



## RAP Report 2020

These actions help INPEX fulfil our 2020 Reconciliation Action Plan (RAP) commitments. They build upon our previous efforts and are consistent with the requirements of Reconciliation Australia's Stretch RAP framework.

### Relationships

Action	Timeline	Deliverables	Responsibility	Outcome
Build relationships through celebrating National Reconciliation Week (NRW).	27 May - 3 June 2020	Organise three internal NRW events, including at least one organisation-wide NRW event, each year.	General Manager Corporate Affairs	Due to COVID-19 restrictions, face-to-face events and activities planned for 2020 were not possible. Online activities were provided to celebrate NRW and included: <ul style="list-style-type: none"> <li>- Intranet articles on 19-21 and 27 May and 2-3 June.</li> <li>- INPEX Aboriginal and Torres Strait Islander employee profiles on 25-26 May.</li> <li>- Yammer posts on 21, 27, 29 May.</li> <li>- Live feed presentation - Ursula Raymond, NT Deputy Treaty Commissioner on 27 May.</li> <li>- Irene Stainton pre-recorded story for INPEX Insights titled: Our RAP Journey.</li> <li>- Pre-start meetings notifications and facts on Aboriginal and Torres Strait Islander peoples, community and culture 27 May-3 June.</li> </ul>
		Register all our NRW events on Reconciliation Australia's NRW website.		INPEX's NRW events registered on Reconciliation Australia's website.
		Encourage and support staff and senior leaders to participate in two external events to recognise and celebrate NRW.		All staff encouraged to participate in NRW events. This included staff being invited to share a photo/video of themselves undertaking an Acknowledgement of Country via our social media platform Yammer. A number of individuals participated in the event.
		RAP Working Group members to participate in one external NRW event.		Unable to be achieved due to social distancing requirements resulting from COVID-19 pandemic.

Action	Timeline	Deliverables	Responsibility	Outcome
Build relationships through celebrating National Reconciliation Week (NRW).	27 May - 3 June 2020	Invite Aboriginal and/or Torres Strait Islander community member/s into our offices to connect and share experiences.	General Manager Corporate Affairs	Through Larrakia Nation Aboriginal Corporation, Larrakia artists Joe Raymond and Kenny Reid were invited to attend the Darwin corporate office to create a Larrakia-themed mural which is proudly and prominently displayed. In addition, paintings by Naomi Briston and Maurice Fejo were also commissioned and are on display. A handover ceremony was well attended.
		Support an external NRW event that could include in kind support and/or partnering with community organisations.	General Manager Corporate Affairs	INPEX supports the annual NRW Street Banner Project through the Government of Western Australia. Unfortunately, this year the event was cancelled due to the COVID-19 pandemic.
		Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff.	General Manager Corporate Affairs	All staff provided with NRW resources and weblinks.
Maintain and leverage mutually beneficial relationships with Aboriginal and/or Torres Strait Islander peoples, organisations and communities to support positive outcomes.	December 2020	Develop and implement annual Aboriginal and/or Torres Strait Islander engagement plans.	General Manager Corporate Affairs	Aboriginal and Torres Strait Islander Engagement Plan reviewed and approved in March 2020.
		Continue to engage with other Aboriginal and/or Torres Strait Islander groups in Darwin, Broome and Perth to provide cultural advice and guidance.	General Manager Corporate Affairs	Aboriginal and Torres Strait Islander engagements were held with: - Darwin: INPEX Larrakia Advisory Committee, Larrakia Development Corporation, Larrakia Nation Aboriginal Corporation and the NT Indigenous Business Network. - Broome: Nirrumbuk Aboriginal Corporation, Djarindjin Aboriginal Corporation, Nyamba Buru Yawuru and the Kimberley Land Council. - Perth: Irene Stainton Consultancy.
		Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to continuously improve guiding principles for engagement.	General Manager Corporate Affairs	Scheduled meetings across 2020 continued with the INPEX Larrakia Advisory Committee, Larrakia Development Corporation, Larrakia Nation Aboriginal Corporation and the NT Indigenous Business Network in Darwin as INPEX continued to work with the organisations to enhance the efficiency of its engagements with representatives of the Larrakia people.
		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.	General Manager Corporate Affairs	Three meetings held with the INPEX Larrakia Advisory Committee. One was held face-to-face and two via video conference due to COVID-19. Ongoing meetings held with the Larrakia Development Corporation and Larrakia Nation Aboriginal Corporation.  Scheduled face-to-face meetings with Broome based stakeholders in first half of the year were deferred due to COVID-19 measures. Meetings with Nyamba Buru Yawuru, Nirrumbuk Aboriginal Corporation and Goolarri Media Enterprises held in October.

Action	Timeline	Deliverables	Responsibility	Outcome
Promote reconciliation through our sphere of influence.	27 May – 3 June 2020	Publicly communicate our commitment to reconciliation.	General Manager Corporate Affairs	We publicly communicate INPEX's commitment to reconciliation through our second Stretch RAP. This document is available via the Reconciliation Australia website and INPEX's intranet and internet. Additionally, our commitment can be seen in INPEX's Deadly Yarns publication which is produced twice a year and distributed to key internal and external stakeholders. INPEX also circulates reconciliation-related stories and commitments via our social networking pages such as Facebook, Yammer, Twitter and LinkedIn.
		Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes.	General Manager Corporate Affairs	INPEX has positively influenced the following external stakeholders to drive reconciliation outcomes through the provision of advice and other cultural presentations: <ul style="list-style-type: none"> <li>- Telethon Kids Institute</li> <li>- Petroleum Women's Network</li> <li>- Role Models &amp; Leaders Australia's Girls Academy</li> <li>- MIZCO and Monadelphous</li> <li>- NT Indigenous Business Network.</li> </ul>
		Encourage our staff to provide volunteer support to community organisations promoting reconciliation where possible.	General Manager Corporate Affairs	INPEX staff are encouraged to support community organisations in their respective communities. In Darwin, Broome and Perth, INPEX staff regularly volunteer for events and organisations including: <ul style="list-style-type: none"> <li>- National Reconciliation Week</li> <li>- NAIDOC Week</li> <li>- International Women's Day</li> <li>- Palmerston Girls Academy (Darwin)</li> <li>- Taminmin Girls Academy (Darwin)</li> <li>- Clontarf Girls Academy (Perth)</li> <li>- Trachoma trailer (Darwin)</li> <li>- Police and Citizen's Youth Club (Broome)</li> <li>- Broome North Fishing Club (Broome).</li> </ul>
		Collaborate with four like-minded organisations to implement ways to advance reconciliation.	General Manager Corporate Affairs	INPEX advances our reconciliation journey through ongoing and active collaboration with INPEX contractors. Presentation of INPEX's RAP journey made to approximately 50 members of the NT Indigenous Business Network in Darwin.
	June, September 2020	Produce Deadly Yarns publication two times per year for distribution to internal (INPEX staff, contractors) and external stakeholders (Aboriginal and/or Torres Strait Islander individuals, organisations, businesses, government representatives and not-for-profit organisations).	General Manager Corporate Affairs	Deadly Yarns publication produced and distributed to stakeholders in June and October.

Action	Timeline	Deliverables	Responsibility	Outcome
Promote reconciliation through our sphere of influence.	September 2020	Include RAP-related stories in GasWorks (intranet hub).	General Manager Corporate Affairs	RAP-related stories are provided in our fortnightly GasWorks (internal) online newsletter across the calendar year. Stories were provided for key events including International Women's Day, National Reconciliation Week and NAIDOC Week.
		Promote RAP activities on Yammer (internal social media channel).	General Manager Corporate Affairs	RAP events and positive follow up stories related to key events were uploaded to Yammer across the calendar year.
		RAP published to intranet and internet sites, as well as Reconciliation Australia website.	General Manager Corporate Affairs	INPEX's Stretch RAP August 2019 - July 2022 is available for viewing on INPEX's intranet and internet sites and also on the Reconciliation Australia website.
	December 2020	Annual RAP Report published on INPEX Australia website <a href="https://www.inpex.com.au/news-and-updates/publications/">https://www.inpex.com.au/news-and-updates/publications/</a>	General Manager Corporate Affairs	RAP Report 2020 uploaded to INPEX Australia website in December 2020.



INPEX's Mark Wilson, Sue Towart, Roland Houareau and Irene Stainton with NT Indigenous Business Network's Stephen Cardona, Network Advisor.



INPEX General Manager Northern Territory Roland Houareau with Katherine West Health Board CEO Simon Cooney at the handing over of the Trachoma Trailer.

Action	Timeline	Deliverables	Responsibility	Outcome
Promote an inclusive working environment characterised by positive intercultural awareness and appreciation.	December 2020	Regularly review the HR Strategy concerned with diversity and inclusion.	General Manager Human Resources and Business Services	INPEX Australia Human Resources Strategy 2019 - 2023: The next phase - transforming into steady state production informs INPEX's approaches to diversity and inclusion. INPEX's five global values, which include Diversity, underpin INPEX Australia's guiding principles. INPEX continues to share the company's approach to Diversity and Inclusion via a video and brochure which was shared widely across the business as well as in management briefing sessions. Increasing visibility and awareness about the Company's commitment in this space is one way of contributing to the development of an inclusive work environment.
		Ensure all employees, including management, understand the INPEX Equal Employment Opportunity Policy.	General Manager Human Resources and Business Services	As per INPEX's Equal Opportunity, Bullying, Discrimination and Harassment Policy (0000-AN-POL-60001) all INPEX personnel are required to undertake online Equal Employment Opportunity (EEO) training and assessment every two years.
		Leadership will be accountable for demonstrating the INPEX value of Diversity.	General Manager Human Resources and Business Services	INPEX has established Diversity and Inclusion goals for 2019 - 2021 for the business. These are monitored and reported on regularly.
		Engage with Manager Aboriginal Affairs and Aboriginal Affairs Advisors to continuously improve our Equal Employment Opportunity, Discrimination and Harassment Standard.	General Manager Human Resources and Business Services	General Manage Corporate Affairs and Aboriginal Affairs advisors meet regularly with key Human Resources team members including Manager HR Strategy and Planning and HR Business Partner - Aboriginal and Torres Strait Islander to review key policies and standards.
		Continue Equal Employment Opportunity, Discrimination and Harassment training for all staff.	General Manager Human Resources and Business Services	All INPEX personnel are required to undertake an online Equal Employment Opportunity, Discrimination and Harassment training course every two years. In 2020, 519 individuals have undertaken the training module.



Taminmin and Palmerston Girls Academy students joined INPEX for International Women's Day 2020.



Aboriginal business owner Bradley Roe of All Fix Mechanical, in his workshop.

## Respect

Action	Timeline	Deliverables	Responsibility	Outcome
Increase understanding, value and recognition of Aboriginal and/or Torres Strait Islander cultures, histories and knowledge through cultural learning.	December 2020	Conduct a review of cultural learning needs within our organisation.	General Manager Human Resources and Business Services	Cultural awareness continues to be a priority for new INPEX personnel in addition to cultural learning opportunities being provided across the year to the broader workforce. Unfortunately during 2020 there were fewer opportunities for face-to-face learning due to COVID-19.
		Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the implementation of a cultural learning activity.	General Manager Human Resources and Business Services	INPEX continues to engage Kooya Consultancy (Perth) and Cross Cultural Consultants (Darwin) to deliver an organisation-wide, location specific, Aboriginal Cultural Awareness Program. Both consultancies are Aboriginal owned and operated.
		Implement and communicate a cultural learning strategy for our staff.	General Manager Human Resources and Business Services	INPEX has the following guideline, policy and standard in place: - Aboriginal and Torres Strait Islander Acknowledgement Guideline (0000-A0-GLN-60016) - Aboriginal and Torres Strait Islander Engagement Policy (0000-A0-POL-60003) - Aboriginal and Torres Strait Islander Engagement Standard (0000-A0-STD-60006).
		Commit all RAP Working Group members, HR managers, senior executive group and all new staff to undertake formal and structured cultural learning.	General Manager Human Resources and Business Services	All INPEX personnel are required to undertake formal and structured cultural learning through our Aboriginal Cultural Awareness Programs delivered by Cross Cultural Consultants (Darwin) and Kooya Consultancy (Perth).
		All personnel 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.	General Manager Human Resources and Business Services	Training opportunities are provided in Darwin and Perth regularly throughout the year and all personnel who have training outstanding are notified to encourage attendance. In 2020, 79 people have attended this training with two more courses being held before the end of the year. Due to COVID-19, this training has been delivered virtually.
	September 2020	Encourage staff to participate in annual RAP engagement survey.	General Manager Human Resources and Business Services	RAP Engagement Survey will be developed for implementation in 2021.
	December 2020	All Australian-based Vice Presidents undertake face-to-face cultural learning activities.	General Manager Human Resources and Business Services	Due to impact of COVID-19, INPEX Australian-based Vice Presidents have been unable to undertake face-to-face cultural learning. They have however been able to participate in online and pre-recorded activities to promote greater understanding in 2020.

Action	Timeline	Deliverables	Responsibility	Outcome
Demonstrate respect to Aboriginal and/or Torres Strait Islander peoples by observing cultural protocols.	December 2020	Invite local Elders to provide a Welcome to Country or other significant cultural protocol at three significant events each year, including: - National Reconciliation Week (27 May - 3 June) - NAIDOC Week (July) - Company Shu-kai events.	General Manager Corporate Affairs	Welcome to Country provided by local Elders (or individuals authorised to do so by Elders) at the following events in 2020: - International Women's Day - National Reconciliation Week - NAIDOC Week - Company Shu-kai event.
		Invite a Traditional Owner to provide a Welcome to Country at all major INPEX events.	General Manager Corporate Affairs	Traditional Owner-authorized representatives invited and provided Welcome to Country at the following major INPEX events: - Company Shu-kais in Darwin and Perth - INPEX-sponsored Broome Chamber of Commerce and Industry events.
		Staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events and important meetings.	General Manager Corporate Affairs	Staff and Senior Leaders provided Acknowledgement of Country at all public and important meetings. All internal and external presentations also include an Acknowledgement of Country.
		Continue to display Acknowledgement of Country plaques in our offices: - Darwin corporate office - Darwin ILNG onshore facilities - Perth head office.	General Manager Corporate Affairs	Acknowledgement plaques of local Traditional Owners in INPEX office foyers in: - Darwin corporate office - Darwin ILNG onshore facilities - Perth head office.
Engage with Aboriginal and/or Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	8-15 November 2020	Ensure opportunities are provided for all Aboriginal and/or Torres Strait Islander staff to participate in local NAIDOC Week events where practical.	General Manager Corporate Affairs	Aboriginal and Torres Strait Islander staff are supported to engage in local NAIDOC events.
		Continue to support all staff to participate in at least two NAIDOC Week events in the local community where practical.	General Manager Corporate Affairs	Staff are encouraged to participate in NAIDOC Week events in the local community, where practical, through Yammer posts containing information about public events open to all in the community.
		Increase cultural engagement within our organisation to demonstrate appreciation of Aboriginal and/or Torres Strait Islander peoples, actively encouraging staff participation in cultural activities.	General Manager Corporate Affairs	INPEX is continuing to implement a variety of cultural engagement activities in each of the locations it operates to ensure continued appreciation and understanding of Aboriginal and Torres Strait Islander peoples and cultures. In Perth, 16 tickets to local Aboriginal cultural tours in the CBD were provided to staff as a prize for participation in NAIDOC Week activities.
		Support the Perth, Darwin and Broome NAIDOC committees.	General Manager Corporate Affairs	INPEX and Ichthys LNG joint venture provide financial sponsorship to each of the respective NAIDOC organisations or committees in Darwin, Broome and Perth in addition to local staff participating at various events in each location.

Action	Timeline	Deliverables	Responsibility	Outcome
Engage with Aboriginal and/or Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	8-15 November 2020	Hold an internal NAIDOC Week event and another event which is open to the public annually.	General Manager Corporate Affairs	COVID-19 has impacted on our ability to deliver a full NAIDOC Week program of events in 2020, however the following events were conducted: - Two pre-recorded interviews also provided to INPEX staff via MS Teams. Topics were: - Aboriginal Cultural Heritage - Savanna Fire Management Project.
		In consultation with Aboriginal and/or Torres Strait Islander stakeholders, support three external NAIDOC Week events each year, including Darwin, Broome and Perth.	General Manager Corporate Affairs	INPEX and Ichthys LNG joint venture support NAIDOC Week in Darwin, Broome and Perth through its sponsorship of events hosted by Larrakia Nation Aboriginal Corporation (Darwin), Goolarri Media Enterprises - Kullarri NAIDOC Festival (Broome) and NAIDOC Perth Incorporated - NAIDOC Perth.
		Senior staff to verbally acknowledge NAIDOC Week and its importance at all INPEX NAIDOC Week events.	General Manager Corporate Affairs	General Managers and Vice Presidents across operations within INPEX provide acknowledgements of NAIDOC Week at all events. President Director, Australia also circulated an all personnel email acknowledging NAIDOC Week and encouraging participation of employees in their local communities.
		RAP Working Group to participate in one external NAIDOC Week event.	General Manager Corporate Affairs	Due to COVID-19 restrictions, the face-to-face event scheduled for Working Group has been deferred.
		Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week, where practical.	General Manager Corporate Affairs	HR policies and procedures have been reviewed during 2020 by Aboriginal Affairs advisors and members of Human Resources team to ensure there are no impediments to participation in NAIDOC Week.



Solid Pathways Program participants Joe Malezer, Dianne Deegan, Nathan Bann, Jacob Anderson, Jamie Collins and Jessica Procak.



INPEX UWA Aboriginal and Torres Strait Islander 2020 Scholarship recipients Madi Nelson and Jarrad McNeil.

## Opportunities

Action	Timeline	Deliverables	Responsibility	Outcome
Improve employment outcomes by increasing Aboriginal and/or Torres Strait Islander recruitment, retention and professional development.	December 2020	Retain 10 Solid Pathways Program positions across the organisation to support Aboriginal and/or Torres Strait Islander employment outcomes.	General Manager Human Resources and Business Services	Eight Solid Pathways Program (SPP) positions were filled during 2020. Three of the SPP participants transitioned into continuous employment. There are currently five positions. The positions are: <ul style="list-style-type: none"> <li>- Scheduler/Planner: ILNG onshore processing facilities (Darwin)</li> <li>- Terminal Operations Officer: ILNG onshore processing facilities (Darwin)</li> <li>- Offshore Service Technician - FPSO Venturer (x2)</li> <li>- Scheduler/Planner (Perth).</li> </ul>
Increase Aboriginal and/or Torres Strait Islander recruitment and retention in our third-party contracts.	December 2020	Employ an average of 60 Aboriginal and/or Torres Strait Islander peoples through our Operations' subcontractors across Ichthys LNG's operational life.	Vice President Operations	Outcome has been achieved with contractors reporting figures collectively in excess of 100 positions.
Support Aboriginal and/or Torres Strait Islander peoples' education participation.	December 2020	Provide two tertiary-based scholarships annually at the University of Western Australia (UWA) for Aboriginal and/or Torres Strait Islander students.	General Manager Corporate Affairs	Two INPEX UWA Aboriginal and Torres Strait Islander Scholarships were awarded in 2020.
		Increase social investment in science, technology, engineering and mathematics (STEM) related initiatives in Darwin, Broome and Perth.	General Manager Corporate Affairs	INPEX and Ichthys LNG joint venture supported the following STEM-related initiatives in 2020: <ul style="list-style-type: none"> <li>- Questacon</li> <li>- Charles Darwin University Scholarships (Darwin)</li> <li>- Engineers Australia Northern – STEM programs (Darwin)</li> <li>- Kimberley Education Regional Office: Careers-related website (Broome)</li> <li>- Petroleum Club of WA – Next Generation Program (Perth)</li> <li>- UWAYE (University of Western Australia Young Engineers).</li> </ul>

Action	Timeline	Deliverables	Responsibility	Outcome
Support Aboriginal and/or Torres Strait Islander peoples' education participation.	December 2020	Continue to support education initiatives in Darwin, Broome and Perth.	General Manager Corporate Affairs	INPEX and Ichthys LNG joint venture continue to support and has broadened its support for: <ul style="list-style-type: none"> <li>- Role Models &amp; Leaders Australia's Girls Academy</li> <li>- ALFNT Michael Long Leadership &amp; Learning Centre</li> <li>- UWA Aboriginal Scholarships.</li> </ul> Additionally, the Ichthys LNG joint venture is committed in the Larrakia Ichthys LNG Foundation Trust (LIFT) to provide benefit to the Larrakia people over the next 40 years. The A\$ 24 million package will be distributed for the sole benefit of the Larrakia people with a key initial focus area being the provision of education opportunities. There are three programs in place through the LIFT to date, to promote learning opportunities from childhood through to adulthood: <ul style="list-style-type: none"> <li>- Larrakia School Participation Program</li> <li>- Tertiary Scholarship Program</li> <li>- Upskilling Program.</li> </ul>
	March 2020	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.	General Manager Corporate Affairs	In Perth, 12 students from two metropolitan based Girls Academies along with one of the UWA INPEX scholarship recipients attended the INPEX International Women's Day event held in Perth. During the event, held specifically for the attendees, three INPEX employees shared their employment journey to reach their current roles at INPEX. <p>In Darwin, participants from the Palmerston and Taminmin Girls Academies joined about 100 INPEX staff at the ILNG onshore facilities and heard from former NT Chief Minister, Clare Martin. This was followed by a panel discussion with high achieving women of INPEX.</p>
	December 2020	Support INPEX employee engagement in external STEM related expos, careers fairs which include participation of Aboriginal and/or Torres Strait Islander students.	General Manager Corporate Affairs	INPEX continues to support employee engagement in external STEM activities however, due to the impacts of COVID-19 these were limited in 2020. INPEX employees did participate in Girls Academy career sessions in Darwin and Perth.

Action	Timeline	Deliverables	Responsibility	Outcome
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	December 2020	Review the Aboriginal and Torres Strait Islander Business Engagement strategy.	Vice President Operations	INPEX regularly reviews its Aboriginal and Torres Strait Islander Business Engagement Strategy.
		Develop opportunities for procurement of goods and services from Aboriginal and/or Torres Strait Islander owned businesses.	Vice President Operations	Ongoing action. As an example, engagement with the Larrakia Development Corporation (LDC) continues to grow through contracting opportunities at the Ichthys LNG onshore processing facilities in Darwin.
		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.	Vice President Operations	INPEX continues to utilise the ICNNT and Ichthys Project Aboriginal and Torres Strait Islander Business Directory for identification of capable businesses.  In addition, during 2020 INPEX sponsored the NT Indigenous Business Network to deliver a series of capability building workshops to Aboriginal and Torres Strait Islander businesses in the NT.
		Sponsor selected Aboriginal and/or Torres Strait Islander business focused workshops which increase capabilities of businesses to tender for and be awarded Project Packages.	Vice President Operations	INPEX 2020 sponsorship of the NT Indigenous Business Network included delivery of capacity building business workshops to its Aboriginal and Torres Strait Islander member businesses in Darwin and Alice Springs.
		Continue to support Aboriginal and/or Torres Strait Islander owned business engagement as a core business policy. 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 to 12. Target a total spend over the three years of greater than A\$ 1 million.	Vice President Operations	Ongoing action. INPEX regularly reviews its Aboriginal and Torres Strait Islander Business Engagement Strategy. Eight majority-owned and controlled Aboriginal and Torres Strait Islander businesses have been engaged by INPEX and its contracting partners in 2020 for work scopes to the value of more than A\$ 4 million.
		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.	Vice President Operations	INPEX and Ichthys LNG joint venture supported capacity building of Aboriginal and Torres Strait Islander-owned businesses through sponsorship of: - Broome Small Business Awards - Broome Chamber of Commerce and Industry in October - Chief Minister's NT Export and Industry Awards - Chamber of Commerce NT in November.
		Continue sponsorship of the NT Indigenous Business Network.	Vice President Operations	INPEX continues its sponsorship of the NT Indigenous Business Network in 2020.

Action	Timeline	Deliverables	Responsibility	Outcome
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	December 2020	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Vice President Operations	INPEX has an Australian Industry Participation (AIP) policy and commits to providing full, fair and reasonable opportunity for Australian industry to contribute where competitively possible, based on health, safety and environment, schedule, quality and cost.  Levels of AIP, including opportunity for Aboriginal and Torres Strait Islander business engagement, are a required consideration in all contracting and procurement activities.
		Train all relevant staff in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation or an equivalent organisation.	Vice President Operations	INPEX AIP Manager is the Company's contracting and procurement focal point relevant to Aboriginal Business engagement. AIP Manager is also a Company key contact for engagement with NT Indigenous Business Network and ICNNT.

## Governance

Action	Timeline	Deliverables	Responsibility	Outcome
Steering Committee oversees RAP development, implementation and review.	December 2020	Meet at least twice per year.	General Manager Corporate Affairs	Steering Committee met: - 29 April - 25 November
	November 2020	Steering Committee supports annual review of RAP and approves additional actions.	General Manager Corporate Affairs	Steering committee meeting on 25 November included discussion and agreement to endorse the RAP Report 2020.
RAP Working Group develops, implements, monitors and reviews actions.	Quarterly 2020	Meets at least four times per year to monitor, review and report on progress.	General Manager Corporate Affairs	Working Group met: - 19 February - 14 May - 13 August - 19 November
	June 2020	Ensures Aboriginal and Torres Strait Islander peoples are represented on the RWG.	General Manager Corporate Affairs	Working Group includes four Aboriginal and Torres Strait Islander individuals. Two in Darwin and two in Perth.
	November 2020	Maintain and revise a RWG Terms of Reference annually.	General Manager Corporate Affairs	RWG Terms of Reference reviewed in preparation for 2021.

Action	Timeline	Deliverables	Responsibility	Outcome
Provide appropriate support for effective implementation of RAP commitments.	December 2020	Senior Management to ensure annual review of company practice on engagement with Aboriginal and Torres Strait Islander communities.	General Manager Corporate Affairs	Steering Committee meeting on 25 November included review of relevant company practice on engagement with Aboriginal and Torres Strait Islander communities.
	June 2020	Appoint an internal RAP Champion from Corporate and Operations management.	General Manager Corporate Affairs	Vice President Corporate continued in role of internal RAP Champion.
	December 2020	RAP Steering Committee includes representation from Senior Management.	General Manager Corporate Affairs	RAP Steering Committee includes: <ul style="list-style-type: none"> <li>- President Director, Australia</li> <li>- Senior Vice President, Corporate</li> <li>- Senior Vice President, Operations</li> <li>- Vice President, Corporate</li> <li>- Vice President, Operations</li> <li>- Vice President, Supply Chain</li> <li>- General Manager, Human Resources and Business Services</li> <li>- General Manager, Corporate Affairs</li> <li>- Manager, Corporate Social Responsibility</li> <li>- Irene Stainton, Aboriginal Affairs Consultant</li> <li>- Aboriginal Affairs Advisor (secretariat)</li> </ul>
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	30 September 2020	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	General Manager Corporate Affairs	RAP Impact Measurement Questionnaire submitted to Reconciliation Australia on 30 September.
	Quarterly 2020	Report RAP progress to all staff and senior leaders quarterly.	General Manager Corporate Affairs	Quarterly RAP progress reports uploaded to the INPEX intranet site for all staff and senior leaders to view.
	November 2020	Publicly report against our RAP commitments annually, outlining achievements, challenges and learnings.	General Manager Corporate Affairs	RAP Report 2020 endorsed by Steering Committee and uploaded to INPEX internet site in December.
	May 2020	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	General Manager Corporate Affairs	INPEX participated in the biennial Workplace RAP Barometer.



Celebrating commissioning of local Larrakia artwork at INPEX Darwin office with representatives from the Larrakia Nation Aboriginal Corporation.