

**Our stakeholders**

**Stakeholder**

**How we listen**

**What matters**

**What we do**

**Customers**

- Regular engagements to manage delivery of natural gas liquids, LNG, new energy and domestic gas
- Proactive engagement to understand short-, medium- and long-term needs
- In country representatives with marketing offices in various locations

- Reliable and safe product delivery
- Production and operational risks management
- Production quality and cost
- Health and safety performance including shipping and transportation operations
- Working sustainably

- Focus on s
- Develop p energy op
- Deliver saf customer

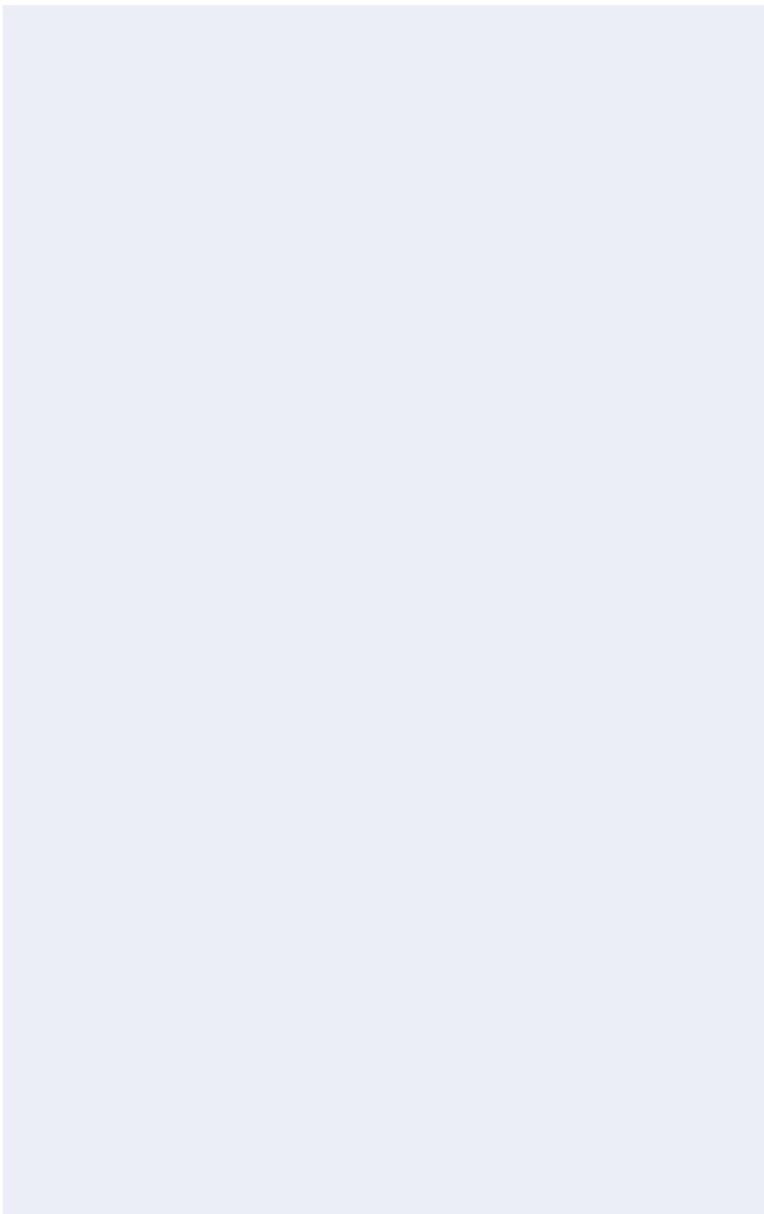
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## Employees

- Through line leaders with regular feedback sessions, performance reviews and personal development plans
- Our Voice culture and engagement surveys
- Regular CEO and Executive Leadership Team employee engagements
- Established Global Employee Impact Groups, focused across a range of impact areas and regional needs
- Confidential whistleblower reporting service whereby employees can safely raise concerns and matters can be dealt with sensitively
- Group and team townhalls and team meetings.
- Targeted ad hoc Culture reviews in response to support feedback and actions.

- Feeling engaged and being enabled to do their job
- Being able to bring their whole self to work, embracing belonging and demonstrating inclusion
- Regular feedback to support learning, development and engagement
- Career development opportunities
- Fostering a values led organisational culture that optimises performance
- Health and safety performance, including mental health and wellbeing
- Feeling safe to raise concerns and confidence in Woodside's response
- Performance success is measured on values performance as well as role based outcomes.

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**Investors, banks and rating agencies**

- Regular meetings with investor representatives, banks and rating agencies

- Optimise value and shareholder returns
- Meet debt obligations
- Management of financial and non- financial risks
- High-quality corporate governance
- Climate-related risk management
- Health and safety performance

- Investor b
- Presentati
- Full year a
- Annual Ge
- Announce Exchange<sup>1</sup>

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**Joint venture participants**

- Regular meetings with joint venture representatives
- Participation in business reviews and audits

- Health and safety management
- Reliability of supply, product quality, cost and delivery
- Environment and social impact management, including greenhouse gas management; and social investment; engagement with First Nations communities
- Advocacy to government and regulatory compliance

Work collaborative

- Safely deli
- Protect re
- Identify an

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**First Nations communities**

- Relationship building with First Nations representative groups through formal and informal engagements
- Maintain accessibility for open and regular communication with First Nations stakeholders
- Regular cultural heritage meetings
- Input into social impact assessments and community perception surveys
- Community grievance mechanism
- Participation and engagement at community events
- Engagement with representative bodies
- Community forums on specific issues
- Detailed consultation on projects and activities
- Heritage surveys and on country fieldwork
- Local social media channels

- Local employment and contracting opportunities
- Economic benefits
- Cultural heritage management
- Cost of living and potential impacts on local services
- Cultural safety
- Climate resilience and risk management
- Environmental impacts
- Cultural impacts
- Social investment

- We work to ensure transparency and engagement
- Commit to the values of local communities and mitigating impacts
- Implementing community agreements
- Develop and agree on community agreements
- Partner and engage with economic, social and cultural leaders
- Ensure the voices of local communities are heard
- Being guided by local Indigenous knowledge
- Organise and support community events
- Support traditional knowledge and practices

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**Local communities**

- Regular community meetings
- Community perception surveys
- Social Impact Assessments
- Community grievance mechanism
- Community events and information sessions
- Local social media channels
- Consultation feedback

- Local employment and contracting opportunities
- Economic benefits
- Social Investment
- Cost of living and potential impacts on local services
- Construction impacts

- Regular co
- Local jobs
- Targeted s
- Monitor co
- Monitor co

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**Local, state and national governments**

- Ongoing dialogue with regulators, government agencies and a broad range of political stakeholders
- Engage with and respond to Government policy and issue specific consultation processes in a constructive manner
- Active participation in policy development and review either directly or through our industry associations

- Creating and maintaining jobs and managing cost of living pressures
- Delivering local opportunities and economic benefits and Government revenue
- Supplying affordable and reliable domestic gas
- Strong financial performance concurrent with responsible development, operations and decommissioning
- Proactively managing environmental, cultural heritage and social impacts
- Reporting against our regulatory obligations
- Regulatory compliance across all areas of our business
- Transparency

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**Non-government organisations**

- Input into social and environmental impact assessments
- Consultation as part of environmental approvals
- Regular participation in industry forums and associations
- Face to face meetings

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**Suppliers and contractors**

- Supplier networking events and Contractor Forums
- Workshops with local business networks
- Regular reciprocal supplier performance reviews
- Tender debrief and feedback sessions
- Embedded supplier relationship management with our tier one suppliers

- Respond to climate change and greenhouse gas emissions management
- Environmental impacts
- Anti-bribery and corruption
- Transparency
- Human rights

- Supply opportunities for growth projects
- Sustainable long-term opportunities beyond Construction phase into Operations
- Health and safety
- On time payment of invoices
- Visibility of work plans and look ahead
- Supporting First Nations and local contractors

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