.9%.

We progressed well against our commitments to contribute to Indigenous capability and capacity, demonstrated by feedback from our Indigenous Partners organisations with a score of 5. A highlight was participation in our Social Investment programs with 2864 Indigenous people engaged, significantly more than our target of 75 for 2021.

Contribution to building capability and capacity of Indigenous Organisations through skilled secondments included 14 placements in 2021, falling short of our target of 16 but worth celebrating given the impacts that COVID-19 risks had on participation.

Our progress to improve accessibility of contracting opportunities for Indigenous businesses resulted in 9 opportunities being advertised on a public platform in 2021, improving significantly from our baseline of 5, but shy of our target of 10 opportunities.

Our plans to establish a longitudinal study of the impacts of the Wirragammugardi Yirdiyabura (WY) Program, a partnership we have with Ngarluma Yindjibarndi Foundation Limited (NFLY), were postponed to 2022 which brought our overall score down to 2.7 for Indicator 5.

**0.8% of line managers are Indigenous**

**7.1% of employees promoted in the calendar year were Indigenous**

**2,864 Indigenous people participated in social investment programs funded by Woodside**

### RAP PILLAR 3

# ECONOMIC PARTICIPATION

### COMMITMENT

**Woodside will increase the economic benefit and return to Indigenous people and communities arising from our business activity, investments and employment.**



A highlight was performance of our partner organisations, employing 92 Indigenous people delivering Woodside-funded programs against a target of 80, and transition from programs into employment with 71% achieved in 2021 against a target of 75%.

Woodside's overall Indigenous workforce participation remained steady at 5.2% (4.6% 2020 baseline), Our Pilbara-based workforce participation increased from 10.2% in 2020 to 12.6% in 2021. We exceeded our target of 12.5% participation in tertiary pathways programs, with 14.7% achieved in 2021. Participation in our non-tertiary pathways (apprenticeships and traineeships) was 40% against a target of 50% and conversions into employment was 73% against a target of 75%.

We also had mixed results from our contractor employment outcomes. Although we exceeded our target of 216 Indigenous people employed on Woodside scopes at 221, we did not meet expectations relating to employment of Traditional Owners/Custodians on Woodside scopes (17) down from our 2020 baseline of 31. Reporting against Indigenous Engagement Plans of contractors also declined to 57% (2020 baseline of 70%). This contributed to an overall score of 2.1 for Indicator 6.

Indigenous business participation, which was a highlight in our previous 2016-2020 RAP performance, saw declines for all three measures including spend, contract awards

and Indigenous suppliers engaged, leading to an overall score of 1 for Indicator 7.

Review of contestable spend in the Pilbara has been completed and we are now looking at corporate spend to identify opportunities to improve under Indicator 7.

**221** Indigenous people employed by contractors working on Woodside scopes in 2021

**60** participants in Woodside-funded pathways to employment programs in 2021

**24** Traditional Owner/Custodian suppliers engaged by Woodside and Contractors in 2021

## RAP PILLAR 4

# STRONGER COMMUNITIES

## COMMITMENT

**Woodside is committed to partnering with organisations to enable stronger Indigenous Australian community outcomes.**



Woodside's partnership with Save the Children Australia, to deliver the Woombooriny Amboon Angarriiya Partnership Initiative concluded at the end of 2021, Governance structures were established to transition the place-based collaborative, co-designed model to become community controlled. The initiative used a collective impact approach, delivered through local Aboriginal community members ('Navigators'), to mobilise and empower their communities to work towards improving early childhood outcomes in the four communities on the Dampier Peninsula in the Kimberley.

Engagement with the Roebourne community and local 6718 Yandi for Change initiative also matured a new partnership opportunity with One Tree Community Services, which officially launched in 2022 for a three-year term. The partnership will support the delivery of four community co-designed early childhood initiatives, including an outdoor classroom, a local language program, a creche and on-site mentorship for education trainees. Through the partnership, Woodside will support the Roebourne community to ensure children have access to high quality, culturally responsive early childhood education, providing a strong foundation for their future.

Woodside through its reconciliation community (WRC) has been focussing on providing impact beyond awareness raising to driving action. An example of this is the Uluru Statement from the Heart and Indigenous Voice Co-Design panel session, which offered Woodside and the broader community an opportunity to

understand the co-design process and participate in workshops to support individuals in developing and lodging their own submissions as part of the public consultation process. This was a real step change in terms of impacts reaching beyond Woodside and contributed a score of 3.1 towards Indicator 9.

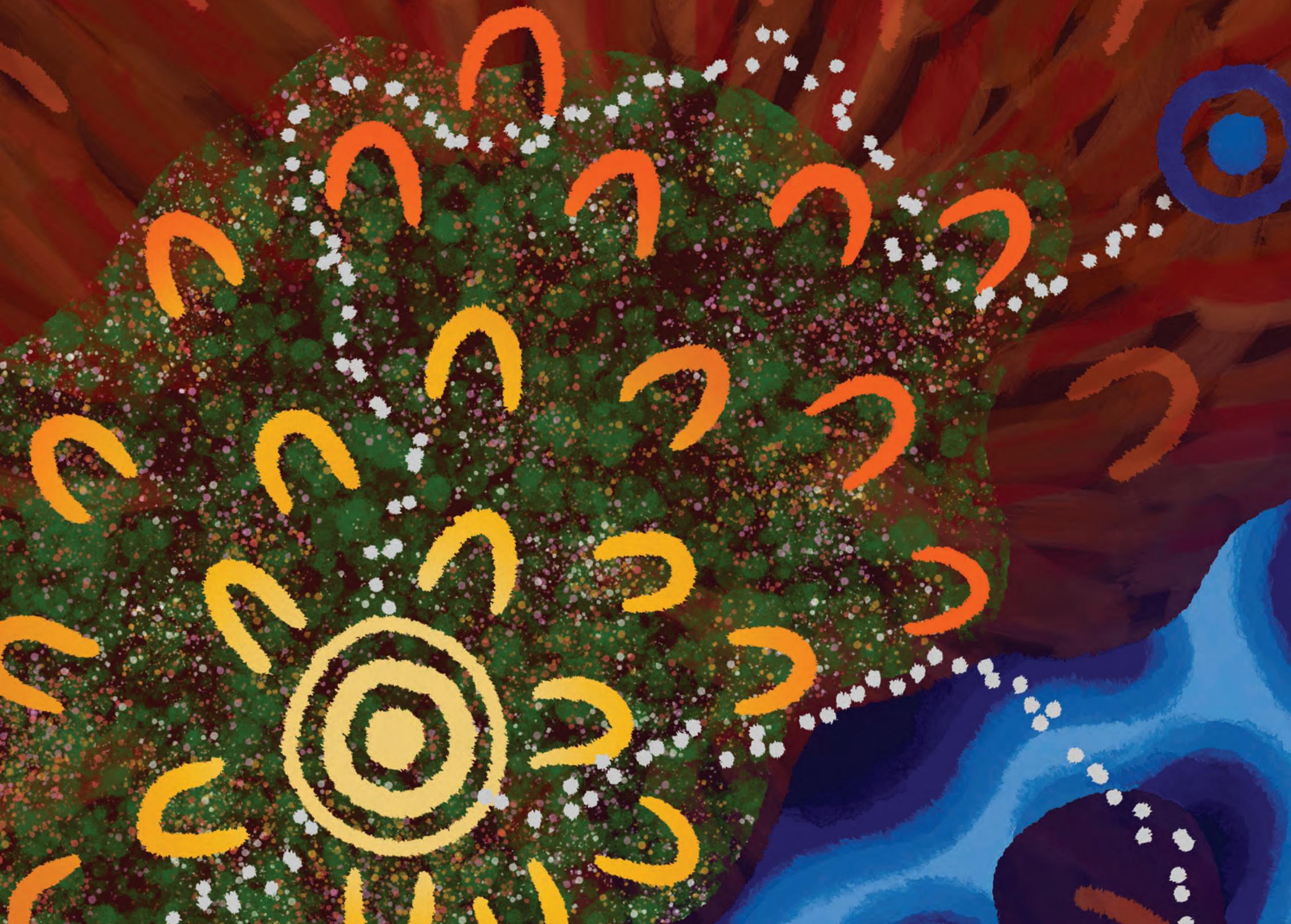
One way to share any outcomes of our Indigenous agreements is through media, so we measure public announcements on progress of these agreements, however, there were none made in 2021 resulting in a score of 1 contributing to Indicator 9.

90% of our partners reported that Woodside's investment improved their capacity and capability to deliver programs to Indigenous people or increased their effort towards reconciliation (score of 4). Community partners were provided with the opportunity to participate in a RAP development workshop with more initiatives like this needed to support reconciliation efforts of community partners.

**Woodside is progressing well against our target of establishing an Indigenous Advisory Group in 2022**

**71% of Indigenous participants transitioned into employment as a result of Woodside's investment in the program**

**105% Indigenous people directly employed by partner organisations (relevant to the Program) increased from 84 in 2020**



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### Follow Us



Woodside is honoured to display Jade Dolman's artwork, titled Jenaalup Bidi (Place of Footprints) as the signature piece for our 2021-2025 RAP and this 2021 RAP Report.

## ABOUT THE ARTIST

Jade Dolman is a Whadjuk/Ballardong Noongar, Eastern Arrernte yorga (woman) from Boorloo. She is a visual artist who creates through murals, public art and digital canvas. She has been painting murals since 2016 and focuses on themes of Country, family and waterways.

## ARTWORK STORY

This artwork shows the location of Woodside, Mia Yellagonga in relation to two important places for Nyungar (Noongar) people. One being Kaarta Koomba (Kings Park) and the other Derbal Yerrigan Beel (Estuary of the Swan River). Kaarta Koomba was a significant Maandanup (gathering and meeting place).



People would travel along the river and cross it to come together at Kaarta Koomba. (Artwork story developed with Professor Len Collard, Moodjar Consultancy).

## ASSURANCE

*Deloitte has provided limited assurance over a selection of measurement indicators that contribute to the 9 Indicators of Success present in our 2021 Reconciliation Action Plan Report. Being a new RAP, Deloitte assured measurement indicators that were: new, or changed definition or method of measurement since the 2016-202 RAP, including establishment of baseline metrics.*

*To align the reporting period for all indicators of success to the new reporting end date of 31 Dec 2021, all data covers the 12 month period of 1 Jan 2021 to 31 Dec 2021.*