

6 August 2021

**Attn: Committee Secretariat
Community Development and Justice Standing Committee
4 Harvest Terrace
Parliament House
WEST PERTH WA 6005**

SUBMISSION TO THE INQUIRY INTO SEXUAL HARRASSMENT AGAINST WOMEN IN THE FIFO MINING INDUSTRY

Woodside welcomes the opportunity to provide a submission to the Community Development and Justice Standing Committee into sexual harassment against women in the FIFO mining industry.

Woodside continues its commitment to building a work environment that is safe and free from all forms of discrimination, including sexual harassment.

As outlined in our Code of Conduct, we maintain a zero-tolerance approach to such behaviour and actively encourage our employees to report any potential incidences. Reports can be made to line managers, human resources, Woodside's externally managed whistle-blower hotline or any eligible person as outlined in Woodside's Code of Conduct.

Woodside's Discrimination, Bullying and Harassment Guideline sets out expectations for behaviours in the workplace to create an environment where everyone feels physically and psychologically safe, respected and is treated fairly. Sexual harassment is specifically called out. All Woodside people, including directors, officers, executives, managers, supervisors, employees, contractors, service providers and secondees are required to comply with the Guideline during all work activities, work-related events and out of hours activities that are connected to their employment.

Allegations of discrimination, harassment and inappropriate behaviour are investigated under the supervision of a cross-functional steering group, with disciplinary action (up to and including termination of employment or engagement) taken where a contravention has been established.

Woodside's induction procedures and annual Code of Conduct training include material to educate people on and prevent sexual harassment and action is being taken to further enhance these programs. Woodside provides in-person respectful behaviours training, has a cross-functional working group implementing Respect@Work: Sexual Harassment National Inquiry Report (2020) recommendations and my endorsement of the Diversity Council Australia 'Stand up for Respect' campaign.

Woodside staff and eligible family members can access our Employee Assistance Program which offers face-to-face, telephone, video and online counselling. We have a peer support program and our People and Global Capability team is able to connect impacted people with externally provided support services. Support for family and domestic violence is available to employees who are impacted by abuse, including sexual harassment/assault from past or current partners or family members.

Woodside sets clear expectations about conduct within fly-in-fly-out (FIFO) accommodation facilities which are communicated through our Code of Conduct training, inductions, peer-to-peer supervision on site and camp operator staff. While personnel can independently purchase and consume alcohol, it is not served by our dedicated camp operators. There are some camps we access along with other companies that are licenced to serve alcohol. All FIFO accommodation facilities we use are situated in the local community and managed under procedures and practices to provide a safe environment and support a responsible approach to personal alcohol consumption.

Woodside considers the measures outlined above as essential to foster an inclusive culture and diverse workforce, where all employees feel physically and psychologically safe to bring their whole self to work. Accordingly, we support efforts to strengthen legislative and regulatory frameworks to protect employees from sexual harassment and other forms of discrimination in the workplace.

Yours sincerely

Meg O'Neill
Acting Chief Executive Officer