



INPEX Australia RAP Report 2022

We are pleased to present the final year-end report on INPEX’s Stretch Reconciliation Action Plan (RAP) 2019-2022 commitments. These actions build upon our previous efforts and are consistent with the requirements of Reconciliation Australia’s Stretch RAP framework.

Since commencing our reconciliation journey in 2013, INPEX’s RAP has been an integral tool to advance our reconciliation efforts. We are proud of our achievements, and in particular the remarkable progress we’ve made over the course of this RAP. We will continue to refine our structures and approaches and to advocate for reconciliation across our spheres of influence as we look to implement our next Stretch RAP 2023-2025.

Relationships

Action	Timeline	Deliverables	Responsibility	Outcome
1. Build relationships through celebrating National Reconciliation Week (NRW).	27 May - 3 June 2022	Organise three internal NRW events, including at least one organisation-wide NRW event, each year.	General Manager Corporate Affairs	Activities to celebrate NRW included: <ul style="list-style-type: none"> Intranet articles: <ul style="list-style-type: none"> NRW promotional article NRW resources and materials circulated to workforce Yammer posts: <ul style="list-style-type: none"> Acknowledgement of Country (digital) Events: <ul style="list-style-type: none"> NRW Virtual Breakfast hosted by Reconciliation WA Reconciliation WA Walk After-hours event at Aboriginal Bush Traders in Darwin Cultural moment related to NRW shared each morning. Offshore facilities included Aboriginal-themed dish every night for dinner during week.
		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. A selection of Perth-based staff and Senior Leaders participated in the NRW Virtual Breakfast hosted by Reconciliation WA on 27 May. Members of our Perth-based workforce participated in the Reconciliation Walk through Kings Park on 1 June. In Darwin, members of Darwin based workforce including management attended an after-hours event at Aboriginal Bush Traders on 1 June.

Action	Timeline	Deliverables	Responsibility	Outcome
		RAP Working Group members to participate in one external NRW event.		RAP Working Group members participated in the following NRW events: <ul style="list-style-type: none"> • NRW Virtual Breakfast (Perth) • Reconciliation Walk (Perth) • Aboriginal Bush Traders after-hours event (Darwin).
		Invite Aboriginal and Torres Strait Islander community member/s into our offices to connect and share experiences.		Ongoing COVID-19 restrictions in Darwin and Perth prevented INPEX extending invitations to Aboriginal and Torres Strait Islander community members to join us in NRW celebrations.
		Support an external NRW event that could include in kind support and/or partnering with community organisations.		Ichthys LNG and the NT Corporate Office team supported the Aboriginal Bush Traders event in Darwin on 1 June.
		Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff.		NRW resources including weblinks were provided to staff via intranet article promoting NRW on 20 May.
2. Maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, organisations and communities to support positive outcomes.	December 2022	Develop and implement annual Aboriginal and Torres Strait Islander engagement plans.	General Manager Corporate Affairs	Aboriginal and Torres Strait Islander stakeholder engagement plan reviewed and approved in Q2 2021.
		Continue to engage with other Aboriginal and Torres Strait Islander groups in Darwin, Broome and Perth to provide cultural advice and guidance.		INPEX Larrakia Advisory Committee meetings held 6 April, 15 June, 17 August and 23 November. In Broome, engagements were held with key stakeholders including Goolarri Media Enterprises (May, July), Nirrumbuk Aboriginal Corporation (May), KRED (May), Nyamba Buru Yawuru (May, July, August) and Woombooriny Amboon Angarrriya Partnership Initiative (WAAPI) (August).
		Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to continuously improve guiding principles for engagement.		Darwin Aboriginal stakeholder engagement meetings held in April, June, August and November. In Broome, Aboriginal stakeholder engagement meetings held in May, July, August.
		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.		Meetings held each quarter with Larrakia Development Corporation, Larrakia Nation Aboriginal Corporation and the INPEX Larrakia Advisory Committee (ILAC). Continued to engage with Nyamba Buru Yawuru, KRED, regarding INPEX and Ichthys LNG business activities and met in May, July and August. Madla Wharf naming ceremony November 2022 ILAC and other key Aboriginal and Torres Strait Islander stakeholders were invited to INPEX stakeholder event hosted by INPEX President Director Australia.
3. Promote reconciliation through our sphere of influence.	27 May – 3 June 2022	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 sites. Additionally, our commitment can be seen in INPEX's Deadly Yarns publication which was produced in May and October and distributed to key internal and external stakeholders.

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				INPEX continues to circulate reconciliation-related stories and commitments via our social networking pages such as Facebook, Yammer, Instagram and LinkedIn.
		Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes.		We continue to encourage INPEX's external stakeholders to commence, continue or further develop their own reconciliation journey through the provision of advice and other cultural presentations.
		Encourage our staff to provide volunteer support to community organisations promoting reconciliation where possible.		INPEX personnel are encouraged to support community organisations in their respective communities. In Darwin, personnel from INPEX and its contractors continued long-standing volunteer support at the NAIDOC BBQ breakfast and March in Darwin. In a new initiative, INPEX employees supported a jobs expo held at the remote NT community of Ramingining. Employees have also engaged in AFLNT programs including the Michael Long Learning and Leadership Centre (MLLLC) and community football program.
		Collaborate with four like-minded organisations to implement ways to advance reconciliation.		We advance our reconciliation journey through ongoing and active collaboration with Kooya Consultancy (Perth), Cross Cultural Consultants (Darwin), Reconciliation Australia, INPEX contractors and Nyamba Buru Yawuru (Broome).
	May 2022 October 2022	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 May and November.
	September 2022	Include RAP-related stories in GasWorks (intranet hub).	General Manager Corporate Affairs	20 RAP-related stories were provided in our fortnightly GasWorks (internal) online newsletter across the calendar year. Stories were provided for key events including National Reconciliation Week and NAIDOC Week.
		Promote RAP activities on Yammer (internal social media channel).		35 RAP related stories were uploaded to Yammer across the 2022 calendar year.
		RAP published to intranet and internet sites, as well as Reconciliation Australia website.		INPEX's Stretch RAP August 2019 - July 2022 is available for viewing on INPEX's intranet and internet sites and on the Reconciliation Australia website.
	December 2022	Annual RAP Report published on INPEX Australia website https://www.inpex.com.au/news-and-updates/publications/	General Manager Corporate Affairs	RAP Report 2022 uploaded to INPEX Australia website in December 2022.
4. Promote an inclusive working environment characterised by positive intercultural awareness and appreciation.	December 2022	Regularly review the HR Strategy related to diversity and inclusion.	General Manager Human Resources and Services	INPEX Australia Diversity and Inclusion: our approach 2021-2023 articulates the company's approach to diversity and inclusion. In addition to establishing a Diversity and Inclusion Steering Committee with representatives from senior management in 2022, a Working

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				Group from across the business will also be established in the first quarter of 2023.
		Ensure all personnel, including management, understand the INPEX Equal Employment Opportunity Policy.		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.		INPEX has implemented Diversity and Inclusion goals for 2021-2023 for the business. These are monitored and reported on regularly.
		Engage with Manager CSR and Aboriginal Affairs Advisors to continuously improve our Equal Employment Opportunity, Discrimination and Harassment Standard.		General Manager Corporate Affairs, Manager CSR and Aboriginal Affairs Advisors meet regularly with key Human Resources team members including Manager HR Strategy and Planning, Senior HR Business Partner – Diversity and Inclusion and HR Business Partner - Aboriginal and Torres Strait Islander to review relevant policies and standards.
		Continue Equal Employment Opportunity, Discrimination and Harassment training for all staff.		571 people have completed online Equal Employment Opportunity, Discrimination and Harassment training in 2022.



Perth personnel participated in Reconciliation WA's Virtual Breakfast.



NRW rollout on the CPF.



ESS Chef Shane Edwards (left) with INPEX Service Technician, Joe Malezer enjoying a NRW-themed meal on the FPSO.



Darwin Reconciliation week event at Aboriginal Bush Traders.

Action	Timeline	Deliverables	Responsibility	Outcome
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories and knowledge through cultural learning.	December 2022	Conduct a review of cultural learning needs within our organisation.	General Manager Human Resources and Services	As WA and the NT transition out of COVID-19 restrictions, Aboriginal Cultural Awareness training has recommenced via face-to-face delivery in Darwin and Perth. The training continues to be mandatory for new INPEX personnel. INPEX personnel were encouraged to participate in our second RAP engagement survey and the report will further inform our approaches to cultural learning within the organisation across our next Stretch RAP.
		Consult local Traditional Owners and Aboriginal and Torres Strait Islander advisors on the implementation of a cultural learning activity.		INPEX continues to engage Kooya Consultancy (Perth) and this year we renewed our agreement with Cross Cultural Consultants (Darwin) to deliver an organisation-wide and location-specific, Aboriginal Cultural Awareness Program. During 2022, INPEX also commenced broadening the knowledge and understanding of Aboriginal and Torres Strait Islander peoples through filming interviews related to Yawuru culture with a variety of Traditional Owners in Broome. The interviews will be shared with our workforce via the intranet.
		Implement and communicate a cultural learning strategy for our staff.		INPEX has the following Guideline, Policy and Standard in place: <ul style="list-style-type: none"> 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.		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). A review of our workforce cultural learning needs will be conducted in 2023 and rolled out across WA and NT in 2024-2025.
	September 2022	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.	Aboriginal Cultural Awareness sessions delivered to 167 individuals in 2022, within six months of them starting employment at INPEX.	
Encourage staff to participate in annual RAP engagement survey.		RAP engagement survey circulated to INPEX workforce on 14 September. The survey had 203 responses from across the business.		

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	2022	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 (3-10 July). 		INPEX celebrated significant Aboriginal and Torres Strait Islander events across the calendar year including Sorry Day, National Reconciliation Week and NAIDOC Week. COVID-19 restrictions in WA continued to impact some planned activities in Perth however, activities returned to normal in Darwin and Broome.
	December 2022	All Australian-based Vice Presidents undertake face-to-face cultural learning activities.		Eight out of eleven INPEX Australian-based Vice Presidents have undertaken INPEX's Aboriginal and Torres Strait Islander cultural awareness training. The remaining three will undertake training in 2023.
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	December 2022	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 (3-10 July) • Company Shu-kai events. 	General Manager Corporate Affairs	Welcome to Country provided by local Elders (authorised individuals) at the following events in 2022: <ul style="list-style-type: none"> • Darryn Wilson was authorised by Larrakia Elders to provide a Welcome to Country at a National Reconciliation Week held in Darwin. • NAIDOC Week by Whadjuk/ Ballardong Elder Freda Ogilvie • Company Shu kai (Town Hall) events provided by Barry McGuire, Nyoongar Elder.
		Invite a Traditional Owner to provide a Welcome to Country at all major INPEX events.		Traditional Owner-authorized representatives provided Welcome to Country at the following major INPEX events: <ul style="list-style-type: none"> • Company Shu Kai Perth provided by Nyoongar Elder, Barry McGuire • INPEX community events held in Broome in May and November 2022, provided respectively by Yawuru women, Dianne Appleby and Marie Edgar • Chair of the INPEX Larrakia Advisory Committee, Darryn Wilson, provided a Welcome to Country at a NRW event in Darwin and at a wharf renaming ceremony at the Ichthys LNG facility in Darwin, where the wharf was renamed to Madla Wharf Ichthys using Larrakia language • Larrakia Elder, Bill Risk, provided a Welcome to Country at an INPEX hosted SEA OCC event in Darwin .
		Staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events and important meetings.		Staff and senior leaders provide an Acknowledgement of Country at all public and important meetings. The Aboriginal Affairs team continue to field increased requests from across the business for support with appropriate wording for Acknowledgement of Country.
		Continue to display Acknowledgement of Country plaques in our offices: <ul style="list-style-type: none"> • INPEX Darwin corporate office • Ichthys LNG onshore facilities • INPEX Perth head office. 		Acknowledgement plaques of local Traditional Owners in INPEX office foyers in: <ul style="list-style-type: none"> • Darwin corporate office and Darwin Ichthys LNG onshore facilities acknowledging the Larrakia people. • Perth head office acknowledging the Whadjuk Nyoongar people.

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		Ensure opportunities are provided for all Aboriginal and Torres Strait Islander staff to participate in local NAIDOC Week events where practical.		Aboriginal and Torres Strait Islander staff are encouraged and supported to engage in local NAIDOC events, where practical.
7. Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	3-10 July 2022	Continue to support all staff to participate in at least two NAIDOC Week events in the local community where practical.	General Manager Corporate Affairs	<p>Darwin personnel were encouraged to participate in a suite of NAIDOC activities across the Darwin community including but not limited to:</p> <ul style="list-style-type: none"> Larrakia Nation Flag Raising ceremony attended by Onshore and Corporate team members INPEX sponsored the Larrakia Seniors NAIDOC luncheon which was attended by employees who engaged with community members INPEX employees participated in the annual Jak Ah Kit Memorial NAIDOC Golf Day in Darwin INPEX and contractor employees volunteered at NAIDOC BBQ, cooking for more than 1000 attendees ahead of the March NAIDOC Ball INPEX representatives attended the Darwin NAIDOC Ball. <p>Perth personnel were supported to attend:</p> <ul style="list-style-type: none"> NAIDOC Opening ceremony WA Museum Boola Bardip Stand Up Tour Perth NAIDOC Ball.
		Increase cultural engagement within our organisation to demonstrate appreciation of Aboriginal and Torres Strait Islander peoples, actively encouraging staff participation in cultural activities.		INPEX continues to explore 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. External cultural activities are also promoted to our workforce via Yammer and the intranet. This year, a "Cultural Moments" presentation was developed for all teams to use at the commencement of meetings held during NAIDOC week. The presentation educated personnel about the history of NAIDOC week and informed of the ways in which they could participate.
		Support the Perth, Darwin and Broome NAIDOC Committees.		INPEX continued sponsorship of NAIDOC organisations or Committees in Darwin, Broome and Perth.
		Hold an internal NAIDOC Week event and another event which is open to the public annually.		<p>The Darwin-based workforce held their annual Damper morning tea hosted at the onshore facilities by ESS and also enjoyed an Aboriginal-themed menu for the duration of the week.</p> <p>INPEX supported a NAIDOC BBQ breakfast which was held at Larrakia Park in Darwin and open to the public. INPEX and contractor personnel volunteered at this event. NAIDOC Week was also celebrated at INPEX-operated Ichthys offshore facilities with a damper morning tea and a week of Aboriginal-themed main meals.</p>

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				In Perth, our workforce enjoyed a Welcome to Country performed by Whadjuk/Ballardong Elder Freda Ogilvie and a keynote address by Nyoongar entrepreneur Gerry Matera prior to a Gather Foods (Aboriginal company) catered morning tea.
		In consultation with Aboriginal and Torres Strait Islander stakeholders, support three external NAIDOC Week events each year, including Darwin, Broome and Perth.		INPEX supported 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. Events sponsored included: <ul style="list-style-type: none"> • Kullarri NAIDOC Festival including Awards night in Broome • NAIDOC Balls in Darwin and Perth. INPEX personnel attended the NAIDOC Balls in both locations and an employee presented awards on behalf of INPEX in Broome.
		Senior staff to verbally acknowledge NAIDOC Week and its importance at all INPEX NAIDOC Week events.		The President Director Australia, Senior Vice Presidents, Vice Presidents and General Managers across INPEX's operations strongly support NAIDOC Week and the participation of staff where practical.
		RAP Working Group to participate in one external NAIDOC Week event.		Perth-based RAP Working Group members attended the NAIDOC Ball on 30 July and were encouraged to attend the Boola Bardip Stand Up tour at the WA Museum. Members based in Darwin were able to attend several events including the flag raising ceremony, annual march and BBQ breakfast and the NAIDOC ball and awards night.
		Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week, where practical.		HR policies and procedures were reviewed during 2022 by Aboriginal Affairs Advisors and Senior HR Advisor – Diversity and Inclusion to ensure there are no impediments to participation in NAIDOC Week.



INPEX representation at the NAIDOC Ball in Darwin.



NAIDOC Flag raising ceremony to commence celebration in Darwin.



Young Indigenous Women's STEM camp in Darwin.

Opportunities

Action	Timeline	Deliverables	Responsibility	Outcome
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	December 2022	Increase INPEX direct employment of Aboriginal and Torres Strait Islander peoples to 36 people or three per cent of employees.	General Manager Human Resources and Services	As of December 2022, there were 49 Aboriginal and Torres Strait Islander people directly employed by INPEX.
		Retain 10 Solid Pathways Program positions across the organisation to support Aboriginal and Torres Strait Islander employment outcomes.		There are currently 17 Solid Pathways Program participants at varying stages of completion. The additional seven positions were approved by RAP Steering Committee in recognition of impacts of COVID-19 which stalled advertising and engagement of participants across 2020.
		Prioritise the use of local Traditional Owner networks to circulate prospective employment opportunities for roles in Darwin, Broome and Perth.		INPEX's approach to advertising employment opportunities using mainstream mediums such as Seek and NT News for targeted Aboriginal and Torres Strait Islander roles, in addition to circulating through localised Traditional Owners and other local Aboriginal networks including key Larrakia stakeholders, universities and direct emails to Larrakia individuals has resulted in positive outcomes. In Perth, opportunities are circulated to key Aboriginal and Torres Strait Islander networks including the Centre of Aboriginal Studies at the key WA universities, as well as directly to individuals.
		Ensure Aboriginal and Torres Strait Islander networks and connections are utilised to communicate available employment opportunities.		Emails providing information about employment opportunities distributed to key Aboriginal and Torres Strait Islander networks including Centre of Aboriginal Studies at the key WA and NT universities.
		Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.		Regular contact between Aboriginal Affairs team members, Solid Pathways Program participants, their supervisors and other Aboriginal staff are held. The regular meetings focus on challenges, opportunities and career development and retention opportunities within INPEX. In 2023, there will be a greater focus on networking opportunities for all INPEX Aboriginal and Torres Strait Islander employees and ensuring greater efforts around retention and career development.
		Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders, including engaging with the INPEX Larrakia Advisory Committee for Darwin opportunities.		Emails providing information about employment opportunities are distributed to key Aboriginal and Torres Strait Islander stakeholders including the INPEX Larrakia Advisory Committee, Larrakia Development Corporation, Larrakia Nation Aboriginal Corporation in Darwin and Nirrumbuk Aboriginal Corporation and Nyamba Buru Yawuru in Broome.
		Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.		INPEX continually reviews the policies related to Aboriginal and Torres Strait Islander employment practices including recruitment, mentoring, retention, career progression, performance management and separation of employment.

Action	Timeline	Deliverables	Responsibility	Outcome
		Aboriginal and Torres Strait Islander employees and contractors to be supported to take on management and senior level positions.		Career development and progression opportunities for Aboriginal and Torres Strait Islander employees are reviewed as part of the ongoing performance management process for all staff. Reward and recognition is encouraged.
		Review and update an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.		Review of policy conducted regularly with input from Aboriginal and Torres Strait Islander employees, key members of human resources team and diversity and inclusion representatives.
9. Increase Aboriginal and Torres Strait Islander recruitment and retention in our third-party contracts.	December 2022	Employ an average of 60 Aboriginal and Torres Strait Islander peoples through our operations' subcontractors across Ichthys LNG's operational life.	Vice President Operations	Contractor employment target has been achieved with contractors reporting the engagement of 119 Aboriginal and Torres Strait Islander peoples between Jan-Oct 2022.
10. Support Aboriginal and Torres Strait Islander peoples' education participation.	December 2022	Provide two tertiary-based scholarships annually at the University of Western Australia (UWA) for Aboriginal and Torres Strait Islander students.	General Manager Corporate Affairs	Two UWA scholarships awarded in 2022.
		Increase social investment in science, technology, engineering, and mathematics (STEM) related initiatives in Darwin, Broome and Perth.		In 2022, INPEX and the Ichthys Joint Venture supported the following STEM-related initiatives: <ul style="list-style-type: none"> • Arnhem, Northern and Kimberley Artists (ANKA) Aboriginal Corporation, Tools for Reading/Writing project (digital assistance technology-related) • Energy Club of WA – Next Generation Program (Perth/ regional WA) • Questacon, "STEM Futures" virtual professional development workshops for primary and high school teachers in the NT.
		Continue to support education initiatives in Darwin, Broome and Perth.		INPEX and the Ichthys Joint Venture have broadened their continued support for: <ul style="list-style-type: none"> • AFLNT Michael Long Leadership and Learning Centre • Foodbank NT's School Breakfast program • Charles Darwin University scholarships • UWA Aboriginal and Torres Strait Islander Scholarships • University of Notre Dame – On Country educational support for Aboriginal Teaching Assistants (students).



Norm Darcy, Operations Technician (Production), at the Ichthys LNG onshore processing facility.



Solid Pathways Program Participant, Kelly Rule in the Perth Office.



Solid Pathways Program Participant, Billy Bowles on the Ichthys Explorer CPF.



Matt Cubis, local Larrakia man and newly qualified Mechanical Fitter.

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	March 2022	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.		INPEX supported the Indigenous Women in Mining and Resources NT luncheon. Two Aboriginal INPEX women from the Ichthys LNG plant were the guest speakers and shared their perspective on working in non-traditional roles in the energy industry.
	December 2022	Support INPEX employee engagement in external STEM related expos, careers fairs which include participation of Aboriginal or Torres Strait Islander students.		In 2022, INPEX personnel participated in the following initiatives: <ul style="list-style-type: none"> • Energy Club WA's Next Generation school mentoring program, providing industry- and career-related information to years 8-10 students from 23 Perth and regional schools • AFLNT's Michael Long Learning and Leadership Centre (MLLLC) 'The Make Your Mark program', a week-long residential camp for Aboriginal students from remote communities in the NT • Career expo, hosted by Arnhem Land Progress Aboriginal Corporation in the community of Ramingining • NT Department of Education's 'Leaders of tomorrow Aboriginal Aspirations program' • CSIRO's Young Indigenous Women's STEM Academy's first STEM Camp.
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	December 2022	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 Torres Strait Islander owned businesses.		In addition to reviewing sourcing strategies for potential supply opportunities, INPEX is actively reviewing opportunities to increase the number of Aboriginal and Torres Strait Islander owned businesses registered for direct use within its Supply Chain Systems Vendor master. This is expected to lead to potential further opportunities for engagement of Aboriginal and Torres Strait Islander owned businesses directly with INPEX.
		Encourage the engagement of Aboriginal and 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.		INPEX continues to utilise the ICNNT and Ichthys Project Aboriginal and Torres Strait Islander Business Directory for identification of capable businesses.
		Sponsor selected Aboriginal and Torres Strait Islander business focused workshops which increase capabilities of businesses to tender for and be awarded Project Packages.		INPEX sponsored the Broome Chamber of Commerce and Industry to support capacity building initiatives in Broome, including a local capability register/concierge service and a series of business improvement workshops including business and project planning, understanding OHS laws and safety/risk management etc.
		Continue to support Aboriginal and Torres Strait Islander owned business engagement as a core business policy.		Contracting and Procurement sourcing strategies include the requirement for consideration of potential opportunities for Aboriginal and Torres Strait Islander owned businesses.

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		Target a 50 per cent increase on the current number of individual majority-owned Aboriginal and Torres Strait Islander 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 A\$ 1 million.		Since the start of the current RAP, the business contracting target has been met with the engagement of 23 Aboriginal and Torres Strait Islander majority owned and controlled businesses awarded work to the value of more than A\$ 13 million.
		Build capacity of Aboriginal and 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.		INPEX supported capacity building of Aboriginal and Torres Strait Islander-owned businesses through sponsorship of Broome Chamber of Commerce and Industry.
		Continue sponsorship of the Northern Territory Indigenous Business Network.		INPEX continued to proactively engage with NTIBN regarding new sponsorship opportunities Northern Territory Indigenous Business Network in 2022.
		Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.		Procurement process has been reviewed to ensure that consideration is given to identifying potential opportunities for Aboriginal and Torres Strait Islander business in sourcing strategies.
		Train all relevant staff in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation or an equivalent organisation.		INPEX's Supply Chain Sustainability Principal is the focal point relevant to Aboriginal and Torres Strait Islander business engagement. Supply Chain Sustainability Principal is also a company key contact for engagement with NT Indigenous Business Network and Industry Capability Network NT.



MLLC – Onshore Operations General Manager, Dave Dann.



Career Fair at Raminging.



Aboriginal Aspirations – Leaders of Tomorrow program.

Governance

Action	Timeline	Deliverables	Responsibility	Outcome
12. Steering Committee oversees RAP development, implementation and review.	December 2022	Meet at least twice per year.	General Manager Corporate Affairs	Steering Committee met: <ul style="list-style-type: none"> • 3 March • 9 May • 8 August • 5 December.
	November 2022	Steering Committee supports annual review of RAP and approves additional actions.		RAP Report circulated to RAP Steering Committee before distribution to Reconciliation Australia and upload to the INPEX website.
13. RAP Working Group (RWG) develops, implements, monitors and reviews actions.	Quarterly 2022	Meets at least four times per year to monitor, review and report on progress.	General Manager Corporate Affairs	RWG met: <ul style="list-style-type: none"> • 23 February • 27 April • 27 July • 15 November.
	June 2022	Ensures Aboriginal and Torres Strait Islander peoples are represented on the RWG.		RWG includes six Aboriginal and Torres Strait Islander individuals. Three in Darwin and three in Perth.
	November 2022	Maintain and revise a RWG Terms of Reference annually.		RWG Terms of Reference reviewed and updated in 2022.
14. Provide appropriate support for effective implementation of RAP commitments.	December 2022	Senior Management to ensure annual review of company practice on engagement with Aboriginal and Torres Strait Islander communities.	General Manager Corporate Affairs	The Aboriginal and Torres Strait Islander Engagement Plan is reviewed annually by the Aboriginal Affairs team and approved by the General Manager Corporate Affairs.
	June 2022	Appoint an internal RAP Champion from Corporate and Operations management.		Vice President Corporate continued in role of internal RAP Champion.
	December 2022	RAP Steering Committee includes representation from Senior Management.		RAP Steering Committee includes: <ul style="list-style-type: none"> • President Director Australia • Senior Vice President Corporate • Senior Vice President Operations • Vice President Corporate • Vice President Operations • General Manager Contracts and Procurement • General Manager Human Resources and Services • General Manager HSE • General Manager Corporate Affairs • Manager Corporate Social Responsibility • Specialist Aboriginal Affairs Consultant.
		Embed key RAP actions in performance expectations of senior management and all staff.		In 2022, RAP commitments were embedded into INPEX business goals. Progress was monitored and reported periodically.
	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.	Individuals' goals are set aligning to company-wide business goals. Progress of individual performances were reviewed periodically.		

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15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	30 September 2022	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	General Manager Corporate Affairs	RAP Impact Measurement Questionnaire response submitted to Reconciliation Australia on 28 September.
	Quarterly 2022	Report RAP progress to all staff and senior leaders quarterly.		Quarterly RAP progress reports were published on Intranet and made available to all personnel in 2022.
	November 2022	Publicly report against our RAP commitments annually, outlining achievements, challenges and learnings.		RAP Report 2022 uploaded to INPEX internet site and copy emailed to Reconciliation Australia prior to 31 December 2022.
	May 2022	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.		
16. Continue our reconciliation journey by developing our next RAP.	June 2022	Register via Reconciliation Australia's website to begin developing our next RAP.		Development of Stretch RAP 2023–2025 was progressed throughout 2022 with aim to launch in early 2023.