



**INPEX**



INPEX Australia

# ***Modern Slavery Statement 2022***

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This Modern Slavery Statement (Statement) is published by INPEX Operations Australia Pty Ltd (IOAPL) (ABN 48 150 217 262), which qualifies as a reporting entity under the *Modern Slavery Act (Australia) 2018 (Cth)* (Act). Our registered office is located at Level 22, 100 St Georges Terrace, Perth, Western Australia, 6000. This Statement covers other relevant group companies including subsidiary entities undertaking business in Australia (for the purposes of this Statement the “INPEX Australian Entities”)<sup>1</sup>.

<sup>1</sup>The Statement is the third Modern Slavery Statement made under the Act and for the reporting period 1 January 2022 to 31 December 2022. The Statement addresses all mandatory reporting criteria under the Act including actions taken by the INPEX Australian Entities to assess and address modern slavery risks in their operations and supply chains. Modern slavery risks and impacts of INPEX global activities are addressed in the INPEX CORPORATION’s Modern Slavery Statements published annually pursuant to the *UK Modern Slavery Act 2015*. This Statement has been endorsed by INPEX CORPORATION and was approved by the IOAPL Board on 13 June 2023.



## ***President Director's message***

I am pleased to share INPEX Australia's third Modern Slavery Statement, demonstrating our ongoing commitment to assessing and addressing our operational and supply chain modern slavery risks.

Our focus this year was to obtain a deeper understanding of our risks, continue to engage our internal stakeholders and document our modern slavery governance maturity. The results of our 2022 modern slavery gap analysis will continue to drive our risk management actions and enable us to strive for continuous improvement.

Effectively assessing and addressing supply chain modern slavery risks is challenging, particularly where supply chains are multi-tiered and global. We remain committed to continuously improving our approach to preventing modern slavery and broader human rights impacts throughout our operations and supply chain and supporting the provision of remedy where these impacts occur.

We have developed a draft risk framework to prioritise and assess our direct suppliers against key modern slavery risk indicators. The framework will be finalised in 2023 for implementation.

In working together across our global operations and extended supply chain ecosystems, we can make a tangible difference in assessing, addressing and mitigating modern slavery practices and associated impacts on vulnerable people globally.

***Tetsu Murayama***

*President Director, Australia  
June 2023*

## Key actions in reporting period

Our key modern slavery risk management actions for 2022 were focused on four key areas:

<b>Governance</b>	<b>Supply Chain</b>	<b>Training</b>	<b>Communications</b>
<ul style="list-style-type: none"><li>Continued internal Modern Slavery Working Group meetings</li><li>External policy review undertaken</li><li>Modern slavery gap analysis, roadmap and action plan development commenced</li><li>Reviewed Whistleblower Policy and process</li></ul>	<ul style="list-style-type: none"><li>Published INPEX Group Supplier Code of Conduct</li><li>Developed draft supplier modern slavery risk assessment framework</li><li>Undertook preliminary internal review of supply chain contract spend against key modern slavery risk indicators</li><li>Undertook an on-site modern slavery supplier audit</li><li>Actively supported the work to finalise the Human Rights Resources and Energy Collaborative (HRREc) Working Group's Social Audit Guidance and Frequently Asked Questions (FAQ) document, published in 2022</li></ul>	<ul style="list-style-type: none"><li>Undertook baseline modern slavery knowledge survey with Modern Slavery Working Group and senior management team</li><li>Delivered training workshops for Modern Slavery Working Group and senior management team</li></ul>	<ul style="list-style-type: none"><li>Published 2021 Modern Slavery Statement</li><li>Continued participation in HRREc Working Group meetings</li></ul>

These actions are discussed in more detail under Criteria 4:

### **Actions taken to assess and address modern slavery risks**



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## Criteria 1 and 2: Our structure, operations and supply chain

### About INPEX

INPEX CORPORATION, listed on the Tokyo Stock Exchange, is Japan's flagship energy company and is involved in energy projects across multiple continents. Australia is one of INPEX's five core business areas along with Europe, Abu Dhabi, Southeast Asia and Japan.

In Australia, INPEX Operations Australia Pty Ltd (IOAPL) operates the Ichthys LNG project. INPEX Australia's New Energy Business Australia (NEBA), established in 2020, is actively developing opportunities across a range of renewable energy and carbon offset and credit generating projects.

[INPEX Vision@2022](#) outlines INPEX CORPORATION's long-term strategy and medium-term business plan, to deliver sustainable energy solutions, building on our [Business Development Strategy – Toward a Net Zero Carbon Society by 2050](#).

We recognise our modern slavery risk profile will change with this shifting focus on clean energy, including the potential for increased use of solar energy, battery storage and carbon capture technologies in our own operations.

### INPEX values

Our INPEX values form the foundation of our diverse culture, guiding our actions and our relationships with one other, our customers, and the communities in which we work. They form the basis for how we work together on every INPEX site, around the world. Our commitment to modern slavery risk management and our broader respect for human rights links closely to our company values.



## Safety

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Our commitment to safety and wellbeing extends beyond our own operations to the people working within our extended supply chain – both nationally and internationally.

## Integrity

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Our expectations extend to our supply chain and we engage with our highest risk suppliers to maintain transparency and integrity throughout their operations. Our Sodan (Whistleblower) Hotline provides the means for internal and external stakeholders to report instances where this integrity and commitment to our human rights obligation is not upheld.

## DIVERSITY

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Through our cross-disciplinary Working Group, Steering Committee and our industry collaborations, we ensure diversity in skills, knowledge, experience and thinking to identify and address our operational and supply chain modern slavery risks.

## Ingenuity

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We work to better understand our modern slavery and human rights governance gaps and actively look for opportunities to improve our own risk management frameworks while supporting our priority suppliers to enhance theirs. In 2022, we engaged an external expert to provide diverse perspectives and external thinking to support our future action planning activities.

## Collaboration

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Since 2019 we have been working with peers in the resources sector to identify opportunities for collaboration and sharing of resources as we jointly address our most salient human rights issues. Within INPEX we are formalising our Modern Slavery Working Group and Steering Committee (both of which include representatives from across our organisation) to ensure a collaborative approach is taken to managing and mitigating our operational and supply chain modern slavery risks.

For further information about INPEX CORPORATION, please refer to:

<https://www.inpex.co.jp/english/company>





## **Our structure**

INPEX CORPORATION has eight Australian-based entities and five branches of Japanese companies in Australia. These companies are governed in accordance with the corporations' laws of Australia and Japan.

INPEX holds a 66.245 per cent share in Ichthys LNG Pty Ltd, which is an incorporated joint venture company. Please refer to Table 1 in the Appendix for an overview of our INPEX Australian Entities.

INPEX Operations Australia Pty Ltd (IOAPL) is the operator of all INPEX Australian assets and is the service provider to all non-operated assets and corporate functions in Australia. IOAPL is also the entity overseeing INPEX's contracting and procurement in Australia, other than labour contracts with INPEX employees.

INPEX Australia Pty Ltd (IAPL) is the entity responsible for employing personnel for our Australian-based businesses, excluding secondees and non-Australian nationals employed by INPEX CORPORATION.

Our other INPEX Australian Entities do not manage operations and/or supply chains nor engage personnel. Accordingly, for the purpose of this Statement, we have focused on the business activities of IOAPL and IAPL in assessing and addressing modern slavery risks.

## **Modern slavery governance**

The boards of directors for INPEX companies that operate in Australia are responsible for maintaining a system of risk management, governance and controls across all business operations, including our approach to human rights and modern slavery risk management, supported by executive management.

We recognise the increasing need for top-down commitment on this issue and undertook consultation with our executive team in 2022. While our approach to modern slavery sits within our broader (INPEX CORPORATION) approach to human rights, we will be formalising our governance framework specific to modern slavery risk management in our Australian operations in 2023. The framework will include the following components:

- enhanced senior management oversight of the issue
- integration of modern slavery into responsibilities of risk committee (including assigning a risk owner)
- establishing an Executive Sponsor
- formalising an Executive Steering Committee
- formalising our Modern Slavery Working Group

Additional information on our refreshed modern slavery governance framework will be provided in our 2023 Statement.

## **Policies and compliance**

Compliance, including respecting human rights, is among six material issues INPEX CORPORATION has identified as being important to our organisation and our stakeholders. Strengthening our global human rights management structure is a key priority and we report our progress on a yearly basis through our annual INPEX Sustainability Report.

We comply with Australia's laws in relation to respecting the rights and freedoms of individuals, and our internal policies and standards reflect this approach.

The following policies and processes inform our approach to managing modern slavery risks and broader human rights issues and impacts. While some of these policies are Group policies, all are applicable to our Australian operations.

In 2023, we will continue to review and update our policies as required to reflect the changing legislative landscape and enhanced modern slavery risk management processes and human rights due diligence expectations.

Document / Process	Relationship to Modern Slavery Risk Management
<b>INPEX Group Business Principles and Business Code of Conduct</b>	<p>Our Code of Conduct outlines the expectations we have of our employees concerning human rights. These include recognising that human rights derive from the dignity of individuals; respecting the human rights of individuals in countries where we operate; respecting international human rights codes; not being involved in any act that may infringe human rights, including discriminating against individuals; and ensuring we do not force employees to work against their will, or cause children to work.</p>
<b>INPEX Group Human Rights Policy</b>	<p>Our Human Rights Policy reflects the <i>UN Guiding Principles on Business and Human Rights</i> (UNGPs) and affirms our commitment to respecting human rights and mitigating adverse human rights impacts in our operations and supply chain. This Policy applies globally to all INPEX personnel.</p>
<b>INPEX Group Supplier Code of Conduct</b>	<p>Our Supplier Code of Conduct outlines the expectations we have of our suppliers to strive for sustainability throughout the supply chain. More information can be found under Criteria 4.</p>
<b>INPEX Australia requirements of tendering processes</b>	<p>Our tendering process includes a requirement for all tenderers to conduct a self-assessment questionnaire providing information on their approach to managing and understanding modern slavery risks associated with their business. Responses are reviewed to identify potential risk and this forms part of the tender evaluation process.</p>
<b>INPEX Australia General Conditions of Contract</b>	<p>We include specific human rights clauses in all General Conditions of Contract (including Purchase Orders) and require our contractors to comply with our Human Rights Policy and have in place effective and appropriate programs for protecting the rights of workers, external stakeholders or communities in which they operate.</p>
<b>INPEX Australia Sodan Hotline</b>	<p>Sodan is a Japanese term for ‘consult’ or ‘to talk’. The Sodan Hotline provides all personnel and external stakeholders with a confidential, anonymous and independent means of raising issues and concerns about actual or suspected improper conduct without fear of reprisal, including as a protected whistleblower disclosure. More information can be found under Criteria 4.</p>
<b>INPEX Australia Community Feedback Management Procedure</b>	<p>INPEX is committed to contributing to the sustainable development of communities in which we operate and to building and maintaining our social licence through community support and trust. We undertake community and stakeholder engagement activities based on the principles of timely, integrated, consistent and responsive communication. In support of these principles, we maintain a community feedback line and a community email account that provide direct lines of communication to obtain information and provide feedback on matters of interest or concern.</p>
<b>Ichthys LNG Project Financing arrangements</b>	<p>Under our Ichthys LNG Project Financing arrangement, we comply with the requirements under the International Finance Corporation’s (IFCs) Environmental and Social Performance Standards. Our activities are monitored through regular reporting and independent annual audits. This includes auditing our operations against Performance Standard 2 – Labour and Working Conditions, which covers child labour, forced labour, working conditions and grievance mechanisms.</p>

## Our operations

Our company has been an active member of the Australian business community since 1986. INPEX's operations in Australia are predominantly focused on the exploration, development and production of energy resources.

Our corporate offices in Perth and Darwin support our field-based production teams off the Kimberley Coast of Western Australia and onshore near Darwin, Northern Territory.

As part of our commitment to a 'Net Zero Carbon Society by 2050', we continue to explore opportunities to enhance our operational efficiencies and to reduce our emissions. With the expansion of our New Energy Business activities, we acknowledge that our risks will continue to evolve.

In addition to Ichthys LNG and our New Energy Business activities, our Australian energy portfolio includes participating interests in Prelude FLNG, Darwin LNG, Van Gogh and Ravensworth.

More information about INPEX's Australian projects is available at:

[www.inpex.com.au/projects](http://www.inpex.com.au/projects)



**Ichthys LNG**

- INPEX-operated (66.245 per cent)
- In production since 2018
- 9.3 million tonnes per annum (mtpa) of LNG by 2024, 1.65 mtpa of LPG and more than 100,000 barrels of condensate per day at peak

**Prelude FLNG**

- Shell-operated (INPEX interest 17.5 per cent)
- In production since 2018
- 3.6 mtpa of LNG, 1.3 mtpa of condensate and 0.4 mtpa of LPG capacity

**Darwin LNG**

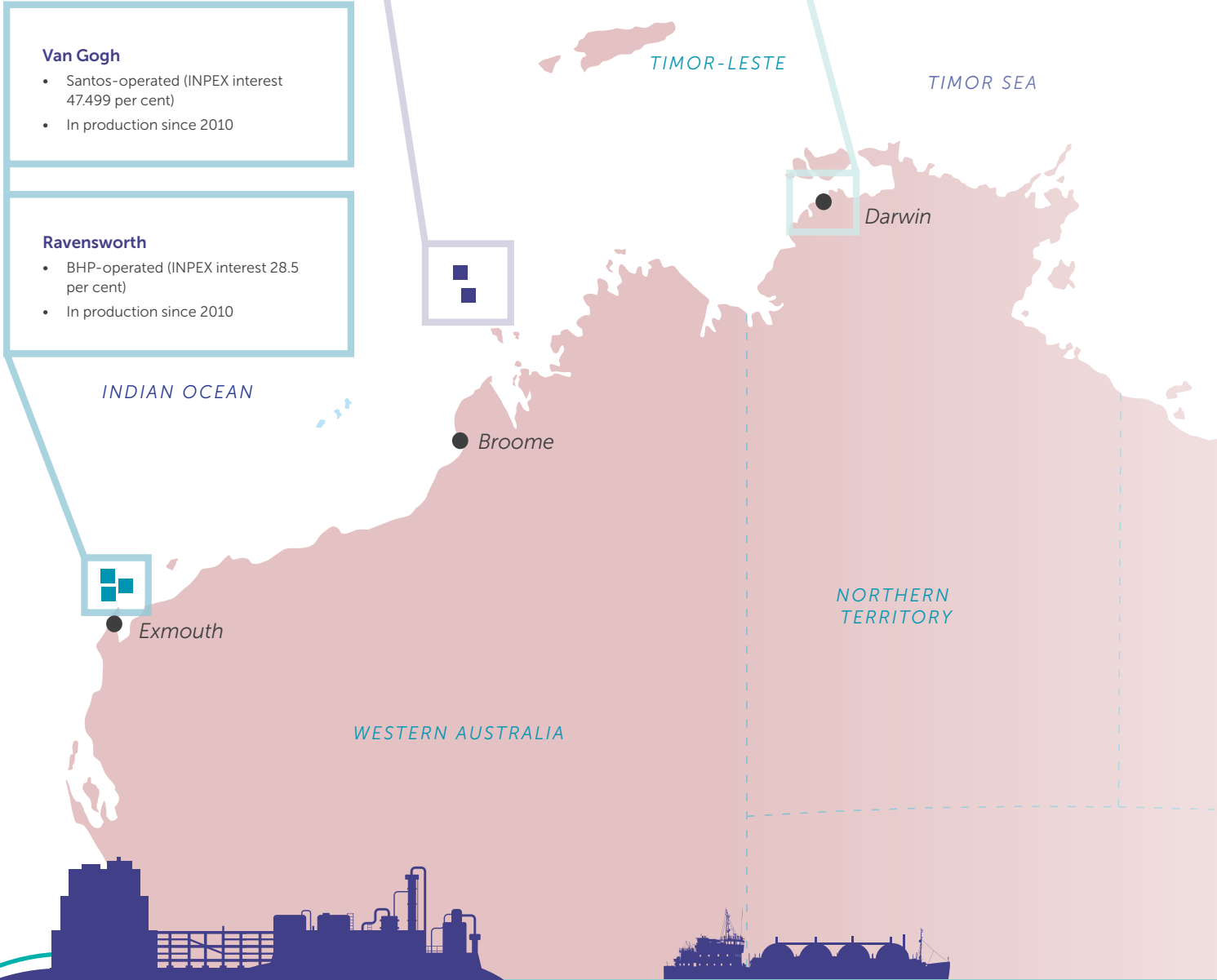
- Santos-operated (INPEX interest 11.378 per cent)
- In production since 2006
- Annual LNG capacity of up to 3.7 mtpa. Average of one cargo per week

**Van Gogh**

- Santos-operated (INPEX interest 47.499 per cent)
- In production since 2010

**Ravensworth**

- BHP-operated (INPEX interest 28.5 per cent)
- In production since 2010





## Our people

Approximately 1,200 people are directly employed by INPEX Australia Pty Ltd (IAPL), with most employees working in either Perth, Western Australia or Darwin, Northern Territory, as well as on our offshore facilities within Australian Commonwealth waters.

Our Business Code of Conduct applies to all personnel. As indicated, established grievance procedures, anonymous whistleblowing hotlines and statutory whistle-blower protections are part of our human resources framework.

Together with INPEX's policies and standards, and a strong regulatory environment in Australia, our direct operations are considered to be at low risk of exploitation and modern slavery. Our own workforce has written employment contracts underpinned by clear and accessible human resource policies which reflect legislative entitlements. Where applicable, the terms of statutory industrial instruments such as Modern Awards and the INPEX Operations Enterprise Agreement are also applied. We conduct annual internal assurance activities to ensure we are compliant with and have capacity to respond to any changes to workplace legislative entitlements. An example of this is our Human Resources (HR) team conducting a Modern Award audit exercise to ensure we are compliant with the Fair Work Commission's increases to Modern Award rates that take effect from 1 July each year.

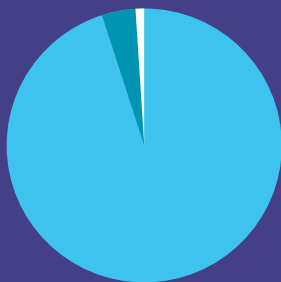
We also have strong industrial relations controls in place for labour hire contractors in Australia and require recruitment companies to comply with our requirements. Our contractors are required to undertake Visa Entitlement Verification Online (VEVO) checks on their workers to ensure appropriate immigration status work rights.

The below captures the location and employment type of INPEX employees (which is publicly reported through Workplace Gender Equality Agency (WGEA) submissions).

### Total employees 1,173



### Employment type



- Full time **1,106 (94%)**
- Part time **54 (5%)**
- Casual **13 (1%)**



## **Our supply chain**

Understanding INPEX's supply chain is a key step in enabling us to effectively identify and mitigate potential modern slavery risks across our business activities.

In 2022 we sourced products and services from more than 1,200 direct suppliers with a total spend over A\$1.7 billion. We sourced goods and services from a total of 29 countries, with Australia, Italy, Japan, Singapore, and the United States collectively accounting for nearly 98 per cent of our total global spend. Notably, around 85 per cent of our spend in 2022 was with Australian-based suppliers.

Our spend profile with suppliers in 2022 remains largely consistent with the previous year and is predominantly comprised of the below categories of goods and services:

- bulk chemicals and consumables
- contract and temporary labour
- corporate and professional services
- engineering and capital project construction services
- exploration, drilling and well completions
- industrial services
- logistics
- parts and equipment
- technology and services





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## **Criteria 3: Modern slavery risks in our operations and supply chains**

### **Operational risks**

To better understand our relationship to modern slavery risks, we draw on the UNGPs 'continuum of conduct' as outlined in the Commonwealth Government Guidance:

- risk that we may cause modern slavery practices through the use of exploited labour in our operations
- risk that we may contribute to modern slavery practices if our actions or omissions contribute to another party causing the impact (for example, by facilitating, enabling or incentivising it)
- risk that we may be directly linked to modern slavery practices through the activities of another entity we have business relationship with (for example, our suppliers).

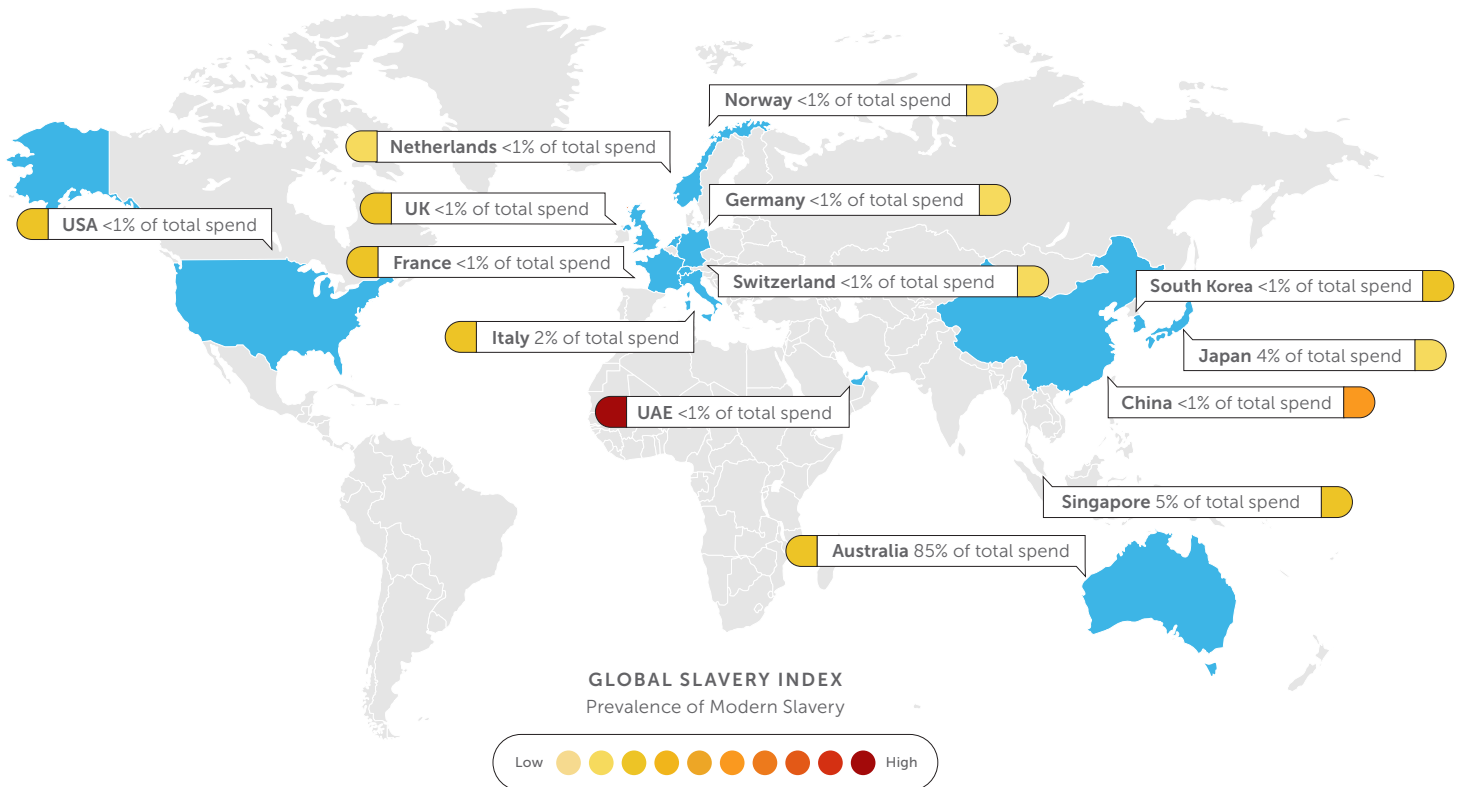
With our direct operations based in Australia we consider there to be a low risk of modern slavery relating to our workforce due to our established HR and industrial relations processes as indicated above (see "Our People"). To assess our risks of contributing to, or being directly linked to modern slavery practices, we participated in a gap analysis to document our maturity for assessing and addressing modern slavery risks across our operations and in our supply chain. The assessment included a review of our HR and recruitment processes, grievance and remedy processes, internal policies and procedures, our supplier risk management framework, and our contract agreements and procurement processes. The results of the externally facilitated gap analysis are presented in Criteria 4.



## Supply chain risks

The map below illustrates INPEX’s spend profile by region relative to modern slavery prevalence for countries where annual spend is greater than A\$1 million. It outlines percentage of annual spend by country from which INPEX sourced goods and services in 2022, and the prevalence of modern slavery occurring in those countries as per the Global Slavery Index (GSI).

### Spend by geographical location in 2022



In 2022, we developed a draft modern slavery supplier risk assessment framework and undertook a preliminary internal review of our supply chain contract spend against key modern slavery risk indicators including industry sector, commodity type and geography. We reviewed over 450 contracts against the modern slavery indicators, and identified five suppliers that show potential risk for modern slavery. These suppliers will be the focus of further due diligence, along with any additional suppliers that may be identified as we refine and implement the framework.

## Criteria 4: Actions taken to assess and address modern slavery risks

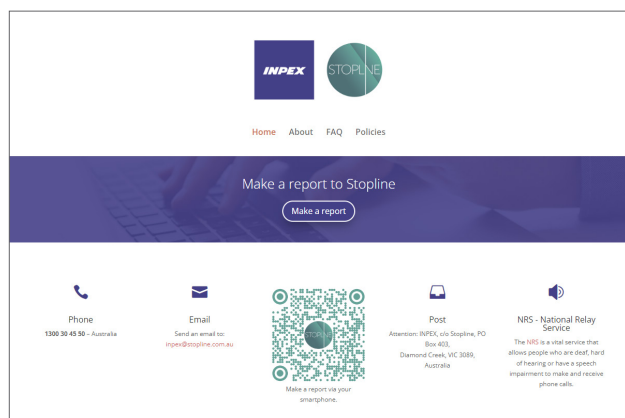
### Corporate governance

Our Modern Slavery Working Group reviewed our continued commitment to assessing and addressing our modern slavery risks and better understand our modern slavery gaps and opportunities.

We conducted a preliminary survey of our Working Group members and our senior management team to obtain a better understanding of our baseline knowledge of modern slavery generally, the legislative reporting requirements, modern slavery risks in our sector and the risks specific to our own operations and supply chain.

To better understand our risks and gaps, and identify improvement opportunities for effectively assessing and addressing modern slavery risks, we engaged an external expert to support us in undertaking a modern slavery gap analysis, develop an action plan and three-year modern slavery road map.

### Whistleblower system and grievance mechanisms



We are continuously developing our local and global INPEX governance structures for adherence to corporate ethics and compliance with laws and regulations. We recognise the importance of providing avenues to confidentially report improper business conduct, and actively encourage the use of these avenues. We are committed to ensuring whistleblowers are protected from reprisal and victimisation.

Sodan is a Japanese term for 'consult' or 'to talk'. The Sodan Hotline is an independent, confidential and anonymous grievance mechanism reporting service available 24 hours a day, seven days a week.

This service is available to all INPEX personnel, as well as supplier personnel to raise concerns or report unethical conduct. The Hotline is managed by an external provider, Stopline, and is accessible from our website, referenced in supplier contracts and our Supplier Code of Conduct (refer here: <https://inpe.stoplinereport.com>). In 2022, we updated our Whistleblower Policy to specifically highlight modern slavery as a reportable matter and better align to the UNGPs. The policy will be publicly accessible on the Company's website.

We are committed to continuing to ensure this independent service is well communicated and transparent. The Hotline is promoted via posters on sites and in the office, and through internal training sessions.

Similarly, we require our key suppliers to have a grievance process in place for their workforces. Key issues raised by our supplier workforces are monitored through regular meetings with our suppliers to ensure they are addressed appropriately.

## Gap analysis and action planning process

With the support of an external expert, our Modern Slavery Working Group undertook a gap analysis to identify opportunities for better managing our response to modern slavery risks and human rights due diligence more broadly. A review of our current policies and processes was undertaken across five areas:

- management systems (including governance)
- human resources and recruitment
- procurement and supply chain
- risk management
- customers and stakeholders

Key opportunities identified included the following:

- formalise modern slavery governance framework
- improve internal awareness, education and engagement
- improve supply chain modern slavery risk management
- document a remedy pathway

The analysis will enable our Modern Slavery Working Group to finalise the following activities in 2023:

- propose practical actions to address potential risks in our operations and supply chain
- prioritise actions and set time frames for deliverables
- assign responsibilities for implementation
- identify 'unknowns' that require additional research or engagement within our operations or industry sector

The action plan and roadmap will be finalised in 2023 taking the legislative review into consideration and will guide our ongoing modern slavery risk management activities.

## Training

Modern slavery training was delivered to our Modern Slavery Working Group and senior management team as part of our gap analysis and action planning workshops. The training presentations broadly covered:

- the importance of a rights-based approach to identifying and managing human rights risks
- what is modern slavery – forms and prevalence?
- modern slavery practices connected to the energy sector
- drivers for modern slavery risk management (alignment to our values, global legislation, benchmarking reports, media, investor and customer expectations etc.)
- understanding supply chain risks and vulnerabilities

## **Response and Remedy**

We are committed to providing effective remedy in instances where we have identified that we may have caused or contributed to modern slavery impacts. Responses to instances of modern slavery are guided by our Human Rights Policy and our general approach to risk management.

## **Supply chain**

We developed and tested our supplier risk management framework (referenced previously). Preliminary results indicate that the framework model is effective in identifying higher risk suppliers. To ensure the framework is fit for purpose and reflects good industry practice, it was reviewed by an external expert in late 2022. The framework will be updated and streamlined for broader roll out in 2023.

The modern slavery Self-assessment Questionnaire (SAQ) continued to be issued to all tenderers in 2022. The SAQ consists of a common set of questions developed collaboratively in 2019 with industry peers. All tenderers are required to complete the SAQ which forms part of INPEX's Invitation to Tender (ITT) process. The SAQ asks each tenderer to advise on internal modern slavery risk controls and self-report their modern slavery process elements and gaps.

Our Supplier Code of Conduct was approved and launched in 2022, and includes a requirement for suppliers to strive for sustainability throughout their supply chains. Specifically, suppliers are expected to conduct business in a manner that respects human rights by ensuring (among other things) that they do not use forced, prison, compulsory or child labour; respect the freedom of employees to associate without retaliation and comply with all applicable legal regulations on working hours; and ensure a safe, hygienic and healthy work environment for all employees.

## **Contracts**

To ensure INPEX's commitment to respecting human rights is cascaded to our suppliers, the General Conditions of Contract (including Purchase Orders) include human rights clauses, requiring compliance with all applicable laws relating to anti-slavery and human trafficking, including (where applicable) the Modern Slavery Act 2018 (Cth) and the INPEX Group Human Rights Policy.

Where direct services are involved, suppliers must establish and maintain satisfactory industrial relations practices and compliance with Australian labour law, including the requirement to develop and commit to a Human Resources and Industrial Relations Management Plan (HRIRMP). These agreements are reviewed as required by our Industrial Relations (IR) team and audits are routinely conducted on the HRIRMP.

As part of the tender evaluation process, potential suppliers are assessed regarding employment engagement methods, requiring personnel to be employed under written employment contracts which are in accordance with applicable laws, such as meeting minimum pay rates under associated industrial regulation benchmarks.

Potential suppliers are also required to complete an anti-bribery and anti-corruption (ABC) questionnaire. Answers to the questionnaire are reviewed by INPEX to identify existing or potential risks. The review involves examining an entity's ABC standard, organisational profile, operating jurisdiction, business activities and other relevant information to identify any indications or warning signals related to ABC risks, including human rights and modern slavery risks. This risk-based assessment process is part of our overall approach to ABC due diligence. In 2022, our ABC risk assessments found that INPEX Australia had not engaged with suppliers that had an indication of risks associated with human rights and modern slavery.

## **Monitoring and compliance**

Compliance with HRIRMPs is monitored through regular meetings with our major contractors. This monitoring includes reviewing of major contractors' labour practices in line with approved HRIRMPs. For Major Services contracts, suppliers are expected to comply with international standards and ensure that their human resources and industrial relations practices are acceptable. They are also expected to work with, and support INPEX to monitor human resources and industrial relations practices at international work locations.

## **Modern slavery contractor site assurance**

In compliance with our financing agreements, we conducted an international site audit on a contractor who operates an overseas fabrication yard. The audit criteria was developed to include assessment of conformance with *International Financial Corporation Performance Standard 2 – Labour and Working Conditions 2012*, (IFC PS2). This included the review of international work locations and standard of working conditions, employment conditions and management of worker relationship, grievance and redress mechanisms, and due diligence within their supply chain. The audit consisted of site walks, review of documents and records, as well as interviews and discussions with contractor and INPEX personnel engaged at the facility. The audit findings demonstrated no major non-conformance against the assessment criteria.

## **Communications**

As well as submitting our 2021 Modern Slavery Statement to the Commonwealth register, we have published both our 2021 and 2022 statements to our website: <https://www.inpex.com.au/news-and-updates/publications/>

## **Industry collaboration**

INPEX views cross-industry collaboration as crucial in assessing and addressing modern slavery risks, given the significant challenges and complexities.

In 2022, we continued our participation in the Human Rights Resources and Energy Collaborative (HRREc) Working Group, alongside other energy and resources companies. The Working Group meets regularly to communicate best practices to avoid common risks and challenges regarding modern slavery and to discuss collaborative ideas to prevent its impact across our respective businesses. INPEX actively supported the work to finalise a Social Audit Guidance and FAQ document in 2022, with the key objectives being to:

- provide clarity to suppliers as to why HRREc members may request social audits and what is involved in a social audit process; and
- promote awareness of social audits within the mining, energy and resources sector, in a way that recognises both the benefits and limitations of social audits; and encourage companies and suppliers to support and participate in social audits to help reduce the risk of modern slavery and related labour exploitation practices within sector supply chains.

INPEX is also an active member of the International Petroleum Industry Environmental Conservation Association (IPIECA), the global energy industry association for environment and social issues. INPEX participates in IPIECA's Human Rights Working Group which promotes industry collaboration and development of tools.

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## **Criteria 5: How we assess the effectiveness of our actions**

We are committed to continuously improving our approach to effectively assessing, addressing and mitigating modern slavery risks in our operations and supply chain.

For INPEX, an effective response to modern slavery risk management will include a strong modern slavery governance framework including clear business commitment; training and communication for our workforce; a supplier risk framework and engagement process; clear communication and an accessible and transparent grievance and remedy process. We are addressing the gaps identified in our gap analysis and integrate modern slavery risk management into business as usual to ensure our risk management efforts are integrated and sustainable.

Our Working Group, supported by our senior management team ensures a company-wide approach to assessing and addressing our operational and supply chain risks. We will continue to assess the effectiveness of our actions by reviewing our modern slavery risk management plans and tracking the implementation of our actions using both quantitative and qualitative indicators. We acknowledge the difficulty of assessing the effectiveness of risk management processes deeper within our supply chains and will continue to review both the outputs and outcomes of our modern slavery risk management program.





In 2022, we successfully implemented our planned modern slavery risk management initiatives.

The following table provides a high-level overview of our effectiveness indicators:

Area	Actions undertaken	How we assess effectiveness
<b>Corporate governance</b>	<ul style="list-style-type: none"> <li>• undertook gap analysis and developed action plan</li> </ul>	<ul style="list-style-type: none"> <li>• agreement on actions</li> <li>• resource allocation to implement actions</li> <li>• executive Sponsor support</li> <li>• tracking of action progress</li> <li>• year on year improvement of gap analysis results</li> </ul>
<b>Supply Chain</b>	<ul style="list-style-type: none"> <li>• supplier sourcing process requires suppliers to respond to SAQ, ABC questionnaires, develop HRIRMPs for major services contracts</li> <li>• suppliers must agree to INPEX Supplier Code of Conduct</li> <li>• supplier risk assessment framework developed</li> </ul>	<ul style="list-style-type: none"> <li>• risk assessment for existing suppliers</li> <li>• selected HRIMP audits</li> <li>• external expert review of supply chain risk assessment framework</li> </ul>
<b>Training</b>	<ul style="list-style-type: none"> <li>• baseline staff awareness survey</li> <li>• training workshops held for Modern Slavery Working Group and senior management team</li> </ul>	<ul style="list-style-type: none"> <li>• number of training courses rolled out</li> <li>• enhanced staff and senior management team understanding and engagement demonstrated through survey results</li> </ul>
<b>Communications</b>	<ul style="list-style-type: none"> <li>• 2021 Modern Slavery Statement submitted</li> <li>• continued industry collaboration</li> </ul>	<ul style="list-style-type: none"> <li>• submission of Modern Slavery Statement on time</li> <li>• number of industry events and working group meetings attended</li> </ul>

## ***Consultation and approval***

This Statement was prepared by INPEX Australia's Modern Slavery Working Group and senior management team. Consultation in relation to this Statement has occurred with INPEX CORPORATION, senior management of the INPEX Australian Entities and the Ichthys Joint Venture.

This Statement is approved by the IOAPL Board of Directors and signed by Mr Hitoshi Okawa in his capacity as the Australian agent for INPEX Alpha Pty Ltd and Director and Chair of each of the other INPEX Australian Entities.

A handwritten signature in black ink, appearing to read 'Hitoshi Okawa', enclosed within a thin, hand-drawn oval border.

**Hitoshi Okawa**

*Senior Vice President Oceania Projects,  
INPEX CORPORATION*

# Appendix

**Table 1. INPEX Australian Entities**

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INPEX Australia Pty Ltd (IAPL) (100% owned by INPEX CORPORATION) registered in Australia. Employer company. ABN: 79 134 715 254. Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia.

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INPEX Operations Australia Pty Ltd (IOAPL) which is the Australian registered operating company. ABN: 48 150 217 262. Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia.

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INPEX Holdings Australia Pty Ltd (IHAPL), holding company registered in Australia (wholly owns the operator company IOAPL and I IPL). ARBN: 61 150 217 315. Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia.

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INPEX Ichthys Pty Ltd (I IPL) holds upstream assets in the Ichthys LNG energy development. ABN: 46 150 217 253. Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia.

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Ichthys LNG PL (ILNG PL) is an incorporated joint venture company, which processes the feed gas. ABN: 42 150 217 299 Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia.

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INPEX Oil and Gas Australia Pty Ltd (IOGA) is 100% owned by INPEX CORPORATION registered in Australia. Participating interest in Prelude Gas Field and others in Australia. ABN: 37 155 960 151. Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia.

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INPEX Alpha Ltd (100% owned by INPEX CORPORATION) registered in Japan with an Australian branch. Holds non-operated interest in the Van Gogh/Coniston, Ravensworth, Griffin oil fields. ARBN: 34 003 730 756. Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia.

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INPEX New Energy Business Australia Pty Ltd (NEBA) (100% owned by INPEX CORPORATION) registered in Australia. ABN: 68 656 098 921. Registered Office: Level 22, 100 St Georges Terrace, Perth WA 6000, Australia.

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