

INPEX Australia is committed to creating a work environment which supports the health and wellbeing of all personnel. It is recognised that individuals within our workplace may be experiencing and/or impacted by some form of domestic and family violence and may need support.

This Action Plan aims to improve awareness by all personnel that domestic and family violence is a significant issue in society affecting individuals, families, communities and workplaces.

INPEX Australia is committed to supporting individuals in our workplace who are affected by domestic and family violence.

| Our Objective | What we commit to | How we will do it | When will we do it |
|-------------------|---|---|---|
| Raising Awareness | Raising awareness of domestic and family violence within INPEX Australia. | <p>We will raise awareness within INPEX Australia by:</p> <ul style="list-style-type: none"> • Discussing the issues and drivers of domestic and family violence at various personnel forums such as at pre-starts, team meetings, INPEX Insights sessions. • Displaying information in the workplace to raise awareness of the sources of support internally within the business. • Identifying external support and resources to complement existing policies and resources within INPEX Australia. • Raising general awareness of INPEX Australia’s employee assistance provider (EAP) as an avenue for support. | <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> |
| Raising Awareness | Raising awareness of domestic and family violence in the broader community. | <p>We will help to raise awareness in the broader community by:</p> <ul style="list-style-type: none"> • Supporting various external events promoting the NO MORE and 16 days in WA campaigns. • Encouraging our personnel to participate in external events and initiatives promoting family and domestic violence awareness. • Working in partnership with industry groups to further amplify community awareness of domestic and family violence. | <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> |

| Our Objective | What we commit to | How we will do it | When will we do it |
|-----------------|---|--|---------------------------------------|
| Education | Educating and informing all INPEX Australia personnel on the issues and drivers of domestic and family violence. | INPEX Australia will: <ul style="list-style-type: none"> • Inform personnel of the workplace support available for people impacted by domestic and family violence. • Plan internal communications to promote awareness of INPEX Australia’s commitment to the NO MORE and 16 days in WA campaigns. • Participate in education sessions including general, specific peer support, HR and leadership sessions. | Ongoing Ongoing Ongoing |
| Respect for All | Creating a culture of inclusiveness and raising awareness by all personnel that domestic and family violence is a significant issue in society affecting individuals, families, communities and workplaces. | INPEX Australia will: <ul style="list-style-type: none"> • Consistently communicate the INPEX Values. • Strive to create workplaces which promote inclusiveness and diversity. Promote avenues available to allow personnel to raise issues where necessary (e.g. Fair Treatment, SODAN Hotline). | Ongoing Ongoing Ongoing |
| Review | Regularly reviewing our impact, achievements, challenges and future directions of the Domestic Violence Action Plan. | INPEX Australia will review and update this action plan at least annually, with amendments made as necessary. | Annually/As necessary |