

INPEX

Deadly Yarns

Deadly Yarns proudly shares positive stories of Aboriginal and Torres Strait Islander peoples within our communities.

Celebrating a milestone for scholarship support



On 18 March, the University of Western Australia (UWA) hosted an event to celebrate the ten-year anniversary of the INPEX Aboriginal and Torres Strait Islander Scholarship inviting representatives from INPEX and UWA. Proud Nyoongar Elder and UWA Cultural Advisor, Dr Richard Walley, began the event with a powerful Welcome to Country.



Chad Calvert, INPEX Vice President of People and Collaboration reflected on the significance of the decade-long partnership.

"Supporting sustainable, multi-generational economic and social outcomes for Aboriginal and Torres Strait Islander peoples is at the heart of INPEX's Reconciliation Action Plan (RAP).

Bilya Marlee, UWA's School of Indigenous Studies continues to guide our scholarship recipients through their undergraduate degrees, proudly supported by INPEX," Chad said.

Over the past decade, 21 people have benefitted from the scholarship. INPEX team members from Human Resources and the RAP Working Group enjoyed learning more about the recipients' journeys, while sharing various employment pathways.

Professor Jill Milroy emphasised the importance of scholarships in making further education possible for so many Aboriginal and Torres Strait Islander individuals.

"UWA immensely values INPEX's genuine desire to collaborate to achieve great outcomes for Indigenous students, graduates, and the broader community," she said.

In 2024, INPEX renewed an agreement with UWA to continue providing opportunities for future scholars.

We encourage young Aboriginal and Torres Strait Islander students to learn more about UWA's undergraduate degrees, and consider applying in the next scholarship intake.

Advancing Reconciliation

2025 marks 12 years since INPEX's Reconciliation Action Plan (RAP) journey began. Over this time, we have proudly celebrated some achievements in contributing to social and economic advancements towards reconciliation, while acknowledging the many opportunities still ahead.

Now reaching the end of our third Stretch and sixth RAP overall, we reflect on just some of the highlights for each guiding pillar below.

Relationships



- Strengthened relationships with our valued Aboriginal and Torres Strait Islander stakeholders in the Northern Territory and the Kimberley region.
- Conducted regular RAP engagement surveys to seek our employees' open feedback on INPEX's engagement, support, and areas of improvement.
- Engaged both our people and contractors with workshops, events and regular updates.

Respect



- Provided cultural learning opportunities for our people to increase their understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and customs.
- Celebrated National Reconciliation Week and NAIDOC Week in collaboration with Aboriginal and Torres Strait Islander-owned businesses.

- Invited Traditional Owners and Custodians to perform Welcome to Country ceremonies where appropriate.

Opportunities



- Strengthened employment outcomes by increasing direct Aboriginal and Torres Strait Islander employees to 58. As outlined in our RAP, we are progressing well towards our commitment of 60 employees by December 2025.
- Supported educational opportunities for Aboriginal and Torres Strait Islander children across science, technology, engineering, arts and mathematics (STEAM) related initiatives and partnerships.
- Contributed to health and wellbeing community investment programs in Darwin, Broome and Perth for positive physical, mental and cultural outcomes for Aboriginal and Torres Strait Islander peoples.
- Engaged 21 Aboriginal and Torres Strait Islander-owned businesses, with a target of 24 by December 2025. In 2023 and 2024, INPEX and its suppliers contributed more than A\$18.2 million to these businesses.

Throughout this Deadly Yarns issue, we look forward to sharing stories of these pillars in-action.

INPEX'S RAP



New Journeys

for Aboriginal and Torres Strait Islander employees



At INPEX, we are committed to providing diverse employment pathways for Aboriginal and Torres Strait Islander peoples.

Wynonna is a proud Larrakia woman who has lived on Larrakia Country all her life, with connections to Pitjantjatjara, Yankunytjatjara, and Yangman Country through her grandmother. After working at a non-profit Aboriginal organisation for seven years developing and diversifying her skillset, Wynonna joined INPEX in January this year as a Corporate Coordination Officer.

"I really enjoy working in the Corporate Social Responsibility and Aboriginal Affairs space. As someone who was born and raised here, it is very rewarding to be able to give back to the community through the work I do at INPEX," said Wynonna.

With certifications in business, accounting and bookkeeping, she looks forward to further opportunities to learn and grow along the way.

For Dale, a proud Alyawarre man born and raised in Darwin, Ichthys LNG has been a big part of his working life. Starting onsite in 2015 as a Mechanical Fitter with UGL, Dale worked through construction and maintenance roles before taking on a traineeship with Programmed in 2023 to become a Production Technician. Now an INPEX employee, Dale reflects on the most valuable parts of his traineeship.

"The traineeship provided numerous opportunities for me to connect and interact with a wide range of professionals across the industry. I'm excited about building a long-term career at INPEX, while continuously developing my personal skills and expanding my capabilities," Dale said.



Benjamin, a Garrwa man also from Darwin, began his journey in 2012. He worked across several contracting companies during Ichthys LNG's construction before transitioning to the maintenance contract and completing his Electrical and Instrumentation traineeship. Now an Operations Scheduler, Benjamin values the hands-on learning he is gaining through the Solid Pathways Program and is focused on growing his career in planning and operations.

His advice to others building a career in the energy industry reflects his committed nature.

"Focus on consistency, as small efforts everyday lead to big results over time," Benjamin said.

Baden is a Larrakia man of the Danggalaba clan, whose Ichthys career started in 2019. After completing a traineeship as an Integrated Rating with MMA Offshore, Baden moved into warehousing and mooring roles before successfully applying for a Process Production Technician traineeship.

Today, he's working onshore in operations, looking ahead at his future with INPEX.

"I'm keen to deliver on INPEX's goals and values through personal milestones and achievements, focusing on continuing to build my skills, knowledge and experiences," Baden said.

For Dan Hill, a Larrakia/Wadjigan man, working onshore at Ichthys LNG as Strategic Operations Team Lead gives him the best of both worlds.

"I get to work with the team tackling challenging work during the day, while having the ability to be home with my family every night."

With a Chemical Engineering degree and extensive experience in power station and utility operations, Dan guides teams through the complexities and opportunities of running a processing facility as large and dynamic as Ichthys LNG.

We warmly welcome them to INPEX and wish them the best for their journeys ahead.

Learn how you could embark on a career with INPEX.



Building cultural competencies together



In April, INPEX hosted RAP Contractor Forum in Perth.

INPEX attendees - alongside colleagues from Monadelphous, Altrad, Vertech, Contract Resources, Score and MMA Offshore - delved into what it means to build cultural competency in the workplace.

With respect at the core of meaningful change, we explored ideas of building cultural competency through deepening the understanding of Aboriginal and Torres Strait Islander peoples and their histories. Being able to collectively come together with other RAP organisations and like-minded businesses is one of the ways we can champion reconciliation together.

The conversation was facilitated by Christine Ross Consultancy, a proud Arrernte/Eastern Arrernte/Kaytetye woman who specialises in Aboriginal employment programs, training, mentoring, facilitating Aboriginal conferences, as well as supporting companies to better implement their RAP.

Joe Vetter, INPEX Vice President Operations and RAP Champion, reflected on the importance of this collaboration.

"Forums like these are an important part of delivering our RAP commitments to drive real, lasting, and positive impacts for our workforce and the communities where we operate. Open discussion allowed us to share our successes, challenges, and opportunities for improvement that are common for INPEX and our contracting partners.

We all have a role to play in creating a workplace culture where people respectfully accept and embrace cultural diversity," Joe said.

At INPEX, we recognise the significant role Aboriginal and Torres Strait Islander peoples continue to play in developing our business in Australia. The RAP Contractor Forum is part of INPEX's RAP Stretch 2023-2025 commitment to promote reconciliation through our sphere of influence.





Attending the **NTIBN Blak Jobs Career Expo**



In March, the Northern Territory Indigenous Business Network (NTIBN) held its annual Blak Jobs Expo. INPEX, together with our contractors Monadelphous and Altrad, were proud to support this annual event.

More than 120 students joined to explore their interests and speak about their career aspirations. It was a fantastic opportunity for our team to talk about the INPEX Solid Pathways Program, which supports Aboriginal and Torres Strait Islander peoples through training to pursue opportunities in the energy industry.

The Expo featured 30 local businesses, all offering real job and traineeship opportunities for students

preparing to make the leap from school to the workforce.

Events like this are a great reminder of the value in connecting with the community. INPEX is proud to work alongside our local contractors to help inspire the next generation and highlight the exciting opportunities in the energy sector.

Scan the QR code below to learn more about our Solid Pathways Program.



The INPEX Larrakia Advisory Committee come together for another impactful year



In March, the INPEX Larrakia Advisory Committee (ILAC) members, and their families, got together to celebrate an exciting year ahead prior to their first quarterly meeting of 2025. Hosted at a Larrakia-owned restaurant, Soul Essence On The Bay in Darwin, it was an exceptional opportunity to not only support local, but also to enjoy cultural food. The goose giblet blachan was the standout!

The ILAC brings together a group of Larrakia people with various background and expertise including representatives from the Larrakia Development Corporation (LDC), the Larrakia Nation Aboriginal Corporation (LNAC), and INPEX. Together, they ensure the Larrakia Ichthys LNG Foundation Trust (LIFT) delivers lasting benefits for the Larrakia community.

The evening reflected the critical role the ILAC plays in delivering a range of LIFT-supported initiatives for Larrakia.

Darryn Wilson, Chair of the ILAC reflected on its importance.

“As a Larrakia man and Chairperson of ILAC, I am proud to see LIFT's investment supporting and empowering Larrakia people to strive to their full potential, whether it's through scholarships, upskilling, or vital community services that directly benefit our community,” he said.

From funding scholarships, empowering children to attend school, providing Foodbank vouchers to families in need, and supporting elderly Larrakia, we are proud to be making a positive impact.





Building the pipeline of Aboriginal and Torres Strait Islander seafarers



For 10 years, Svitzer Australia has collaborated with INPEX to deliver Ichthys LNG towage and marine services. As the largest private employer of Australian seafarers, Svitzer is working to increase the pipeline of young talent and provide career opportunities for Aboriginal and Torres Strait Islander seafarers.

Proudly backed by the INPEX-led Ichthys Joint Venture's training and development program, Djuan Brogan of the Tiwi Islands, recently began his four-year Marine Engineering traineeship.

"I grew up on the Tiwi Islands and have always wanted to work on the water.

Svitzer is like family - they are always happy to answer questions and help me with on-the-job training, explaining everything in detail," said Djuan.

Tim Burns, Senior Industrial Relations Advisor at INPEX, reflects on the importance of this program.

"Our contractors greatly contribute to our operations. Together with Svitzer, we team up to positively impact the employment outcomes for Aboriginal and Torres Strait Islander communities.

Empowering young people to join the maritime industry is crucially important to its future, with an ageing workforce calling out for the next generation of seafarers," said Tim.

Through strong collaboration, INPEX looks forward to supporting many more traineeships for Aboriginal and Torres Strait Islander peoples.



INPEX Australia



INPEX



INPEXau

*Your stories and experiences shape not only Deadly Yarns, but also our journey towards reconciliation.
We welcome your feedback and ideas to help us foster a strong and connected community.
Contact the INPEX Aboriginal Affairs team via phone (1800 705 010) or via email enquiries@INPEX.com.au.*