

Deadly Yarns is dedicated to sharing our positive stories of Aboriginal and Torres Strait Islander peoples.

A solid pathway to success



Born and raised in Darwin, Shannon Evans is a proud Aboriginal woman with connections on her mother's side to Kija, Bardi and Worrora. Shannon's great-great grandmother was a member of the Stolen Generation, taken from her mother and community in the Kimberley region of Western Australia (WA) at around six months of age.

Shannon was raised hearing stories about her old nanna from her mother, who as a result of colonial policies, was never able to return to her Country, unable to speak her language, celebrate her culture or see her mother and family again. Shannon's family learnt their old nanna's Elders had attempted to get her back from the Catholic mission she was taken to, although they were unsuccessful in their attempts and subsequently arrested.

In the 1940s, many of Shannon's family relocated from WA to embark on a new life in Darwin, where the family has now lived for more than five generations. Shannon has three younger brothers. Her eldest brother and extended family worked for JKC Australia – the company which delivered the engineering, procurement and construction of the Ichthys LNG onshore processing facilities.

Earlier this year, Shannon joined INPEX's Human Resources team in Darwin through the Solid Pathways Program (SPP) and is excited about the opportunity to further her professional goals.

Prior to joining INPEX, Shannon worked for seven years in emergency response, as a triple zero call operator for the Northern Territory Police, Fire and Emergency Services, coordinating emergency responses to members of the public.

During her time working in health, she achieved a short-term promotion in medical recruitment, assisting with the onboarding and logistics coordination of medical staff from interstate and overseas. It was this role that piqued Shannon's interest in human resources.

When Shannon joined the INPEX team in January 2022, the onshore operations office was following working from home controls as COVID-19 cases were increasing in the Darwin community. Shannon started her role working virtually and had to quickly learn to navigate the systems and processes independently.

As operations office personnel returned to working on-site, Shannon enjoyed being able to meet people face to face and grow relationships with team leads and operational staff in person.

Shannon said her biggest highlight so far has been coordinating a trip to Ramingining, a remote community in Arnhem Land, in cooperation with representatives from onshore contractor TRACE.

"We were part of a Careers Opportunity Expo and hosted a large turnout in the community. I was proud to represent a company that strives to create meaningful opportunities for Aboriginal people to work in the energy industry," Shannon said.

Shannon admires the strong focus on collaboration and continuous improvement at INPEX and believes the culture of the people who work in the organisation are what drives the high standard of work produced.

Shannon is currently completing a Certificate IV in Human Resource Management and hopes to secure an ongoing position within the HR team in Darwin, after completing the SPP.

Solid Pathways Program

Larrakia man, Riley Alley has enjoyed a long association with Ichthys LNG commencing a school-based electrical pre-apprenticeship through a partnership between Group Training Northern Territory (GTNT) and Ichthys LNG construction contractor JKC in 2014. At the conclusion of his pre-apprenticeship and secondary studies at Casuarina Senior College, Riley was granted a full apprenticeship with Kentz, the electrical and instrumentation contractor during construction of the Ichthys LNG onshore processing facilities in Darwin.

Four years after his electrical apprenticeship journey began, Riley earned the title of qualified tradesperson, completing all competencies of Certificate III in Electrotechnology Electrician.

Fast forward to February 2022 and Riley re-established his association with Ichthys LNG, this time through INPEX's Solid Pathways Program (SPP).

During Riley's SPP interview he impressed the panel by demonstrating his technical ability and displaying key behaviours valued at INPEX. Riley was encouraged to complete a Certificate III in Instrumentation and undertake other supporting competencies to be able to work as an Instrument Electrical Technician.

"I am enjoying my role on the Ichthys LNG plant, as well as working with my team and hope to be successful to get a full-time position with INPEX in the future.



"I recommend Aboriginal and Torres Strait Islander peoples should apply for future Solid Pathway Program roles that suit their backgrounds," Riley said.

Todd Prest, INPEX Onshore Planning Team Lead, said Riley's achievements show what's possible with personal determination and a supportive working environment.

"Through his dedication and proactive approach to training, Riley successfully attained his Certificate III in only two months, which is a great achievement.

"Riley was rostered for his first shift in early March 2022, allowing him a further 22 months to develop his newly obtained skills through on-the-job experience under the SPP.

"I'm optimistic, as Riley's success showcases a pathway for local Larrakia electricians to potentially become Instrument Electrical Technicians at INPEX," Todd said.

Driving Aboriginal business procurement

INPEX is proud to have Cedrent Enterprise Rent-A-Car, one of Australia's Aboriginal-owned car hire companies, supplying rental vehicles to personnel in Darwin.

Cedrent in Darwin is majority-owned by the Far West Coast Aboriginal Corporation (FWCAC), a Registered Native Title Body Corporate which promotes the native title rights of the Far West Coast Aboriginal peoples of South Australia.

Steve Dagnall, INPEX Supply Chain Sustainability Principal, said this new relationship represents a great opportunity to engage an Aboriginal-owned car hire company.

"INPEX is committed to increasing local content across Australia and we are absolutely thrilled to be working with Cedrent Enterprises. INPEX personnel can select Cedrent hire cars when booking travel to Darwin," Steve said.

Cedrent is not only a majority-owned Aboriginal business – more than 9 per cent of their personnel identify as Aboriginal or Torres Strait Islander peoples. Cedrent is also developing an entry level pathway into their company which will see candidates work through different roles within the business over the course of a year.

Dan Walmsley, General Manager Cedrent Enterprises, welcomes the opportunity to work with an international company.

"More important than the commercial relationship between our two organisations is the message an international company like INPEX sends to the market when it chooses a First Nations Business as one of its key suppliers," Dan said.

"Having the confidence of a company like INPEX helps a First Nations Business like Cedrent Enterprises acquire further business from other international organisations who wouldn't usually think to make that move."

Profits generated by Cedrent are directed to the Far West Coast Aboriginal Community Charitable Trust and then made available to its Native Title Body Corporate members through an application process for assistance in categories such as medical, Elders, educational, funeral, individual sporting, heritage and culture.



Photo courtesy of Cedrent Enterprises

L to R: Brenz Saunders, Director Far West Coast Investments; Satoshi Teshigahara, INPEX Supply Chain Excellence Manager; Dan Walmsley, GM Cedrent Enterprises; Steve Dagnall, INPEX Supply Chain Sustainability Principal; Richard Cottrell, NT Manager Cedrent Enterprises.

Environment programs update

In the last edition of *Deadly Yarns*, INPEX on behalf of Ichthys Joint Venture, announced the 22-year, A\$ 24 million environment offset program titled *Conservation management of dugongs, cetaceans and threatened marine matters of national environmental significance (MNES) in the Top End* had commenced in 2021. Through the Northern Territory Government's Aboriginal Ranger Grants Program (ARGP), eight applications were received and assessed by the Northern Territory Government and Aboriginal Land Management Advisory Group. All eight grant applications were endorsed with over A\$ 870,000 in grants provided through the ARGP Ichthys LNG Coastal Management Offset Fund.

Four of the eight grants were for conservation projects with the remaining grants for capital items, like equipment for conservation activities. The grant funding will see eight ranger groups (Larrakia, Kenbi, Tiwi, Mardbalk, Li-Anthawirriyrra, Yirralka, Gunmurr Marthakal and Garngi Rangers) in the Top End undertake conservation activities, with several projects already commenced.



This includes the Larrakia Rangers Darwin Harbour Biodiversity Project, which will receive funding in 2022 and 2023 as part of a successful three-year grant application. This project has already seen monthly shore bird surveys at Shoal Bay and Lee Point commence as well as daily patrols for nesting flatback turtles at Casuarina Beach, with one hatchling event already reported.

In eastern Arnhem Land, a new barge mooring system, all-terrain vehicles and trailers have been ordered so Gunmurr Marthakal Rangers can access remote areas of their Homelands and safely collect marine debris, which can impact marine fauna such as turtles.

More information on the ARGP can be found at <https://depws.nt.gov.au/programs-and-strategies/aboriginal-ranger-grants-program>.

LIFTing the spirits of Larrakia elderly

Studies have shown social activities for the elderly can help improve emotional, intellectual and physical wellness.

Larrakia Nation Aboriginal Corporation (LNAC) has been running an Aged Care Social Group Program for several years to encourage elderly Larrakia men and women to participate in regular recreational activities in a relaxed and fully supported environment.

Since 2021, Larrakia Ichthys LNG Foundation Trust (LIFT) funds have been assisting Larrakia participants to enjoy LNAC Aged Care Social Group activities including social outings such as picnics and BBQs, arts and crafts, guest speakers and 'Reflections' where there are opportunities to socialise and network. Larrakia members of the group have also recently had their artwork included in 'Through Our Eyes', a visual storytelling art exhibition in Darwin.

Some of the participants have been attending the activities for five years and feel the program gives them an opportunity to grow.

"We have made new friends and enjoy the theme days, art and craft outings and visiting Country. The funding also helps us to save money for other things such as food and fuel," they said.

Through the LIFT, LNAC currently has 18 Larrakia people attending these activities, up to three times per week.

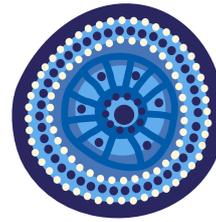
If you are Larrakia and interested in joining the LNAC Aged Care Social Group Program, please contact the LNAC by phone on (08) 8985 6811 or visit the website <http://larrakia.com/contact-us/>

For further information about the Larrakia Ichthys LNG Foundation Trust, please refer to <https://www.inpex.com.au/sustainability/aboriginal-affairs/larrakia-ichthys-lng-foundation-trust-lift/>



Members of the LNAC Aged Care Social Group with Charles Briston, INPEX Corporate Coordination Officer (far right).

National Reconciliation Week 2022



“Be Brave. Make Change.” the theme for National Reconciliation Week (NRW) 2022 set a challenge for the benefit of all Australians – individuals, families, communities, organisations and government – to be brave and tackle the unfinished business of reconciliation.

Celebrated annually from 27 May to 3 June, NRW is an opportunity for all Australians to learn about our shared histories, cultures and achievements. An important event for INPEX’s reconciliation journey, NRW is celebrated across our business in the Northern Territory and Western Australia, including the two Ichthys LNG offshore facilities, located 220 kilometres off the Kimberley coast of Western Australia.

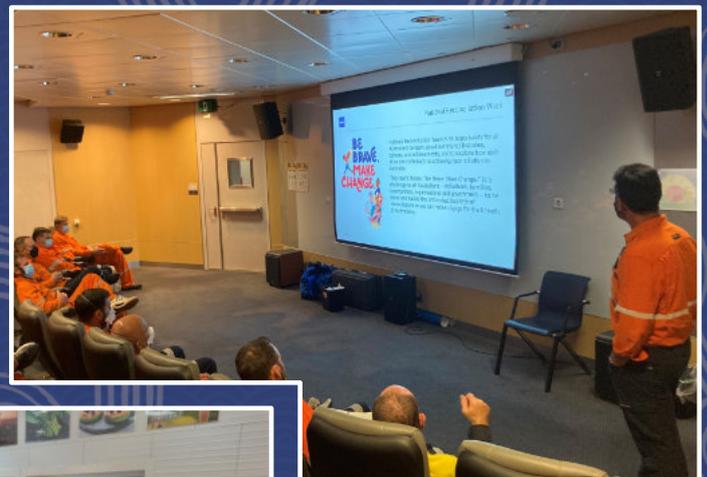
At the start of the week, members of the INPEX Reconciliation Action Plan (RAP) Steering Committee and RAP Working Group joined Reconciliation WA’s Virtual Breakfast from the Perth office along with more than one million virtual participants from across Western Australia. INPEX participants enjoyed a delicious breakfast provided by Nyoongar catering

company Gather Foods while they watched a livestream of a diverse range of speakers extending from the Kimberley region in the north to Albany in the south.

On the Ichthys Venturer floating production, storage and offloading (FPSO) facility and Ichthys Explorer central processing facility (CPF) caterer Compass provided Aboriginal-themed dinners throughout the week which was well received by the offshore workforce.

In Darwin, a recently opened venue ‘Aboriginal Bush Traders’ provided the perfect setting for INPEX to host a NRW event for a number of INPEX personnel and external stakeholders including the INPEX Larrakia Advisory Committee. The event included catering of bush food ingredients and products celebrating local flavours.

To close out the week’s activities our Perth-based personnel participated in the Walk for Reconciliation at Karrgatup/Kaarta Koomba (Kings Park).



Discover, Prevent, Cure.

Telethon Kids Institute is one of the largest and most successful medical research institutes in Australia, contributing to positive health outcomes for children across Western Australia and beyond.

In recent years, on the recommendation of the Kimberley Aboriginal Medical Services, the Institute established permanent operations in Broome to support their work across the Kimberley region. This ongoing presence has allowed the organisation to become part of the local community and provide a platform for researchers to better facilitate health, wellbeing and education outcomes for Aboriginal and Torres Strait Islander peoples, while also ensuring research conducted across the Kimberley is culturally secure, responds to local needs and is co-designed with Aboriginal people.

Earlier this year, INPEX-led Ichthys Joint Venture was delighted to announce a new community partnership with Telethon Kids Institute, with funding for its Kimberley-based activities.

Our community partnership will support research capacity building and employment and training outcomes in remote communities, which in turn will ensure research is translated locally to contribute to sustained positive health outcomes for children across the region.

Specifically, the agreement has enabled the appointment of a Broome-based Capacity Building Officer who will work together with the local team and a Capacity Building Coordinator in the Institute's Kulunga Unit to identify required skills and embark on a program to recruit and train Aboriginal Community Researchers.

Through his work on the ground, Telethon Kids Institute Kimberley Operations Manager and local Bardi man, Slade Sibosado, has observed capability gaps in the people supporting research activities. INPEX's partnership will provide support to ensure research activities are fully understood by all involved and the best possible outcomes are achieved.

Gooniyandi, Bunuba and Kija man, Liam Bedford, has recently been appointed in the role of Capacity Building Coordinator, bringing with him the benefit of community knowledge and expertise developed over the past few years through a community engagement position with Telethon Kids Kimberley.

Liam sees his appointment to the role as an opportunity to make a positive change for not only Aboriginal people in the Kimberley, also for all Australians. We look forward to working with Telethon Kids Kimberley and sharing progress of this important initiative.



L to R: Telethon Kids Institute Corporate Partnership Manager, Ben Wood; INPEX General Manager Corporate Affairs, Jodie Wesley; Telethon Kids Institute Operations Manager, Slade Sibosado; INPEX General Manager Operations Support, Rob Elkington.

RAP progress

In what has shaped up to be a busy year in the reconciliation space at INPEX, we continue to make progress towards closing out our current Stretch Reconciliation Action Plan (RAP) by the end of December 2022.

Our Aboriginal and Torres Strait Islander direct employment was recorded as 47 personnel on 30 September 2022 against the target of 36 employees by the end of our current RAP. This success has been underpinned by a significant increase in recruitment of Solid Pathways Program (SPP) positions during 2021 and 2022. The SPP is supporting pathways to long-term opportunities in the energy industry as demonstrated through six of our inaugural participants having now successfully completed the program and transitioned into ongoing roles with INPEX.

In addition, our contractors are now collectively employing more than 100 Aboriginal and Torres Strait Islander individuals across Ichthys LNG operations, exceeding our RAP target of 60. INPEX and our

contractors have also spent more than A\$ 12 million with Aboriginal majority-owned businesses since the commencement of our RAP journey in 2019, eclipsing our target of A\$ 1 million.

In September 2022, our workforce was invited to complete INPEX's second RAP engagement survey. The survey results will continue to help inform and improve our approach to reconciliation and developing the workforce's knowledge and understanding of Aboriginal and Torres Strait Islander cultures and histories.

The RAP Impact Measurement Questionnaire for 2022 was completed and submitted to Reconciliation Australia in September. The data submitted through the Questionnaire contributes to Reconciliation Australia's annual RAP Impact Measurement Report, which outlines the collective impact of the RAP program.

INPEX continues to develop its Stretch RAP 2023-2025 working closely with Reconciliation Australia. As we approach the end of 2022, we look forward to delivering the next RAP: building on a successful completion of our current RAP commitments.

A new lawyer in town

In *Deadly Yarns Issue 13*, published in October 2021, we shared an article about Jorja Costello's ambition to become a lawyer. We're pleased to report Jorja is well on her way, having recently graduated with a Bachelor of Laws from Charles Darwin University and next year she will start working with Victorian Legal Aid.

"I'm very proud to have finished my Bachelor of Laws degree and I'm excited to start my career within the legal sector. Although I'm at the very start of my legal career, I hope to guide effective change everywhere I go. I hope to influence and inspire other Aboriginal people to start a career within the legal field, as the sector that needs Indigenous voices and contributions the most, is the sector that immensely lacks Indigenous representation," Jorja said.

"My dream role would be to work with Aboriginal people within the justice system to contribute to positive change and to

assist and rectify systematic flaws within the legal system."

Jorja accessed scholarship funds through the Larrakia Ichthys LNG Foundation Trust (LIFT) for three consecutive years, which helped her to live independently while studying.

The Larrakia Development Corporation Scholarship Program is administered by the Larrakia Development Corporation on behalf of the LIFT and provides financial support to Larrakia students of all ages studying at a tertiary level.

Jorja's family is delighted with her progress. Her father Kelvin Costello, INPEX Human Resources Business Partner, says his whole family is extremely proud of Jorja for completing her Bachelor of Laws.

"Jorja is an excellent example of a Larrakia woman managing her study, personal life, family commitments and aspirations," Kelvin said.



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Please share your story ideas and any feedback with the INPEX Aboriginal Affairs team via phone (1800 705 010) or via email (enquiries@INPEX.com.au). We value your support and feedback.