



RECONCILIATION ACTION PLAN
August 2019 to July 2022





Fire, Earth and Sea

Water flows and winds its way to the sea. This is the sacred place of our ancestors.

Ceremony by firelight keeps us connected to this land.

Over vast country the Creation Spirit forms the mountains, rivers, escarpments and valleys. We are Saltwater peoples connected to both land and sea.

Travelling through crystal blue waters the Spirit burrows deep within the earth’s surface giving energy and life to all.

Artwork description

The central circle symbol represents INPEX’s resource operations, and the connecting lines represent the energy that is provided from them. This artwork connects the land and sea throughout Australia where INPEX works.

The two serpents represent the Creation Spirits who created the land formations and waterways: blue for water, and red for earth and fire.

The connected lines and circles represent the many locations where INPEX works around the world. These lines celebrate the diversity within the INPEX family and represent INPEX showing respect and support for Aboriginal and Torres Strait Islander peoples within Australia and acknowledges their connection to land and sea.

The coloured backgrounds represent different country from Perth, or Nyoongar Country, in the South West of Western Australia, to the red earth of the Kimberley, across to Darwin and Larrakia Country, all of which are connected to the Saltwater.

The markings of the sea are derived from an ancient Japanese motif, Seigaiha, which translates to blue ocean wave. This blue wave brings all locations and cultures together, through the connection INPEX provides.

Riki Salam

Artist – Gilimbaa
 Gilimbaa Indigenous Creative Agency

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To Traditional Owners

INPEX is committed to recognising and respecting Aboriginal and Torres Strait Islander peoples whose cultures have existed in Australia for tens of thousands of years.

We wish to pay respect to their Elders – past and present – and acknowledge the important role Aboriginal and Torres Strait Islander peoples continue to play in the development of our business in Australia.

To Reconciliation Australia

INPEX would like to thank Reconciliation Australia for its assistance in the development of our Reconciliation Action Plan 2019-2022.



OUR VISION FOR RECONCILIATION

To engage with, recognise and respect Aboriginal and Torres Strait Islander peoples for whom the land we use is significant, and to continue to build sustainable, mutually beneficial relationships based on trust.



Jointly signing a certificate acknowledging the Larrakia Ichthys LNG Foundation Trust Agreement (front row) Bill Risk, Chairperson of the INPEX Larrakia Advisory Committee; the Hon. Michael Gunner MLA, Chief Minister of the Northern Territory; Seiya Ito, at the time President Director INPEX Australia; and Senator the Hon. Matthew Canavan, Australian Minister for Resources and Northern Australia (back row) with Hitoshi Okawa, at the time INPEX Director Corporate Coordination (left), members of the INPEX Larrakia Advisory Committee and (far right) Irene Stainton INPEX Manager Aboriginal Affairs.

PRESIDENT DIRECTOR MESSAGE



It gives me great pleasure to present INPEX's Reconciliation Action Plan (RAP) August 2019 to July 2022.

INPEX has come a long way since our RAP journey commenced in 2013. This second Stretch RAP reflects our ongoing commitment towards reconciliation.

In delivering our Stretch RAP 2016-2018, INPEX continued to build on our solid foundation of engagement with the Aboriginal and Torres Strait Islander communities where we operate.

In November 2018, we were delighted to celebrate our biggest success to date – the culmination of more than a decade's work – with the signing of the Larrakia Ichthys LNG Foundation Trust Agreement. The historic agreement between INPEX, on behalf of Ichthys Joint Venture participants and the Larrakia people is considered the most significant long-term package of benefits and opportunities provided outside of native title obligations.

The landmark agreement demonstrates our respect for – and commitment to – the Larrakia people as the Traditional Owners of the land and waters in and around Darwin – and will provide 40 years of future benefits.

Over the course of Ichthys LNG's construction, more than 1450 Aboriginal and/or Torres Strait Islander peoples have been employed (across more than 2000 work opportunities) including more than 200 trainees.

Aboriginal and Torres Strait Islander-owned businesses have shared in the success of Ichthys LNG, with 62 businesses engaged across scopes of work valued at more than AUD\$ 170 million.

With 40 years of operations on the horizon, we look forward to building a brighter future for decades to come. As identified in this RAP, we are committed to delivering on our "Solid Pathways" program – which ensures employment opportunities for Aboriginal and/or Torres Strait Islander peoples while also encouraging subcontractor employment and business opportunities.

Through the actions set out in our RAP 2019-2022, INPEX remains determined to continue working in partnership with first Australians in the spirit of reconciliation.

Hitoshi Okawa
President Director, Australia
INPEX

RECONCILIATION AUSTRALIA MESSAGE



Reconciliation Australia congratulates INPEX on its past successes and ongoing commitment to reconciliation as it implements its fourth Reconciliation Action Plan (RAP); its second Stretch RAP.

I am very pleased to see INPEX continue its reconciliation journey, which formally began in 2013 with its first RAP. As a RAP partner, INPEX is a member of a leading group of over 1,000 RAP organisations nation-wide that are actively building on the key pillars of the RAP program: relationships, respect, and opportunities.

Throughout its RAP journey, INPEX has focused heavily on the development and maintenance of positive, reciprocal relationships with Aboriginal and Torres Strait Islander peoples within its community and sphere of influence. One of its most significant RAP actions is its agreement with the Larrakia people of Darwin, which will continue into the next 40 years. This agreement, which sits outside of native title obligations, is a significant contribution to national reconciliation, particularly at a time when discussions of constitutional recognition, treaty and agreement making with Aboriginal and Torres Strait Islander peoples remain unresolved at a national level.

INPEX continues to demonstrate a high level of accountability in this RAP, and is deeply committed to positive employment outcomes for Aboriginal and Torres Strait Islander peoples. The organisation is truly setting a fantastic example for the corporate sector in Australia.

On behalf of Reconciliation Australia, I commend INPEX on its dedication to reconciliation, and look forward to following its continued RAP journey.

A handwritten signature in black ink, appearing to read 'Karen Mundine'.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



INPEX STORY

INPEX Corporation is a global oil and gas exploration company headquartered in Tokyo, Japan. Involved in over 70 projects across more than 20 countries, INPEX is ranked in the top 150 global energy companies and is listed on the Tokyo Stock Exchange.

INPEX Australia is headquartered in Perth with an office in Darwin and has been active in Australia since 1986.

INPEX Australia currently directly employs more than 1000 people including 15 Aboriginal and Torres Strait Islander peoples (1.4 per cent).

INPEX Australia's portfolio contains the multi-billion dollar INPEX-operated Ichthys LNG where the majority of staff and contractors are employed. INPEX Australia also has participating interests in Bayu-Undan/Darwin LNG, the Prelude FLNG project and the Van Gogh, Coniston and Ravensworth oil fields (non-operated).

The RAP 2019–2022 focuses on INPEX Australia and Ichthys LNG's activities. It does not cover INPEX's non-operated activities.



Ichthys LNG onshore processing facilities at Bladin Point, Darwin.



Ichthys Explorer central processing facility.



Ichthys Venturer floating production, storage and offloading facility.



KEY RAP ACHIEVEMENTS 2016–2018

In 2016–2018, INPEX's Reconciliation journey continued down a new and exciting path with our commitment to our first Stretch RAP.

In consultation with Reconciliation Australia and using the Stretch RAP Framework, INPEX implemented a range of new targeted objectives to build on our previous years' efforts of engaging with our staff, contractors, local businesses and the wider community.

Some of our achievements over this period included:

Increasing our engagement with Aboriginal and Torres Strait Islander communities where we operate and continuing our broad consultation with key representative bodies, community groups and government organisations.

Engaging more than **1450 Aboriginal and Torres Strait Islander peoples** on the Ichthys LNG Project since early 2012, in addition to **contracting 62 Aboriginal and/or Torres Strait Islander-owned businesses** (defined as at least 51 per cent Aboriginal and/or Torres Strait Islander-owned) across scopes of work valued at **more than AUD\$ 170 million**.

Community consultation was undertaken with stakeholders in Darwin, Broome and Perth through a range of mediums including telephone calls, emails and face-to-face updates about the Project.

Helping to build the capacity of current and future generations of Aboriginal and Torres Strait Islander peoples. Between 2016–2018, INPEX and the Ichthys LNG provided **over AUD \$925,000 funding to organisations to deliver projects/programs to support Aboriginal and/or Torres Strait Islander peoples** including the University of Western Australia's Aboriginal scholarships, the Larrakia Development Corporation's school participation program and scholarships, Role Models & Leaders Australia's Girls Academy and Michael Long Learning and Leadership Centre.

RAP progress and achievements were broadly and regularly communicated to INPEX staff and contractors, the Aboriginal and Torres Strait Islander communities through stories and updates in INPEX's Deadly Yarns publication, Yammer, intranet and the internet, RAP Annual Reports and verbally at many forums.

Enriching and educating INPEX personnel and contractors regarding Aboriginal and Torres Strait Islander histories and cultures to develop respect, understanding and appreciation through a renewed focus on the delivery of Aboriginal cultural awareness training in Darwin and Perth. INPEX has engaged consultancies in Perth and Darwin to deliver location specific cultural awareness training to personnel.

DEVELOPING PEOPLE AND LOCAL BUSINESS



Mechanical engineer graduate Rikki Bruce (fourth from left) with workmates and vacation students at Ichthys LNG onshore facilities.

NEW GENERATION OF STRONG FEMALE LEADERS – RIKKI BRUCE

Darwin-born mechanical engineering graduate, Rikki Bruce, had an exciting first six months on the Ichthys LNG Project. Rikki first secured student vacation work with the Project in December 2017 and after completing her Bachelor of Engineering studies at Charles Darwin University, she commenced her graduate position on the Project in March 2018.

Joining the Project at a fast-paced and exciting time, Rikki worked as a field engineer during the import of the cool-down liquefied natural gas cargo and is grateful for the hands-on experience she has already gained.

"I really like being able to get out on site to learn about a component, rather than just looking at a drawing," she said. "Problem solving has also been an interesting aspect of the job so far. It's great being part of the team tasked with finding a solution."

Outside work, Rikki is an aspiring role model within her community and was nominated by her university thesis supervisor for the 'Young Indigenous Achiever of the Year Award' in 2017. She was selected as a finalist based on her many achievements and extensive community involvement, including as an Indigenous Student Ambassador, an active committee member of the Engineering Student Society and Young Engineers Australia, and as recipient of a total of eight scholarships.

Despite her long list of accomplishments, Rikki maintains that her biggest achievement is her son, Elijah, now six years old.

EDDIE MOTLOP

Larrakia man Eddie Motlop is a Trade Assistant for Broadspectrum/Actemium, working on the Ichthys LNG Project. He is one of five children from a long-established sporting family in the Northern Territory (NT).

When local employment opportunities became available at the Ichthys LNG Project, Eddie realised that he wasn't where he wanted to be financially so he joined the construction workforce with a plan to utilise time on the Project to improve his retirement nest-egg.

Over the course of six years and four scopes of work, Eddie has been engaged in diverse roles with a range of contractors and he has been impressed with the safety culture.

According to Eddie, the most rewarding aspect of his time on the Project has been obtaining additional qualifications and experience. He believes this will enhance future opportunities for him in construction projects within the NT.



Trade Assistant Eddie Motlop.

Eddie added that it had been exciting to see the number of local Aboriginal and Torres Strait Islander peoples employed on the Project. However, he believes more individuals should be seizing employment opportunities. His advice to young people is to display commitment, build your personal reputation and always work safely.

NEW OFFSHORE CAREER PATHS FOR DARWIN LOCALS – ASHLEIGH BOSCHMAN AND VERONA HEENAN

Two Darwin locals are taking their career experience with the INPEX-operated Ichthys LNG Project to new heights as they venture into offshore roles.

Both accepted opportunities to work for ESS on board the Ichthys LNG Project's offshore Ichthys Venturer floating production, storage and offloading (FPSO) facility, which is located around 220 kilometres off the Kimberley coastline in the Browse Basin.

ESS Support Services Worldwide provides catering, cleaning, village operations and facilities management services to companies in the oil and gas, mining and defence sectors.

Both Ashleigh and Verona completed specialised training before going offshore, including fitness training for the return offshore helicopter transfers.

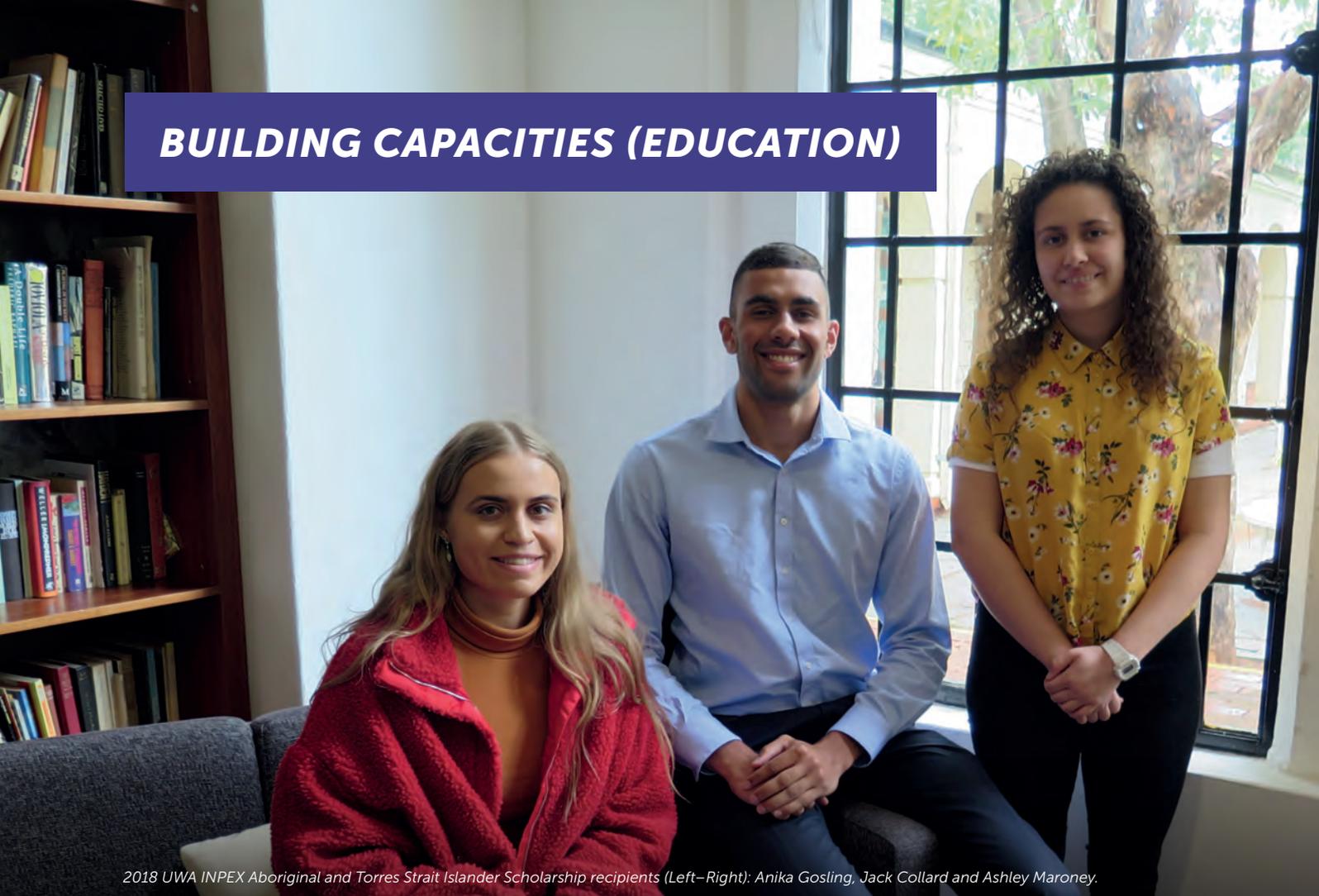
Ashleigh said she had never experienced anything like her current role before.

"I still can't believe it. I never thought I'd ever need to get on a chopper to get to work!" she said.



Verona Heenan (left) and Ashleigh Boschman (right) are embracing an offshore career change with Ichthys LNG.

BUILDING CAPACITIES (EDUCATION)



2018 UWA INPEX Aboriginal and Torres Strait Islander Scholarship recipients (Left–Right): Anika Gosling, Jack Collard and Ashley Maroney.

INPEX UWA ABORIGINAL AND TORRES STRAIT ISLANDER SCHOLARSHIPS

The University of Western Australia (UWA) and INPEX Aboriginal and Torres Strait Islander Scholarships provide financial support for tertiary students, enabling them to focus on their chosen field of studies.

A graduate of Ashdale Secondary College, Anika Gosling, is undertaking a Bachelor of Arts in psychology (double major) and is striving for a career as a school psychologist.

Achieving this aspiration would make Anika one of only a few Aboriginal psychologists working in schools in Western Australia.

Former Wesley College student Jack Collard is another scholarship recipient. He is studying a Bachelor of Arts in political science and international relations. With a passion for languages, Jack aspires to learn as many languages as possible and is already fluent in Bahasa Indonesian. His dream is to study abroad at the University of Gadjah Mada in Indonesia for a semester.

Ashley Maroney is a former student of John Curtin College of the Arts and is also undertaking a Bachelor of Arts in political science and international relations. Ashley is keen to pursue a law degree. Ashley won the Rob Riley Award in 2017, which is awarded to the highest achieving Aboriginal or Torres Strait Islander Australian Tertiary Admission Rank (ATAR) student in WA (97.4). She is also an accomplished artist.

LARRAKIA SCHOLARSHIPS PROGRAM

The inaugural recipients of the Larrakia Development Corporation Ichthys LNG Project Scholarship Program were announced in early March 2017.

The successful applicants received AUD\$ 5,000 towards the costs of attending university within Australia and will be studying a variety of disciplines including teaching, environment, law, business, visual arts and public health.

Larrakia Development Corporation CEO Nigel Browne remarked that the scholarships made available to Larrakia students offer important financial support at a time in their lives when juggling finances is an ongoing challenge. "This commitment by the Ichthys LNG Project will help our people reach their full potential," Nigel said.

Two of the scholarships recipients, Nadine Lee and Tayla Costello (pictured), agreed that the funds will make a big difference as they undertake their studies.

"The scholarship helps take away the stress and worry about having the support to complete my Honours and ultimately become a curator," said Nadine, who is completing an Honours degree in Visual Arts.

Early Childhood undergraduate Tayla had similar concerns. "I live out of home, so the scholarship has really helped buying textbooks and adapting to university life," she said.

(Left-Right) Bill Risk, INPEX Larrakia Advisory Committee Chairperson; Nadine Lee, scholarship recipient; Irene Stainton, INPEX Manager Aboriginal Affairs; Tayla Costello, scholarship recipient; and Mark Motlop, Larrakia Development Corporation Chairperson.





MLLLC participants in Darwin.

MICHAEL LONG LEARNING AND LEADERSHIP CENTRE

The Michael Long Learning and Leadership Centre (MLLLC) opened in 2015 and is based at the TIO stadium in Darwin, providing educational programs for Aboriginal and Torres Strait Islander school students from remote communities in the NT.

The MLLLC runs a five-day program which incorporates a variety of activities including educational, sporting, excursions, as well as health and wellbeing sessions.

Manager of MLLLC, Rychelle Vines, said the Ichthys LNG Project's funding had enabled the centre to incorporate numeracy and literacy classes into the educational program.

"Ensuring students maintain their academic study is important, particularly as they have worked hard to be able to enter the program," said Rychelle.

Admittance into the MLLLC program requires an 80 per cent school attendance rate. This criteria incentivises students in remote communities to regularly attend school and qualify for a trip to Darwin to participate in the program.

AMITY MENTORING PROJECT

In 2016, the first issue of *Deadly Yarns* highlighted the Ichthys LNG Project sponsorship of AMITY Community Services' strategic mentorship program, 'Gathering Stories of Hope and Inspiration'.

The program involves Aboriginal and Torres Strait Islander mentors who are successfully working in 'ordinary jobs' sharing their personal experiences – including the challenges and achievements – with youth at risk.

In addition to providing program funding, INPEX employees have volunteered their time as mentors, including Operations Onshore Area Team Lead Michael Longbottom. Michael has participated since 2016 and really values his involvement in the program.

"Ever since I was a teenager I've been involved in programs," said Michael.

"It's always a good thing to give back and to give some kids a little bit of direction."



INPEX Operations Technician, Richard Lucker, instructing mentees at a gym session in Palmerston.

SUPPORTING OUR COMMUNITY



Acknowledging the signing of the Larrakia Ichthys LNG Foundation Trust Agreements in Darwin.

LARRAKIA BENEFITS PACKAGE

In November 2018, INPEX, on behalf of the Ichthys Joint Venture, agreed to a AUD\$ 24 million dollar benefits package for the Larrakia people, to be delivered over 40 years. The package recognises the important role that the Larrakia people have played in supporting Ichthys LNG through the construction phase and to highlight the importance of the relationship between INPEX and the Larrakia people

in years to come. Package funds are held in Trust and distributed by the INPEX Larrakia Advisory Committee, a group comprising of primarily Larrakia people from a range of backgrounds and experience. Early programs funded are expected to include scholarships and grants to support school participation for youth and air conditioners for the elderly and people with disabilities.

CELEBRATING NAIDOC WEEK

In 2018, the Ichthys LNG Project was pleased to support the Kullarri NAIDOC Festival in Broome for the first time. Celebrated between Friday 22 June to Sunday 24 June the festival was coordinated by Goolarri Media Enterprises and involved collaborative efforts from organisations, remote communities and schools around the Shire of Broome. The Festival showcased more than 20 events, displaying the traditional and contemporary Aboriginal and Torres Strait Islander peoples' cultures to the community, culminating in the Kullarri NAIDOC Ball and Awards Night. INPEX sponsored the Kullarri NAIDOC Young Person of the Year Award which was presented to Bianca Graham by INPEX's Aboriginal Affairs Advisor, Neil Marshall.



Kullarri NAIDOC 2018 Young Person of the Year, Bianca Graham, with INPEX Aboriginal Affairs Advisor, Neil Marshall.



Local Larrakia artists Shaun Lee (left) and Jason Lee (right) participated in the 2018 Darwin Festival.

TRANSFORMING THE LIGHTHOUSE

Thousands of Darwin Festival goers enjoyed a new vibrant saltwater themed mural at the 2018 Darwin Festival thanks to a sponsorship grant from INPEX. Local Larrakia artists Shaun Lee (artist name Hafleg) and Jason Lee (artist name Chop) were responsible for the installation which featured a large crocodile, jellyfish, a multi-coloured crab, a brolga, a snake and a turtle. The artwork was completed using spray cans on corrugated iron, over a three-day period.

DRUMMING TO A POSITIVE BEAT – WUNGENING ABORIGINAL CORPORATION

An INPEX sponsorship in Perth helped to positively influence hundreds of people taking part in programs run through the Wungening Aboriginal Corporation (Wungening). The funding enabled the purchase of 20 drums and training for three people to become facilitators of the DRUMBEAT Program.

An initiative of drug and alcohol support service Holyoake, DRUMBEAT uses music and drumming to help people reconnect with themselves and others.

With its new resources, Wungening has been able to incorporate DRUMBEAT into a number of its programs, including the Solid Ground rehabilitation program.

Wungening Coordinator of Program Delivery, Dianne Kennedy said the organisation had received fantastic feedback from both facilitators and clients since implementing DRUMBEAT into its program.

“Being able to express emotions through drumming is a new experience for many of our clients and for some it is the first time they have smiled and laughed without the influence of drugs or alcohol. DRUMBEAT really lightens the mood,” she said.



MAJOR COMMITMENTS OF OUR RAP 2019–2022

During 2019–2022 INPEX’s reconciliation journey will extend further through our second Stretch Reconciliation Action Plan.

This has been achieved through continued collaboration with Reconciliation Australia guided by the five dimensions of reconciliation, the key action areas outlined in the State of Reconciliation in Australia Report and applying the Stretch RAP framework. INPEX has developed a selection of enhanced existing initiatives which are practical in nature and will advance our contribution to reconciliation in the communities in which we operate.

Our RAP 2019–2022 seeks to:

- › Continue appropriate engagement with Aboriginal and Torres Strait Islander communities where we operate, with an emphasis on relationship building and supporting local solutions based on trust and respect.
- › Value the cultural skills and knowledge of community organisations and Aboriginal and Torres Strait Islander peoples.
- › Increase meaningful engagement of Aboriginal and Torres Strait Islander peoples through direct and indirect employment opportunities within the oil and gas industry.
- › Enrich the lives of Aboriginal and Torres Strait Islander peoples through strengthening our investment in educational initiatives.
- › Support economic and social development of Aboriginal and Torres Strait Islander peoples through Corporate Social Responsibility (CSR) initiatives, sponsorships, partnerships and collaborative decision making.
- › Regularly communicate RAP progress and achievements broadly and consistently to INPEX staff and contractors, Aboriginal and Torres Strait Islander communities and wider Australian public.
- › Deepen the respect, understanding and appreciation INPEX personnel and contractors have for Aboriginal and Torres Strait Islander histories and cultures through education.

The RAP 2019–2022 is shaped around the key themes of relationships, respect and opportunities:

RELATIONSHIPS	RESPECT	OPPORTUNITIES
As a culturally diverse organisation operating in Australia, INPEX is committed to building knowledge and awareness of Aboriginal and Torres Strait Islander cultures internally to assist the continuing development of trusting, mutually beneficial relationships. This is achieved through formal partnerships and regular engagement with key external stakeholders, whilst recognising and celebrating achievements within our organisation.	Respecting and acknowledging diverse cultures and experiences forms the basis of INPEX’s engagement with all internal and external stakeholders, in particular with Aboriginal and Torres Strait Islander peoples and communities. We will strive to improve the cultural competence of our workforce through cultural awareness training while celebrating significant events for Aboriginal and Torres Strait Islander peoples to deepen understanding and respect.	Through its business activities, INPEX is laying the foundations for supporting sustainable, multi-generational economic participation opportunities for Aboriginal and Torres Strait Islander peoples and businesses, including cultural and social initiatives. INPEX is integrating both employment and business participation opportunities into the way we do business, while supporting the younger generations through scholarships and traineeships with our organisation and in our operations.

The actions in our RAP 2019–2022 apply to all INPEX-operated activities in Australia. INPEX will continue to monitor and review all RAP activities, planning the way forward for the development of our next RAP for the future operational years of Ichthys LNG.

2019–2022 ACTIONS



RELATIONSHIPS



As a culturally diverse organisation operating in Australia, INPEX is committed to building knowledge and awareness of Aboriginal and Torres Strait Islander cultures internally to assist the continuing development of trusting, mutually beneficial relationships. This is achieved through formal partnerships and regular engagement with key external stakeholders, while recognising and celebrating achievements within our organisation.

Focus area: Collaboration Value: We rely on unity and team spirit to build strong professional working relationships within INPEX as well as within the communities in which we operate.

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
1. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> • Organise three internal NRW events, including at least one organisation-wide NRW event, each year. • Register all our NRW events on Reconciliation Australia's NRW website. • Encourage and support staff and senior leaders to participate in two external events to recognise and celebrate NRW. • RAP Working Group members to participate in one external NRW event. • Invite Aboriginal and/or Torres Strait Islander community member/s into our offices to connect and share experiences. • Support an external NRW event that could include in kind support and/or partnering with community organisations. • Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff. 	27 May – 3 June 2019, 2020, 2021	General Manager External Affairs
2. Maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, organisations and communities to support positive outcomes.	<ul style="list-style-type: none"> • Develop and implement annual Aboriginal and Torres Strait Islander engagement plans. • Continue to engage with other Aboriginal or Torres Strait Islander groups in Broome and Perth to provide cultural advice and guidance. • Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to continuously improve guiding principles for engagement. • Continue to maintain four formal two-way partnerships with Aboriginal and/or Torres Strait Islander communities or organisations in areas in which we operate and commit to meet with each at least two times per year. 	December 2019, 2020, 2021	General Manager External Affairs



Launching a joint training program in Darwin with INPEX and ConocoPhillips.

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> • Communicate our commitment to reconciliation publicly. • Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes. • Encourage our staff to provide volunteer support to community organisations promoting reconciliation where possible. • Collaborate with four like-minded organisations to implement ways to advance reconciliation. • Produce Deadly Yarns publication two times per year for distribution to internal (INPEX staff, contractors) and external stakeholders (Aboriginal and Torres Strait Islander individuals, organisations, businesses, government representatives, and not-for-profit organisations). • Include RAP-related stories in GasWorks (intranet hub). • Promote RAP activities on Yammer (internal social media channel). • RAP published to intranet and internet sites, as well as Reconciliation Australia website. • Annual RAP Report published on INPEX Australia website http://www.inpex.com.au/our-commitments/aboriginal-torres-strait-islander-peoples-engagement/ 	<p>27 May – 3 June 2019 – 2021</p> <p>June September 2019, 2020, 2021</p> <p>September 2019, 2020, 2021</p> <p>December 2019, 2020, 2021</p>	General Manager External Affairs
4. Promote an inclusive working environment characterised by positive intercultural awareness and appreciation	<ul style="list-style-type: none"> • Regularly review the HR Strategy concerned with diversity and inclusion. • Ensure all employees, including management, understand the INPEX Equal Employment Opportunity Policy. • Leadership will be accountable for demonstrating the INPEX value of Diversity. • Engage with Aboriginal and Torres Strait Islander Manager and Aboriginal Affairs Advisors to continuously improve our Equal Employment Opportunity, Discrimination and Harassment Standard. • Continue Equal Employment Opportunity, Discrimination and Harassment training for all staff. 	December 2019, 2020, 2021	General Manager Human Resources and Business Services



RESPECT



Respecting and acknowledging diverse cultures form the basis of INPEX's engagement with all internal and external stakeholders, in particular with Aboriginal and Torres Strait Islander peoples and communities. We will strive to improve the cultural competence of our staff through cultural awareness training whilst celebrating significant events for Aboriginal and Torres Strait Islander peoples to deepen understanding and respect.

Focus area: Diversity: We proactively embrace our individual differences which are central to who we are at INPEX and what makes a unique and welcoming workplace environment.

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories and knowledge through cultural learning.	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	December 2019, 2020, 2021	General Manager Human Resources and Business Services
	<ul style="list-style-type: none"> Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the implementation of a cultural learning activity. 		
	<ul style="list-style-type: none"> Implement and communicate a cultural learning strategy for our staff. 		
	<ul style="list-style-type: none"> Commit all RAP Working Group members, HR managers, senior executive group and all new staff to undertake formal and structured cultural learning. 		
	<ul style="list-style-type: none"> All employees engaged for greater than six months to undertake face-to-face Aboriginal Cultural Awareness training. Ninety per cent of staff to complete face-to-face cultural awareness training within six months of starting employment. 		
	<ul style="list-style-type: none"> Encourage staff to participate in annual RAP engagement survey. 	September 2019, 2020, 2021	
	<ul style="list-style-type: none"> Celebrate and recognise Aboriginal and Torres Strait Islander dates of significance including: <ul style="list-style-type: none"> – Sorry Day (26 May) – National Reconciliation Week (27 May – 3 June) – NAIDOC Week (July) 	2019, 2020, 2021	
	All Australian-based Vice Presidents leadership team members undertake face-to-face cultural learning activities.	December 2019, 2020, 2021	



Celebrating annual Top End NAIDOC events.

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</p>	<ul style="list-style-type: none"> Maintain acknowledgment of the Larrakia people as the Traditional Owners of the land and waters on which Ichthys LNG onshore facilities operate. 	December 2021	Vice President Operations
	<ul style="list-style-type: none"> Maintain and communicate a cultural protocol document for staff use when organising a Welcome to Country or performing an Acknowledgement of Country. 	December 2021	General Manager External Affairs
	<ul style="list-style-type: none"> Increase staff understanding of the purpose and significance behind cultural protocols, including Welcome to Country and Acknowledgement of Country. 	December 2021	
	<ul style="list-style-type: none"> Implement and communicate a cultural protocol document (tailored for all local communities we operate in), including protocols of Welcome to Country and Acknowledgement of Country. 	December 2021	
	<ul style="list-style-type: none"> Invite local Elders to provide a Welcome to Country or other significant cultural protocol at three significant events each year, including: <ul style="list-style-type: none"> National Reconciliation Week (27 May – 3 June) NAIDOC Week (July) Company Shu-kai events 	December 2019, 2020, 2021	
	<ul style="list-style-type: none"> Invite a Traditional Owner to provide a Welcome to Country at all major INPEX events. 		
	<ul style="list-style-type: none"> Staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events and important meetings. 		
	<ul style="list-style-type: none"> Continue to display Acknowledgement of Country plaques in our offices: <ul style="list-style-type: none"> Darwin corporate office Darwin onshore facilities Perth office 		



NAIDOC Week celebrations in Perth.

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>7. Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</p>	<ul style="list-style-type: none"> • Ensure opportunities are provided for all Aboriginal and Torres Strait Islander staff to participate in local NAIDOC Week events where practical. • Continue to support all staff to participate in at least two NAIDOC Week events in the local community where practical. • Increase cultural engagement within our organisation to demonstrate appreciation of Aboriginal and Torres Strait Islander peoples, actively encouraging staff participation in cultural activities. • Support the Perth, Darwin and Broome NAIDOC Committees. • Hold an internal NAIDOC Week event and another event which is open to the public annually. • In consultation with Aboriginal and/or Torres Strait Islander stakeholders, support three external NAIDOC Week events each year, including Darwin, Broome and Perth. • Senior staff to verbally acknowledge NAIDOC Week and its importance at all INPEX NAIDOC Week events. • RAP Working Group to participate in one external NAIDOC Week event. • Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. 	<p>July 2019, 2020, 2021</p>	<p>General Manager External Affairs</p>



The INPEX-operated Ichthys LNG Project has been supporting Australian Red Cross SHAK Youth Centre in Casuarina since 2016. The Project funding has been helping Aboriginal youth workers to be employed and trained to support operations of the SHAK.

OPPORTUNITIES



Through its business activities, INPEX is laying the foundations for supporting sustainable, multi-generational economic participation opportunities for Aboriginal and Torres Strait Islander peoples and businesses, including cultural and social initiatives. INPEX is integrating both employment and business participation opportunities into the way we do business, whilst supporting the younger generation through scholarships and traineeships within our organisation and in our operations.

Focus area:

Integrity: We are ethical, honest and trustworthy in our business relationships and professional in our conduct at all times.

Diversity: We proactively embrace our individual differences which are central to who we are at INPEX and what makes a unique and welcoming workplace environment.

Collaboration: We rely on unity and team spirit to build strong professional working relationships within INPEX as well as within the communities in which we operate.

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> • Increase INPEX direct employment of Aboriginal and Torres Strait Islander peoples to 36 people or three per cent of employees. 	December 2021	General Manager Human Resources and Business Services
	<ul style="list-style-type: none"> • Retain 10 Solid Pathways Program positions across the organisation to support Aboriginal and Torres Strait Islander employment outcomes. 	December 2019, 2020, 2021	
	<ul style="list-style-type: none"> • Prioritise the use of local Traditional Owner networks to circulate prospective employment opportunities for roles in Darwin, Broome and Perth. 	December 2021	
	<ul style="list-style-type: none"> • Ensure Aboriginal and/or Torres Strait Islander networks and connections are utilised to communicate available employment opportunities. 		
	<ul style="list-style-type: none"> • Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy. 		
	<ul style="list-style-type: none"> • Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders, including engaging with the INPEX Larrakia Advisory Committee for Darwin opportunities. 		
	<ul style="list-style-type: none"> • Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. 		
<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander employees and contractors to be supported to take on management and senior level positions. 			
<ul style="list-style-type: none"> • Review and update an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. 			



Members of Broome Girls Academy Program at Gantheaume Point.

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
9. Increase Aboriginal and Torres Strait Islander recruitment and retention in our third-party contracts.	<ul style="list-style-type: none"> Employ an average of 60 Aboriginal and Torres Strait Islander peoples through our Operations subcontractors each year of operation. 	December 2019, 2020, 2021	Vice President Operations
10. Support Aboriginal and Torres Strait Islander education participation	<ul style="list-style-type: none"> Provide two tertiary-based scholarships annually at the University of Western Australia (UWA) for Aboriginal and/or Torres Strait Islander students. Increase social investment in science, technology, engineering, and mathematics (STEM) related initiatives in Darwin, Broome and Perth. Continue to support education initiatives in Darwin, Broome and Perth. Host an annual International Women's Day event which encourages exploration of roles within the oil and gas industry for Aboriginal and Torres Strait Islander women. Support INPEX employee engagement in external STEM related expos, careers fairs which include participation of Aboriginal and/or Torres Strait Islander students. 	December 2019, 2020, 2021	General Manager External Affairs
		March 2020, 2021	
		December 2019, 2020, 2021	



Nirrumbuk Aboriginal Corporation Chief Executive Officer Joe Grande (second from right) at their Broome office, with Learning Centre lecturer and trainees, and INPEX representatives Daniel Loden and Irene Stainton.

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	<ul style="list-style-type: none"> • Review the Aboriginal and Torres Strait Islander Business Engagement strategy. <hr/> • Develop opportunities for procurement of goods and services from Aboriginal and/or Torres Strait Islander owned businesses. <hr/> • Encourage the engagement of Aboriginal and/or Torres Strait Islander owned businesses through the Northern Territory Indigenous Business Network (NTIBN) or through the Northern Territory Industry Capability Network (ICNNT) Ichthys Project Aboriginal and Torres Strait Islander Business Directory. <hr/> • Sponsor selected Aboriginal and/or Torres Strait Islander business focused workshops which increase capabilities of businesses to tender for and be awarded Project Packages. <hr/> • Continue to support Aboriginal and/or Torres Strait Islander owned business engagement as a core business policy. <hr/> • Target a 50 per cent increase on the current number of individual majority owned Aboriginal and/or Torres Strait Islander owned businesses that have been awarded contracts by INPEX and its Contracting partners for the Operations Phase from 8-12. Target a total spend over the three years of greater than AUD\$ 1 million. <hr/> • Build capacity of Aboriginal and/or Torres Strait Islander owned businesses to realise opportunities within supply chain through investment in partnerships with relevant local Chamber of Commerce and Industry in Darwin, Broome and Perth. <hr/> • Continue sponsorship of the Northern Territory Indigenous Business Network. <hr/> • Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. <hr/> • Train all relevant staff in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation or an equivalent organisation. 	<p>December 2019, 2020, 2021</p>	<p>Vice President Operations</p>



INPEX Larrakia Advisory Committee during a cultural exchange to Tokyo in 2018.

GOVERNANCE



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
12. Steering Committee oversees RAP development, implementation and review.	• Meet at least twice per year.	December 2019, 2020, 2021	General Manager External Affairs
	• Steering Committee approves RAP document and RAP Launch.	June 2019	
	• Steering Committee supports annual review of RAP and approves additional actions.	November 2019, 2020, 2021	
13. RWG develops, implements, monitors and reviews actions.	• RWG oversees the development, endorsement of RAP and provides launch approval.	June 2019	
	• Meets at least four times per year to monitor, review and report on progress.	Quarterly 2019, 2020, 2021	
	• Ensures Aboriginal and Torres Strait Islander peoples are represented on the RWG.	June 2019, 2020, 2021	
	• Maintain and Revise a RWG Terms of Reference annually.	November 2019, 2020, 2021	
14. Provide appropriate support for effective implementation of RAP commitments.	• Embed resource needs for RAP implementation.	June 2019	
	• Senior Management to ensure annual review of company practice on engagement with Aboriginal and Torres Strait Islander communities.	December 2021	
	• Embed appropriate systems and capability to track, measure and report on RAP commitments.	June 2019	
	• Appoint an internal RAP Champion from Corporate and Operations management.	June 2019, 2020, 2021	
	• RAP Steering Committee includes representation from Senior Management.	December 2021	
	• Embed key RAP actions in performance expectations of senior management and all staff.		
	• Delivery of RAP actions are cascaded from Senior Management down to staff as part of Performance Review process. This includes mid and end of year reviews.		



Members of the Djarindjin Aboriginal Corporation Board, with INPEX representatives Daniel Loden and Irene Stainton at the Dampier Peninsula.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</p>	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	<p>30 September 2019, 2020, 2021</p>	<p>General Manager External Affairs</p>
	<ul style="list-style-type: none"> Report RAP progress to all staff and senior leaders quarterly. 	<p>December 2021</p>	
	<ul style="list-style-type: none"> Publicly report against our RAP commitments annually, outlining achievements, challenges and learnings. 	<p>November 2019, 2020, 2021</p>	
	<ul style="list-style-type: none"> Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. 	<p>May 2020</p>	
<p>16. Continue our reconciliation journey by developing our next RAP.</p>	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	<p>June 2021</p>	

Chairperson of the INPEX Larrakia Advisory Committee Bill Risk (left), with Larrakia people performing a smoking ceremony at the INPEX-operated Ichthys LNG onshore processing facilities at Bladin Point, Darwin.



INTERNAL GOVERNANCE AND GUIDANCE

Formal accountability for implementation of the INPEX Reconciliation Action Plan (RAP) resides at the most senior level with our President Director, Australia. Oversight is provided through the RAP Steering Committee made up of senior leaders from across the organisation.

RAP STEERING COMMITTEE

President Director Australia

Vice President Corporate Coordination

Vice President Operations

Vice President Technical

General Manager External Affairs

General Manager Human Resources
and Business Services

Manager Aboriginal Affairs

INPEX LARRAKIA ADVISORY COMMITTEE

Established in 2016, the INPEX Larrakia Advisory Committee (formerly INPEX Larrakia Reference Group) provides advice to the company on a range of matters. This may include advice on the development of the INPEX RAP, where required.

RAP WORKING GROUP

The RAP Working Group is composed of INPEX Australia personnel who provide guidance to the RAP Steering Committee.

The working group has 12 members representing a cross-section of the workforce including three Aboriginal personnel from various regions across Australia. They actively participate in the development of the RAP and raise awareness throughout the company.

Manager Aboriginal Affairs

Manager External Affairs

Maintenance Manager

Business Support Manager

Principle HR Business Partner,
Diversity and Inclusion

Senior Contracts Engineer

Senior Contracts Engineer – Services

Senior Materials and Corrosion Engineer

Aboriginal Affairs Advisors

Aboriginal and Torres Strait Islander
Coordination Advisor

Instrumentation and Controls Engineer

Junior Geologist

The INPEX logo consists of the word "INPEX" in a bold, white, sans-serif font, centered within a dark purple square.

RECONCILIATION ACTION PLAN

August 2019 to July 2022

Contact details

*For public enquiries about INPEX's RAP please contact
INPEX's Aboriginal Affairs team on +61 8 6213 6000*

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