

## WORKING IN PARTNERSHIP

THE MINING INDUSTRY AND INDIGENOUS COMMUNITIES



## WOODSIDE ENERGY LIMITED

### WORKING WITH INDIGENOUS COMMUNITIES

Woodside has been working with Indigenous communities in the Pilbara region of Western Australia for more than 30 years.

We have established long-term relationships over this period and we remain committed to building upon these as our presence in the region continues to grow.

Woodside's initiatives to help improve our relationship with Indigenous people include the provision of employment and business opportunities, support for local communities and the fulfilment of obligations with respect to land and heritage matters.

Woodside operates Australia's two largest resources projects, the North West Shelf Venture and the Pluto liquefied natural gas project, currently under construction. Both of these projects are located near Karratha in the Pilbara region of Western Australia.

We are committed to building long-standing relationships with Indigenous communities in the Pilbara as well as other regions in which we operate. In 2008, Woodside developed an Indigenous Employment Participation Strategy, which sets the way forward for long-term Indigenous employment and training across our Australian operations and projects.

### WOODSIDE'S INDIGENOUS COMMUNITY POLICY

Woodside's Indigenous Communities Policy aims to ensure our business builds long-lasting relationships with Indigenous communities by working collaboratively in a spirit of trust and respect.

Woodside seeks to achieve this objective by:

- Listening and responding to concerns
- Understanding our impact on local Indigenous communities and working together to create positive outcomes from our involvement
- Respecting traditional culture and customs
- Complying with all relevant cultural heritage, land rights and native title laws
- Working alongside local Indigenous communities to strengthen their employment and business opportunities with us and our contractors
- Assisting Indigenous communities to achieve long term sustainability

## 1. WOODSIDE'S RECONCILIATION ACTION PLAN

Woodside is working towards completing a Reconciliation Action Plan in 2009 which will outline actions we are taking to help close the gap between Indigenous and non-Indigenous Australians.

The action plan, which is supported by Indigenous leaders and the Australian Government, will provide a framework for Woodside's commitments and detail our contribution to the national reconciliation process.

Our Indigenous employees and community members will be key contributors to the plan's development, along with a wide range of internal and external stakeholders.

The action plan will provide a framework for our Indigenous Affairs strategy as well as formalise our contribution to the national reconciliation process by identifying clear actions and realistic targets.

## 2. AUSTRALIAN EMPLOYMENT COVENANT

Woodside is participating in the Australian Employment Covenant, a national industry-led initiative between Indigenous Australians, Australian employers and Government, which aims to create 50,000 jobs for Aboriginal people over the next two years.

Under the AEC, Woodside will work with the AEC implementation team and Government to provide support for further employment opportunities for Indigenous people.

## COMMUNITY ENGAGEMENT AND DEVELOPMENT

Woodside's liquefied natural gas operations are located near Karratha, 1500 km north of Perth in the Pilbara region of Western Australia.

Roebourne is a neighbouring community to the north east, and is home to local Aboriginal groups. Woodside recognises the social disadvantage faced by many Indigenous communities and supports community programs aimed at improving education, health and community infrastructure.

Woodside's programs and resources are focused on areas the community recognises as important.

## CASE STUDY: ROEBOURNE OFFICE

In 2008, Woodside opened an office in Roebourne to build closer links with the community and to provide a platform for facilitating local programs. We consider the Roebourne office an important step forward in improving our capacity for community engagement.

The office enhances communication and creates a greater awareness of employment opportunities at Woodside. It also makes it easier for local people to become involved in Woodside's community programs.



## CASE STUDY: CLONTARF FOUNDATION

Woodside and the Clontarf Foundation share the common goal of closing the gap between Indigenous and non-Indigenous Australians. In 2009, Woodside signed a two-year agreement with Clontarf that will provide positive development opportunities for Aboriginal children and youth through the establishment of a Clontarf Academy in Roebourne.

The Roebourne Clontarf Academy seeks to improve the education, life skills and employment prospects of young Indigenous men by using football to engage these men with school education.

## EMPLOYMENT AND BUSINESS PARTICIPATION

Woodside sets out to build enduring relationships with neighbouring Indigenous communities that are based on mutual advantage, sustainability and long term commitment. Indigenous communities are important stakeholders to our business.

We undertake extensive consultation with Indigenous communities to develop a sound understanding of their interests and ensure their involvement in our community projects.

One of Woodside's key initiatives to improve our relationship with Indigenous communities is the provision of employment opportunities and supporting opportunities for Indigenous businesses.



## CASE STUDY: MIRNUWARNIGU YIRDIYA (LEARNING ROAD) OPERATOR TRAINEESHIP

Many employment positions in the oil and gas industry require a high level of technical capability. Through the Karratha Gas Plant (KGP) and King Bay Supply Base (KBSB) business units, Woodside has implemented a pathways program, "Mirnuwarnigu Yirdiya Operations Support Traineeship" that increases skill levels in this area specifically for Indigenous people.

This is a structured traineeship that specifically targets local Indigenous community members. Candidates who participate in the program will have an opportunity to learn the necessary skills to gain permanent employment with Woodside.

The pathways program comprises two separate one year traineeships in either Operations Support or Logistics Support.

## CASE STUDY: WOODSIDE'S WORK-READY PROGRAM FOR THE PLUTO LNG PROJECT

Woodside's Work-Ready program is part of a pathway designed to ensure that local Indigenous people are able to move beyond lower level training and into employment opportunities.

Woodside's Work-Ready program offers a range of courses in the areas of general construction, civil construction, engineering, hospitality / catering and administration.

The Work-Ready program gives participants a great opportunity, when combined with contractor employment commitments, to access employment prospects and develop their skills during the construction of the Pluto LNG Project.

Those who have completed the Work-Ready program have gone on to receive further training opportunities or employment.

## LAND AND HERITAGE

Woodside seeks to minimise the impact of any activity associated with our developments, projects or operations on Indigenous heritage sites. Further, Woodside seeks to assist community groups to undertake initiatives that increase knowledge and understanding, improve management or conserve cultural heritage.

Our approach to cultural heritage management is to protect sites and artefacts by complying with applicable laws, Woodside's Indigenous Community Policy, Woodside's Heritage Management standard, cultural heritage management framework and cultural heritage management plans. Further to this approach Woodside signed a Conservation Agreement, in July 2007, with the Australian Government for the recognition, protection and conservation of the National Heritage values of the Dampier Archipelago (including the Burrup Peninsula), in the Pilbara region of Australia's North West.

## CASE STUDY: ROCK ART FOUNDATION

Under the Conservation Agreement, Woodside has committed to investing in four objectives through the company's Rock Art Foundation to care for National Heritage values:

1. Identifying sites with National Heritage values
2. Presenting and transmitting information about the National Heritage values
3. Managing National Heritage values to ensure the values are conserved for future generations
4. Researching and monitoring the National Heritage values

The Rock Art Foundation Committee (RAFC) comprises an independent chairperson, a Woodside representative and an Australian Government representative. The primary function of the RAFC is to seek, review and provide recommendations to Woodside on what Conservation Agreement projects the company should fund through the Rock Art Foundation. This includes the RAFC meeting with representatives of local groups to seek feedback on proposals and understand the priorities of local Aboriginal groups in relation to the management of the National Heritage values.



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