



# INPEX Australia RAP Report 2024

We are pleased to present the annual report on INPEX's third Stretch Reconciliation Action Plan (RAP) 2023 -2025 commitments. The actions of this RAP are built upon our previous efforts and are consistent with the requirements of Reconciliation Australia's Stretch RAP framework.

Since commencing our reconciliation journey in 2013, RAP has been an integral tool to advance our reconciliation efforts and 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 sphere of influence as we continue our RAP journey with our current Stretch RAP 2023-2025.

## Relationships

Action	Deliverables	Timeline	Responsibility	Status	Description of status
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	Engage with local Aboriginal and Torres Strait Islander stakeholders and organisations where we operate to continuously improve guiding principles for engagement	December 2024	Manager Corporate Social Responsibility	Achieved	Ongoing engagement with Aboriginal stakeholders in the areas where INPEX is active. This includes Traditional Owners in Darwin, the broader NT and the Kimberley. The Aboriginal and Torres Strait Islander Stakeholder engagement strategy and plan are being updated.  The Grievance management procedure has been updated to incorporate considerations for removing cultural barriers.
	Regularly engage with Aboriginal and Torres Strait Islander stakeholders in the NT and the Kimberley to share information about business activities and opportunities	April, October 2024	Manager Corporate Social Responsibility	Achieved	Regular engagement with key Aboriginal and Torres Strait Islander stakeholders in the NT and WA. Ongoing consultation and engagement for new business activities, laying the foundation for ongoing sustainable engagement with Aboriginal and Torres Strait Islander traditional owner groups.
	Engage with the INPEX Larrakia Advisory Committee to seek guidance on opportunities for Larrakia people	March, June, September, December 2024	Manager Corporate Social Responsibility	Achieved	Held four meetings with the INPEX Larrakia Advisory Committee in 2024. Discussion topics included the implementation of the Larrakia Ichthys LNG Foundation Trust (LIFT) and a five-year review of the LIFT, INPEX business activities including the proposed carbon capture storage project, employment and business opportunities, environment and heritage related issues.


Action	Deliverables	Timeline	Responsibility	Status	Description of status
	Review, update and implement the Aboriginal and Torres Strait Islander Stakeholder Engagement Plan to work with Aboriginal and Torres Strait Islander stakeholders in the areas of our operations	February 2024	Manager Corporate Social Responsibility	In progress	Ongoing update of Aboriginal and Torres Strait Islander Stakeholder Engagement Strategy and Plan.
	Undertake a community perception survey each year to seek feedback from communities including key Aboriginal and Torres Strait Islander stakeholders on INPEX activities and effectiveness of engagement	December 2024	Manager Corporate Social Responsibility	Not achieved	No community perception survey occurred in 2024.
	Continue to maintain a minimum of four formal two-way partnerships with Aboriginal and Torres Strait Islander communities or organisations in areas of our operations	December 2024	Manager Corporate Social Responsibility	Achieved	Continued to maintain ongoing relationships with the Larrakia Development Corporation, Larrakia Nation Aboriginal Corporation, Djardajin Aboriginal Corporation and Nyamba Buru Yawuru.
2. Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's National Reconciliation Week (NRW) resources and reconciliation materials to all staff	27 May - 3 June 2024	Manager Corporate Social Responsibility	Achieved	Circulated NRW resources across the business via Intranet articles and social media. Events shared were both internal and external, with some INPEX-sponsored in the communities in which we operate. NRW events article were included in Deadly Yarns publication published internally (intranet) and externally (social media, including word of mouth).
	RAP Working Group members to participate in a minimum of two external NRW events	27 May - 3 June 2024	Vice President People and Collaboration	Achieved	Some of RAP Working Group members attended the following events organised by Reconciliation WA:  1. Perth; Reconciliation In-Person Breakfast 2. Reconciliation Memoirs 3. Walk for Reconciliation
	Encourage and support staff and senior leaders to participate in two external events to recognise and celebrate NRW	27 May - 3 June 2024	Vice President People and Collaboration	Achieved	Over 150 employees including some senior management attended NRW events across Perth, Darwin and Broome including:  1. Reconciliation WA in-person 2. Reconciliation WA Memoirs with Carol Innes 3. Reconciliation WA - Walk for Reconciliation event 4. NRW Trivia Night - hosted by Variety Club NT and Myriam Rose Foundation in Darwin 5. Reconciliation Week Markets in Broome

Action	Deliverables	Timeline	Responsibility	Status	Description of status
	Organise three internal NRW events, including at least one organisation-wide NRW event, each year	27 May - 3 June 2024	Manager Corporate Social Responsibility	Achieved	Four internal NRW events were held across INPEX Perth office, Darwin and offshore facilities.  1. Reconciliation Online Breakfast 2. Offshore - Daily NRW Quiz at Toolbox 3. Darwin/Onshore - NRW Morning Tea 4. NRW Daily Online Quiz for all personnel
	Register all our NRW events on Reconciliation Australia's NRW website	27 May - 3 June 2024	General Manager Corporate Affairs	Achieved	Registered 4x INPEX events on Reconciliation Australia website and Perth based events with Reconciliation WA including internal online quiz event.
	Engage two Aboriginal and Torres Strait Islander-owned businesses in arranging internal NRW events each year via procurement of goods or services	27 May - 3 June 2024	General Manager Corporate Affairs	Achieved	Three Aboriginal and Torres Strait Islander businesses were engaged throughout NRW.  1. Larrakia Nation (Darwin) - Welcome to Country, Guest Speaker and Cultural Performance 2. Gather Foods (Perth) - Catering (online breakfast) 3. FISH (Perth) - Prizes (gift cards) and products (tea for morning tea)
3. Promote reconciliation through our sphere of influence	Provide regular updates on RAP deliverables at key management meetings.	June, December 2024	General Manager Corporate Affairs	Achieved	Quarterly (4) updates provided to the RAP Steering committee meetings. Work to be done to support updates at further key management meetings.



Action	Deliverables	Timeline	Responsibility	Status	Description of status
	Undertake annual RAP engagement survey with all personnel and seek feedback for continuous improvement	September 2024	Manager Corporate Social Responsibility	Achieved	Held annual RAP engagement survey and received 227 responses. Findings were shared internally.
	Provide one educational session each quarter for all personnel to increase awareness and understanding of reconciliation including the Uluru Statement from the Heart	March, June, September, December 2024	General Manager Corporate Affairs	Partially met	Two educational sessions achieved in 2024: <ul style="list-style-type: none"> <li>Q2 – Reconciliation WA Virtual Breakfast during NRW Week from Perth</li> <li>Q3 – Indigenous Land and Sea Corporation (ILSC) presented at a lunch and Learn session during NAIDOC Week in Perth</li> </ul>
	Publicly communicate our commitment to reconciliation	December 2024	General Manager Corporate Affairs	Achieved	INPEX commitment to reconciliation was communicated through various events and publications throughout the year including NRW, NAIDOC events, Contractor Forums, RAP, Deadly Yarns, website and social media.
	Attend at least two quarterly RAP Leadership Gatherings a year	October 2024	Manager Corporate Social Responsibility	Achieved	Aboriginal Affairs Advisors attended two RAP Leadership Gatherings online events on 19 June and 21 August 2024.
	Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes	August 2024	General Manager Corporate Affairs	Achieved	Implemented various initiatives including: <ol style="list-style-type: none"> <li>1. RAP Contractor Forums – Darwin and Perth</li> <li>2. Inaugural internal networking event with Aboriginal and Torres Strait Islander employees and contractors based in Darwin</li> <li>3. Partnerships with Aboriginal stakeholders in the Kimberley and NT</li> </ol>
	Facilitate two workshops a year with a minimum of four contractors in each workshop to share success stories, challenges and opportunities for reconciliation.	November 2024	Vice President People and Collaboration and General Manager Corporate Affairs	Achieved	Held two Aboriginal and Torres Strait Islander contractor forums including: <ol style="list-style-type: none"> <li>1. In Darwin on 18 July 2024 with four onshore related contractors.</li> <li>2. RAP presentation at Industrial Relations Contractor Forum on 10 October 2024 in Perth with twenty contractors in attendance.</li> </ol>



Action	Deliverables	Timeline	Responsibility	Status	Description of status
	Provide opportunities for our community partners to share their reconciliation stories with our personnel and through our network via short videos, interviews and articles two times a year	March, August 2024	Manager Corporate Social Responsibility	Achieved	<p>Total of eight organisations were supported through providing opportunities to showcase their stories through various publications in 2024:</p> <ul style="list-style-type: none"> <li>• Savanna Fire Management program featured Territory Q magazine and a feature on the Tiwi Island program in the 2024 Blak Business magazine</li> <li>• Larrakia Rangers, Aboriginal Ranger Grant Program project funding announcement advertised in Territory Q magazine</li> <li>• Stars Foundation featured in Territory Q magazine</li> <li>• Michael Long Learning and Leadership Centre featured in Territory Q magazine</li> <li>• Feature on contractor employee who participated in Stars Foundation program career talk in TQ magazine</li> <li>• Djarindjin Aboriginal Corporation feature in Deadly Yarns</li> <li>• INPEX connects with Scholarship recipients at UWA</li> <li>• Nyamba Buru Yawuru 'Mangayin' Encouraging Youth Scholarships article in Deadly Yarns</li> </ul>
	Collaborate with four RAP and other like-minded organisations to implement ways to advance reconciliation	July and December 2024	Manager Corporate Social Responsibility	Achieved	<p>Collaborated with various organisations, through the RAP Contractor Forums in Darwin and Perth:</p> <ul style="list-style-type: none"> <li>• Darwin – Regional Asset Maintenance (RAM), Svitzer, Altrad and Monadelphous</li> <li>• Perth – 20 contractors in total attended</li> </ul> <p>Participated with Reconciliation WA – attending various Reconciliation events throughout the year, a way to meet other organisations to build networks focused on Reconciliation outcomes.</p>
	Include no less than 12 RAP-related stories in Gasworks (e-newsletter/intranet hub) and on company Yammer platform (internal social media channel) each year	December 2024	Manager Corporate Social Responsibility	Achieved	<p>Approximately 20+ RAP related stories were shared internally via e-newsletter/intranet hub, social media, and Deadly yarns newsletters (published two times a year).</p>
	Produce Deadly Yarns publication twice a year, sharing positive Aboriginal and Torres Strait Islander engagement stories	April and October 2024	Manager Corporate Social Responsibility	Achieved	<p>Two Deadly Yarns were issued in 2024:</p> <ol style="list-style-type: none"> <li>1. Issue 18 - August 2024</li> <li>1. Issue 19 – December 2024</li> </ol> 

Action	Deliverables	Timeline	Responsibility	Status	Description of status
4. Promote positive race relations through anti-discrimination strategies.	Continuously improve HR policies and procedures to foster diversity and inclusion	February 2024	Vice President People and Collaboration	Achieved	<ul style="list-style-type: none"> <li>Drafting of Recruitment Commitments</li> <li>Review of recruitment process and tools to ensure inclusive, merit-based approach. (ie job ads, interview guide)</li> <li>Review of Parental Leave Standard</li> <li>Desktop review of Cultural Leave</li> <li>Drafting new D&amp;I Strategy</li> </ul>
	Engage with Aboriginal and Torres Strait Islander staff and Aboriginal and Torres Strait Islander advisors to continuously improve our anti-discrimination policy	April 2024	Vice President People and Collaboration	Achieved	Aboriginal and Torres Strait Islander employees are supported through their direct line Team Leads, Managers and HRBP's in relation to ongoing workplace discussions in relation to anti-discrimination. INPEX has a Diversity and Inclusion Advisor in Perth and a ATSI Coordination Advisor based at the Onshore Facilities in Darwin.
	Provide ongoing educational opportunities for INPEX's senior leaders and managers on the effects of racism	June 2024	Vice President People and Collaboration	Achieved	<p>INPEX has a Diversity and Inclusion Working Group made up of 20 employees across the business and Diversity and Inclusion Working Steering Committee comprising 12 Senior Leaders.</p> <p>Information is also made available through diversity shares, and our DCA membership which includes research, support tools and webinars on the effects of Racism in the workplace.</p> <p>First focus group session held with onshore based Aboriginal and Torres Strait Islander employees where impacts of racism were raised. Measures including refresher of Aboriginal cultural awareness training are considered.</p>
	Senior leaders to officially support anti-discrimination campaigns, initiatives, or stances against racism	March 2024	Vice President People and Collaboration	Achieved	Aboriginal and Torres Strait Islander employees are supported through their direct line Team Leads, Managers and HRBP's in relation to ongoing workplace discussions in relation to anti-discrimination. INPEX has a Diversity and Inclusion Advisor in Perth and a ATSI Coordination Advisor based at the Onshore Facilities in Darwin.
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories and knowledge through cultural learning.	Conduct a review of workforce cultural learning needs	December 2023	Vice President People and Collaboration	In progress	Preparation of a scope of work for the cultural learning needs review is underway, anticipated to be completed by December 2025.
	Use findings of the review to consider and implement further cultural learning in addition to the existing Aboriginal Cultural Awareness Training	December 2024	Vice President People and Collaboration and General Manager Corporate Affairs	Not met	The cultural learning strategy has not been developed pending on the cultural learning review.

Photo caption: Compass and INPEX personnel and presenters at Aboriginal cultural awareness training hosted at the Compass Group office in Perth

Action	Deliverables	Timeline	Responsibility	Status	Description of status
	Consult local Traditional Owners and Aboriginal and Torres Strait Islander advisors on the implementation of a cultural learning strategy	December 2024	Vice President People and Collaboration and General Manager Corporate Affairs	Not met	The cultural learning strategy has not been developed pending on the cultural learning review.
	Implement and communicate a cultural learning strategy for our staff	March 2024	Vice President People and Collaboration and General Manager Corporate Affairs	Not met	The cultural learning strategy has not been developed pending on the cultural learning review.
	Commit all RAP Working Group members, HR managers, senior executive group and all new staff to undertake formal and structured cultural learning	December 2024	Vice President People and Collaboration and General Manager Corporate Affairs	Not met	The cultural learning strategy has not been developed pending on the cultural learning review.
	All RAP SC and RAP WG members to undertake cultural immersion activities	December 2024	Vice President People and Collaboration and General Manager Corporate Affairs	Not met	Cultural immersion activities have not been delivered.
	All maximum-term employees to undertake formal and structured face-to-face or online Aboriginal cultural learning. Ninety per cent of staff to complete cultural awareness training within 12 months of starting employment	December 2024	Vice President People and Collaboration	Achieved	92% of all employees have completed Cultural Awareness training.





## Respect

	Deliverables	Timeline	Responsibility	Status	Description of status
6. Increase opportunities for staff to build their cultural capacity through self-guided learning	Develop an online library for personnel to self-learn about Aboriginal and Torres Strait Islander cultures and knowledge e.g. short videos, interviews with Aboriginal and Torres Strait Islander peoples and digital resources	December 2024	General Manager Corporate Affairs	In progress	Content developing and draft webpage ongoing.
	Implement the online library and promote to personnel	December 2024	Manager Corporate Social Responsibility	Not met	Development and planning commenced in April 2024 and currently in progress.
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	Increase workforce understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country through sharing of short videos, interviews with Aboriginal and Torres Strait Islander peoples	December 2024	General Manager Corporate Affairs	Achieved	An Acknowledgement of Country is publicly shared through INPEX Stretch RAP 2023-25 and made available to INPEX's internal personal via the intranet.  Acknowledgment of Country has been included on INPEX's Australian website.
	Implement and communicate a cultural protocol document (tailored for all local communities in which we operate), including protocols for Welcome to Country and Acknowledgement of Country	February 2024	General Manager Corporate Affairs	In progress	Development of a cultural protocol document in progress.



Action	Deliverables	Timeline	Responsibility	Status	Description of status
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at six significant events each year	April, May, July, November 2024	General Manager Corporate Affairs	Achieved	<p>Welcome to Country provided by local Traditional Owners at various events:</p> <ul style="list-style-type: none"> <li>Larrakia Traditional Owner Nicole Brown – NRW Onshore Event</li> <li>Larrakia Traditional Owner Kelvin Costello - RAP Contractors Forum, Darwin in July 2024</li> <li>Larrakia Traditional Owner James Parfitt - NAIDOC Week Onshore Morning Tea event</li> <li>Larrakia Traditional Owner Yvonne Odegard - International Women's Day Onshore Event</li> <li>Larrakia Traditional Owner Mary Williams - Stakeholder Appreciation Event</li> <li>Yawuru Elder Dianne Appleby - Broome community update/business briefing, October 2024.</li> <li>Noongar Traditional owner Irene Stainton - Shu-kai event in November 2024</li> </ul>
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings	April, August, December 2024	General Manager Corporate Affairs	Achieved	Formal wording has been finalised for an 'Acknowledgement of Country' (AoC) which is being placed onto the INPEX Australia website. This AoC can be used for all important meetings throughout the business.
	Staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events	May, September 2024	General Manager Corporate Affairs	Achieved	Acknowledgement of Country was provided at key events including, Town Halls, Shukai, Harmony Week, National Reconciliation Week, NAIDOC Week and the RAP Contractor Forums.
	Display three Acknowledgment of Country plaques in our office/s or on our buildings	January 2024	General Manager Corporate Affairs	Achieved	Acknowledgement of Country plaque remains permanently displayed in main offices including Perth, Darwin and Ichthys LNG.



Action	Deliverables	Timeline	Responsibility	Status	Description of status
8. Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	RAP Working Group to participate in two external NAIDOC Week events	First week in July 2024	General Manager Corporate Affairs	Partially met	Several RAP Working Group members attended Perth and Darwin NAIDOC Ball, Darwin NAIDOC Opening & Flag raising ceremony, Elders luncheon, Darwin NAIDOC breakfast and March. A RAP WG member attended the Kullarri NAIDOC Awards in Broome in July 2024.
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week, where practical	June 2024	Vice President People and Collaboration	Achieved	No barriers identified in policies and procedures. Staff are actively supported and encouraged personnel to participate in events across our locations.
	Hold a minimum of three internal NAIDOC Week events	First week in July 2024	Manager Corporate Social Responsibility	Achieved	Three internal NAIDOC events were held: <ol style="list-style-type: none"> <li>1. Onshore Morning Tea – 9 July</li> <li>2. Perth Lunch &amp; Learn – Indigenous Land and Sea Corporation – 10 July</li> <li>3. Offshore NAIDOC Themed Dinner – during the week of NAIDOC</li> </ol>
	Continue to support all staff to participate in two NAIDOC Week events in our local area, where practical	First week in July 2024	Manager Corporate Social Responsibility	Achieved	All staff were supported and encouraged to participate in various NAIDOC events in Darwin, Perth, and Broome which we promoted on various social media both internally and externally, including: <ul style="list-style-type: none"> <li>• NAIDOC Opening Ceremony, Wellington Square Perth</li> <li>• NAIDOC Lunch and Learn in Perth</li> <li>• Larrakia Nation Flag Raising ceremony</li> <li>• Onshore NAIDOC Morning Tea</li> <li>• Larrakia Elders NAIDOC luncheon</li> <li>• Annual Jak Ah Kit Memorial NAIDOC Golf Day in Darwin</li> <li>• NAIDOC BBQ and Community March</li> <li>• NAIDOC Ball in Perth and Darwin</li> <li>• Kullarri NAIDOC Festival in Broome</li> <li>• Offshore Themed meals by contractors ESS</li> </ul>
	In consultation with Aboriginal and Torres Strait Islander stakeholders, support three external NAIDOC Week events each year	First week in July 2024	Manager Corporate Social Responsibility	Achieved	Three external events supported via sponsorships across Darwin, Broome and Perth. <ol style="list-style-type: none"> <li>1. Darwin – Larrakia Nation's NAIDOC Week events including Elders luncheon</li> <li>2. Broome - Kullarri NAIDOC Festival 2024</li> <li>3. Perth - NAIDOC Ball</li> </ol>
	Circulate NAIDOC promotional materials and resources to all staff	First week in July 2024	Manager Corporate Social Responsibility	Achieved	NAIDOC Week events were promoted internally through e-mails, Intranet, Yammer and pre-start meetings, circulated on the 1 and 8 of July



## Opportunities

Action	Deliverables	Timeline	Responsibility	Status	Description of status
9. Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy	February 2024	Vice President People and Collaboration	Achieved	INPEX is progressing the development of an Aboriginal employee Reference group.  Avenues currently available for feedback through RAP Working Group, D&I Working Group, and SPP Forum.
	Review and update an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy	March 2024	Vice President People and Collaboration	In progress	Recruitment tools reviewed and updated.
	All Aboriginal and Torres Strait Islander employees to have a Development Plan in place	February 2024	Vice President People and Collaboration	Achieved	Each INPEX employee has a yearly INPEX Goal Plan, whereby each employee identifies three ISTIP Goals and up to two Development Goals for the Calendar year. This is further measured and monitored through the check in survey tool.
	Develop and implement a Cultural Leave Policy	December 2023	Vice President People and Collaboration	Not met	Commenced review of existing Leave policy to identify opportunities for improvement to support for Aboriginal cultural needs which is still to be delivered.
	Engage at least two Aboriginal and Torres Strait Islander peoples in our early Talent Programs each year. Early talent programs include Vacation Work, Graduate Program, LNG Operator Traineeships	October 2024	Vice President People and Collaboration	Achieved	Two Aboriginal and Torres Strait Islander persons participating in the Production Operator trainee program.  The Two National Energy Technician Training Scheme (NETTS) Production Operators undertaking their second year of a four-year Traineeship.



Action	Deliverables	Timeline	Responsibility	Status	Description of status
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders	December 2024	Vice President People and Collaboration	Achieved	Implementation of a general EOI process for Aboriginal and Torres Strait Islander candidates in Perth and Darwin to build a talent pool to connect with available opportunities as they arise.
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace	February 2023	Vice President People and Collaboration	Achieved	Implemented Recruitment Commitments to assist in removing barriers to Aboriginal and/or Torres Strait Islander candidates in being considered for employment opportunities.
	Aboriginal and Torres Strait Islander employees to be supported to take on management and senior level positions	December 2024	Vice President People and Collaboration	Achieved	Active identification of Aboriginal and Torres Strait Islander nominees for launch of Emerging Leaders Program in 2024.  One Aboriginal employee promoted to Manager role, and one into Senior Planner role in 2024.
	Retain 90 per cent of Aboriginal and Torres Strait Islander employees each year	December 2024	Vice President People and Collaboration	Achieved	Successfully retained 92% of Aboriginal and Torres Strait Islander employees in 2024.
	Continue to fill and maintain 10 Solid Pathways Program (SPP) positions each year across the organisation to support Aboriginal and Torres Strait Islander employment outcomes. Support transition of SPP participants to ongoing roles	December 2024	Vice President People and Collaboration	Achieved	SPP recruitment campaign in 2024 resulting in placement of 5 new SPP participants commencing in early 2025.  Three SPP participants successfully transitioned into ongoing employment with INPEX.





Action	Deliverables	Timeline	Responsibility	Status	Description of status
	Provide employment opportunities to an average of 100 Aboriginal and Torres Strait Islander peoples through contractors in each year. Ten per cent of this deliverable (10 people) will be achieved through traineeships, apprenticeships and/or other developmental opportunities	December 2024	Vice President People and Collaboration	Achieved	125 headcount Aboriginal and Torres Strait Islander people including 18 apprentices and 15 trainees (development roles).
10. Support Aboriginal and Torres Strait Islander education participation.	Continue to provide two INPEX Aboriginal and Torres Strait Islander scholarships per year at the University of Western Australia	December 2024	General Manager Corporate Affairs	Partially met	Three scholarships were awarded to Aboriginal students through University of Western Australia in 2024. A new agreement covering the next term of scholarships was also finalised in 2024.
	Support education programs including science, technology, engineering and mathematics (STEM) related initiatives which include participation of Aboriginal and Torres Strait Islander students in Darwin, Broome and Perth through community investment and workforce participation	December 2023	General Manager Corporate Affairs	Achieved	<p>In 2024, INPEX and Ichthys Joint Venture sponsored and participated in the following education-related initiatives:</p> <ul style="list-style-type: none"> <li>• Energy Club WA – Next Generation Schools Program</li> <li>• Australian Resources &amp; Energy Employer Association (AREEA) Bright Futures STEM Program</li> <li>• AFLNT's Michael Long Learning and Leadership Centre (MLLLC) 'The Make Your Mark program'</li> <li>• Stars Foundation</li> <li>• Nyamba Buru Yawuru - Mangayin Youth Excellence Scholarships</li> <li>• Museum and Art Gallery NT – STEAM Program - Australia's First Scientists</li> </ul>
	Support INPEX employee/contractor engagement in external careers fairs and STEM-related expos which include participation of Aboriginal and Torres Strait Islander students, at least twice a year	December 2023	Vice President People and Collaboration	Achieved	<p>In 2024, INPEX employee and contractor personnel participated in the following initiatives:</p> <ul style="list-style-type: none"> <li>• Stars Foundation – Future Forums in Broome (WA) and Darwin (NT)</li> <li>• West Kimberley Career Expo 2024</li> <li>• Charles Darwin University Science Experience</li> <li>• Darwin Careers Expo</li> <li>• Charles Darwin University Careers Fair- Engineering &amp; Environment</li> </ul>
	Support a minimum of two forums/expos each year to promote career pathways into and within the energy industry for Aboriginal and Torres Strait Islander women. This will be through financial sponsorships of events and provision of INPEX and our contractors' Aboriginal and Torres Strait Islander female personnel as mentors or presenters	December 2024	Manager Corporate Social Responsibility	Achieved	<p>In 2024, INPEX and Ichthys Joint Venture supported the following programs:</p> <p>Stars Foundation – Future Forums in Broome (WA) and Darwin (NT). INPEX and Contractor female personnel (both Aboriginal and Torres Straits Islander and other) participated at each event, with career pathways relevant to the location.</p>

Action	Deliverables	Timeline	Responsibility	Status	Description of status
	Support a minimum of three health and wellbeing community investment programs in Darwin, Broome and Perth to contribute to positive physical, mental and cultural outcomes for Aboriginal and Torres Strait Islander peoples	December 2024	General Manager Corporate Affairs	Achieved	<p>In 2024, INPEX and the Ichthys Joint Venture supported the following programs:</p> <ul style="list-style-type: none"> <li>• Anglicare NT's SHAK youth hub</li> <li>• Foodbank SA &amp; NT's School Breakfast Program</li> <li>• Starlight Children's Foundation - Healthier Futures Initiative (NT)</li> <li>• The Kids Research Institute Australia (formerly Telethon Kids Institute) (Kimberley)</li> <li>• Ronald McDonald House (Perth)</li> </ul>
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Include Aboriginal and Torres Strait Islander business engagement in contracting and procurement category strategies	January 2024	Vice President Supply Chain	Achieved	INPEX Contracting and Procurement Category strategies include the requirement to consider opportunities for Aboriginal and Torres Strait Islander Businesses as part of its tendering and award process.
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander-owned businesses to staff	January 2023	Vice President Supply Chain	Achieved	<p>INPEX staff continue to engage with the Industry Capability Network Northern Territory and utilise Ichthys Project Aboriginal and Torres Strait Islander Business Directory for identification of capable businesses against available supply opportunities or procurement of goods and services. Inclusion within the Ichthys Aboriginal and Torres Strait Islander Business Directory requires that businesses are at least 51% majority owned by persons of Aboriginal and Torres Strait descent.</p> <p>We encourage staff to consider these resources when making procurement decisions and work to expand the directory where possible.</p>
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander-owned businesses.	January 2024	Vice President Supply Chain	Achieved	INPEX contracting processes and practices have been reviewed. INPEX sourcing strategies and tender and award process include a requirement to consider opportunities for Aboriginal and Torres Strait Islander Businesses and to actively identify them during the process.
	Continue to increase the number of Aboriginal and Torres Strait Islander-owned businesses engaged by INPEX or its business partners, with a target of 24 businesses over the three-year period.	December 2024	Vice President Supply Chain	Achieved	Between 2023 and 2024, INPEX and its suppliers have successfully engaged 21 Aboriginal and Torres Strait Islander-owned businesses.

Action	Deliverables	Timeline	Responsibility	Status	Description of status
	Continue to increase spend with Aboriginal and Torres Strait Islander-owned businesses engaged by INPEX or its contracting partners, with a target total spend of A\$ 15 million over the three-year period.	December 2024	Vice President Operations	Achieved	<p>INPEX and its supplier's collective spend in total of approximately over A\$18.2 million at end of Q4 2024. This includes 2023 and 2024 spend.</p> <p>Spend for 2024 totalled to approximately over \$10 Million.</p>
	Train all relevant staff in contracting Aboriginal and Torres Strait Islander-owned businesses through Supply Nation or an equivalent organisation.	December 2024	Vice President Supply Chain and Vice President People and Collaboration	In progress	We are actively exploring training opportunities with a Northern Territory based Aboriginal owned organisation.



Action	Deliverables	Timeline	Responsibility	Status	Description of status
	Support a minimum of two local business capacity-building initiatives in the Northern Territory and Western Australia. This will be through our community investment and sponsorships supporting initiatives such as capacity building workshops for local Aboriginal and Torres Strait Islander owned businesses and skill up programs for Aboriginal and Torres Strait Islander peoples.	December 2024	General Manager Corporate Affairs	Achieved	<p>In 2024, INPEX and Ichthys Joint Venture supported the following programs:</p> <ul style="list-style-type: none"> <li>• Broome Chamber of Commerce and Industry</li> <li>• Indigenous Business Month Sundowner Networking Event in Perth</li> <li>• Territory Natural Resource Management 2024 Conference</li> </ul>
12. Support social, cultural, and economic opportunities for Aboriginal and Torres Strait Islander communities.	Continue to work with the INPEX Larrakia Advisory Committee to support programs through the Larrakia Ichthys LNG Foundation Trust to enable social and economic development opportunities for Larrakia people.	December 2024	General Manager Corporate Affairs	Achieved	Total of 13 programs are currently supported under the Larrakia Ichthys LNG Foundation Trust ranging from education and training programs to social support programs for elderly.
	Continue to implement the Ichthys LNG environmental and greenhouse gas offsets programs in the Northern Territory to create positive environmental, cultural and economic outcomes for Aboriginal and Torres Strait Islander communities. This will include implementation of the Savanna Fire Management Program, Aboriginal Ranger Grants Program and establishment of a Conservation Agreement Area.	December 2024	General Manager Corporate Affairs / Vice President HSEQ, Risk and Assurance / General Manager Commercial	Achieved	<p>INPEX continues to implement the Ichthys Project Voluntary Offset Agreement (IPVOA) with the Northern Territory Government and progress the development of environmental offset conditions 11b and 11c under the Ichthys Project Commonwealth approval. Under the IPVOA there are three offset programs in which Aboriginal corporations are involved:</p> <ul style="list-style-type: none"> <li>• Program 4 (Ichthys Coastal Management Offset) has entered its fourth year of funding Aboriginal Ranger conservation programs</li> <li>• Program 9 (Savannah Fire Management) is in its 8th year of implementation</li> <li>• Program 13 (Blue carbon in the NT) has entered its second Phase of the project, and over the next two years will fund a pilot project on Aboriginal land involving Aboriginal Rangers</li> <li>• Program 14 (STEAM program) has commenced with Museum and Art Gallery of the NT. The five-year program includes First Nation scientist engagement</li> </ul> <p>INPEX continues to work with Charles Darwin University and Bawinanga Aboriginal Corporation to satisfy conditions 11b and 11c of the Ichthys Project Commonwealth approval by establishing a conservation area on Aboriginal land for 40 years.</p>





## Governance

Action	Deliverables	Timeline	Responsibility	Status	Description of status
13. Steering Committee oversees RAP development, implementation, and review.	Meet at least four times a year to drive and monitor RAP implementation.	March, May, August, December 2024	General Manager Corporate Affairs	Partially met	RAP Steering Committee met three times in 2024: <ul style="list-style-type: none"> <li>• 11 March 2024</li> <li>• 13 May 2024</li> <li>• 13 September 2024 – RAP updates were provided via e-mail</li> <li>• 25 November 2024</li> </ul>
	Steering Committee supports annual review of RAP and approves additional actions.	December 2024	RAP Steering Committee	In progress	Annual progress report will be reviewed by RAP Steering Committee and necessary actions will be discussed.
14. Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	December 2024	Manager Corporate Social Responsibility	Achieved	As of Q4 2024, five Aboriginal and Torres Strait Islander representatives in the RAP Working Group.
	Regularly review a Terms of Reference for the RWG.	December 2023	Manager Corporate Social Responsibility	In progress	Terms of Reference for the RAP Working Group and RAP Steering Committees were updated in 2024. Establishment of a new Aboriginal Employee Reference Group has been endorsed. This group will be made up of Aboriginal and Torres Strait Islander employees across our various sites, Onshore, Darwin Office, Offshore and Perth.
	Meet at least four times a year to implement, review and report progress to the Steering Committee.	February, April, July, November 2024	Manager Corporate Social Responsibility	Achieved	RAP WG met four times in 2024: <ul style="list-style-type: none"> <li>• March 2024</li> <li>• May 2024</li> <li>• September 2024</li> <li>• November 2024</li> </ul>
15. Provide appropriate support for effective implementation of RAP commitments.	Embed resource needs for RAP implementation.	May 2024	General Manager Corporate Affairs and Vice President People and Collaboration	Achieved	The Weavr program was implemented to support the capture, manage and track the RAP progression.
	Embed key RAP actions in performance expectations of senior management and all staff.	January 2024	Vice President People and Collaboration	Achieved	RAP implementation was included in one of deliverables under INPEX Australia's 2024 business goals.

Action	Deliverables	Timeline	Responsibility	Status	Description of status
	Embed appropriate systems and capability to track, measure and report on RAP commitments.	January 2024	General Manager Corporate Affairs	In progress	Ongoing use of Weavr to monitor the RAP actions and deliverables.
	Senior leaders role model and visibly demonstrate commitment to reconciliation with 75 per cent of functions completing at least one non-mandatory initiative connected to five dimensions of reconciliation led by a senior leader.	December 2024	Vice President People and Collaboration	Partially met	Participation in events for NRW and NAIDOC weeks across the business.  Participation in DCA webinars focussed on equality and Equity, and positive race relations.
	Maintain an internal RAP Champion from senior management.	January 2024	Vice President Corporate and Vice President Operations	Achieved	Bill Townsend, Senior Vice President Corporate and Joe Vetter, Vice President Operations are our current INPEX's RAP Champions.
	Include our RAP as a standing agenda item at senior management meetings including General Manager forums.	January 2024	General Manager Corporate Affairs	Partially met	Updates are a part of the RAP Steering Committee standing agenda
16. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	Contact Reconciliation Australia to verify our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 2024	Aboriginal Affairs Advisor	Achieved	INPEX provided verification of primary and secondary contacts in 2024.
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August 2024	Aboriginal Affairs Advisor	Achieved	Contacted Reconciliation Australia and obtained a link for the online RAP Impact Measurement Questionnaire.
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2024	Manager Corporate Social Responsibility	Achieved	Submitted the annual RAP Impact Measurement Questionnaire to Reconciliation Australia on time.
	Provide Quarterly RAP progress reporting to all staff and senior leaders.	October 2024	Manager Corporate Social Responsibility	Partially met	RAP Working Group and Steering Committee members have met each quarter and provided with progress updates.

