



RAP Report 2021

These actions help INPEX fulfil our 2021 Stretch 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 2021	Organise three internal NRW events, including at least one organisation-wide NRW event, each year.	General Manager Corporate Affairs	<p>Activities to celebrate NRW included:</p> <p>Intranet articles:</p> <ul style="list-style-type: none"> • NRW promotional article • NRW digital #MoreThanAWord <p>Yammer posts:</p> <ul style="list-style-type: none"> • Truth telling and hidden histories external NRW event • Promoted staff engagement in a #MoreThanAWord competition with gift basket prizes <p>Events:</p> <ul style="list-style-type: none"> • NRW Breakfast hosted by Reconciliation WA • Reconciliation WA Walk • Online event- Nyoongar Elder Irene Stainton interview with the Hon. Rosie Sahanna MLC
		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. For Perth based staff, this included the Walk for Reconciliation and the Truth-Telling and Hidden Histories event at the WA Museum Boola Bardip.
		RAP Working Group members to participate in one external NRW event.		<p>Perth based RAP Working Group members participated in the following NRW events:</p> <ul style="list-style-type: none"> • Morning tea hosted by Curtin University • Breakfast hosted by Reconciliation WA • NRW event hosted by South 32 • Reconciliation Walk

Action	Timeline	Deliverables	Responsibility	Outcome
Build relationships through celebrating National Reconciliation Week (NRW).		Invite Aboriginal and/or Torres Strait Islander community member/s into our offices to connect and share experiences.		In Perth, the Hon. Rosie Sahanna MLC was interviewed to talk about her career and her passion for looking after issues affecting Aboriginal and Torres Strait Islander peoples. This interview was made available to all INPEX personnel via online video on 1 June.
		Support an external NRW event that could include in kind support and/or partnering with community organisations.		INPEX purchased four hampers containing a variety of native products which were used to reward staff for participation in NRW events. Two were purchased from the Foundation for Indigenous Sustainable Health (FISH) for Perth based workforce and two from Songlines for Darwin based workforce.
		Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff.		Workforce provided with resources and weblinks via intranet article promoting NRW on 12 May.
Maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, organisations and communities to support positive outcomes.	December 2021	Develop and implement annual Aboriginal and/or 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/or Torres Strait Islander groups in Darwin, Broome and Perth to provide cultural advice and guidance.		INPEX Larrakia Advisory Committee meetings held 24 February, 19 May, 8 September and 17 November. In Broome, engagements were held with key stakeholders including Nirrumbuk Aboriginal Corporation, Djarindjin Aboriginal Corporation and Nyamba Buru Yawuru in April, September and October.
		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 February, May, September and November. In Broome, Aboriginal stakeholder engagement meetings held in April, September and October.
		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.		<ul style="list-style-type: none"> Meetings held each quarter with Northern Territory based Larrakia Nation Aboriginal Corporation and Larrakia Development Corporation and the INPEX Larrakia Advisory Committee Continued to engage with Djarindjin Aboriginal Corporation regarding INPEX and Ichthys LNG business activities and met in April and September.

Action	Timeline	Deliverables	Responsibility	Outcome
Promote reconciliation through our sphere of influence.	27 May – 3 June 2021	Publicly communicate our commitment to reconciliation.	General Manager Corporate Affairs	INPEX publicly communicates its 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, Instagram and LinkedIn.
		Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes.		INPEX has positively influenced our external stakeholders to drive reconciliation outcomes through the provision of advice and other cultural presentations. Stakeholders supported include: - PHI International (SAR Cadet Program) - Northern Territory Indigenous Business Network - Energy Club WA
		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 volunteered support at the NAIDOC BBQ breakfast in Darwin.
		Collaborate with four like-minded organisations to implement ways to advance reconciliation.		INPEX advances our reconciliation journey through ongoing and active collaboration with Kooya Consultancy (Perth), Cross Cultural Consultants (Darwin), Reconciliation Australia and INPEX contractors.
	June 2021 September 2021	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.

<i>Action</i>	<i>Timeline</i>	<i>Deliverables</i>	<i>Responsibility</i>	<i>Outcome</i>
Promote reconciliation through our sphere of influence (cont).	September 2021	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 National Reconciliation Week and NAIDOC Week.
		Promote RAP activities on Yammer (internal social media channel).		22 RAP related stories were uploaded to Yammer across the 2021 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 2021	Annual RAP Report published on INPEX Australia website https://www.inpex.com.au/news-and-updates/publications/ .	General Manager Corporate Affairs	RAP Report 2021 uploaded to INPEX Australia website in December 2021.

Action	Timeline	Deliverables	Responsibility	Outcome
Promote an inclusive working environment characterised by positive intercultural awareness and appreciation.	December 2021	Regularly review the HR Strategy concerned with diversity and inclusion.	General Manager Human Resources and Business Services	<p>INPEX Australia Human Resources Strategy 2019 - 2023: The next phase - transforming into steady state production informs INPEX's approach to diversity and inclusion.</p> <p>INPEX's five global values which includes Diversity, underpins INPEX Australia's guiding principles.</p> <p>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.</p> <p>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.</p>
		Ensure all employees, 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 established Diversity and Inclusion goals for 2019 - 2021. 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, Corporate Affairs, Manager CSR and Aboriginal Affairs Advisors meet regularly with key Human Resources team members to review key 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 2021.



Deadly Yarns published twice per year celebrating Aboriginal and Torres Strait Islander peoples, organisations and businesses that we engage with.



INPEX, TRACE and ESS Compass personnel supported the BBQ breakfast after the annual NAIDOC march in Darwin.



Nyoongar Elder, Irene Stainton interviewed the Hon. Rosie Sahanna MLC to share Rosie's experiences with INPEX personnel.

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 2021	Conduct a review of cultural learning needs within our organisation.	General Manager Human Resources and Business Services	Cultural Awareness continues to be mandatory for new INPEX personnel in addition to cultural learning opportunities being provided across the year to the broader workforce although 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.		In addition, INPEX personnel participated in a RAP engagement survey this year which was used to gauge interest in furthering cultural learning within the organisation.
		Implement and communicate a cultural learning strategy for our staff.		INPEX continues to engage Kooya Consultancy (Perth) and Cross Cultural Consultants (Darwin) to deliver an organisation-wide, location specific, Aboriginal Cultural Awareness Program.
		Commit all RAP Working Group members, HR managers, senior executive group and all new staff to undertake formal and structured cultural learning.		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).
	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.	All INPEX personnel are required to undertake formal and structured cultural learning.		
	September 2021	Encourage staff to participate in annual RAP engagement survey.		Perth-based RAP Working Group members participated in the Wanju Boorloo Cultural Tour in Perth CBD on 1 December.
	2021	Celebrate and recognise Aboriginal and Torres Strait Islander dates of significance including: <ul style="list-style-type: none"> - Sorry Day (26 May) - National Reconciliation Week (27 May – 3 June) - NAIDOC Week (July) 		Aboriginal Cultural Awareness sessions delivered to 142 individuals in 2021.
				RAP engagement survey circulated to INPEX workforce on 6 September. The survey had 229 responses from across the business.
				INPEX celebrated significant Aboriginal and Torres Strait Islander events across the calendar year including Sorry Day, National Reconciliation Week and NAIDOC Week.
				Ongoing COVID-19 restrictions have impacted some planned activities in Perth, Darwin and Broome.

Action	Timeline	Deliverables	Responsibility	Outcome
Demonstrate respect to Aboriginal and/or Torres Strait Islander peoples by observing cultural protocols.	December 2021	Invite local Elders to provide a Welcome to Country or other significant cultural protocol at three significant events each year, including: <ul style="list-style-type: none"> - National Reconciliation Week (27 May - 3 June) - NAIDOC Week (July) - Company Shu-kai events. 	General Manager Corporate Affairs	Welcome to Country provided by local Elders (or individuals authorised to do so by Elders) at the following events in 2021: <ul style="list-style-type: none"> - National Reconciliation Week - NAIDOC Week - Company Shu-kai (Town Hall) events provided by: <ul style="list-style-type: none"> - Irene Stainton, Nyoongar Elder - Robyn Collard, Nyoongar Elder - Marie Taylor, Nyoongar Elder
		Invite a Traditional Owner to provide a Welcome to Country at all major INPEX events.		Traditional Owner-authorized representatives invited and provided Welcome to Country at the following major INPEX events: <ul style="list-style-type: none"> - Company Shu-kai Perth provided by Nyoongar Elders Irene Stainton, Robyn Collard and Marie Taylor. - INPEX-sponsored Broome Chamber of Commerce and Industry events provided by Yawuru woman, Natalie Dean.
		Staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events and important meetings.		Staff and senior leaders provided Acknowledgement of Country at all public and important meetings. On a positive note, the Aboriginal Affairs team fielded an increased number of requests from across the business seeking support for appropriate wording to conduct an Acknowledgement of Country.
		Continue to display Acknowledgement of Country plaques in our offices: <ul style="list-style-type: none"> - Darwin corporate office - Darwin ILNG onshore facilities - 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 ILNG onshore facilities acknowledging the Larrakia people - Perth head office acknowledging the Whadjuk Nyoongar people.
Engage with Aboriginal and/or Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	4-11 July 2021	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, where practical.
		Continue to support all staff to participate in at least two NAIDOC Week events in the local community, where practical.		Darwin personnel were encouraged to participate in a suite of NAIDOC activities across the Darwin community. Unfortunately, due to a snap COVID-19 lockdown in Perth, many of the NAIDOC activities were cancelled.
		Increase cultural engagement within our organisation to demonstrate appreciation of Aboriginal and/or Torres Strait Islander peoples, actively encouraging staff participation in cultural activities.		INPEX is continuing to explore a variety of cultural engagement activities in each of the locations it operates. 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.

Action	Timeline	Deliverables	Responsibility	Outcome
		Support the Perth, Darwin and Broome NAIDOC Committees.		INPEX continued financial 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.		<ul style="list-style-type: none"> • The Darwin-based workforce held their annual Damper morning tea hosted at the onshore facilities by Compass. • INPEX sponsored the NAIDOC BBQ breakfast which was held in a Darwin park 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.
		In consultation with Aboriginal and Torres Strait Islander stakeholders, support three external NAIDOC Week events each year, including Darwin, Broome and Perth.		<p>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.</p> <p>Events sponsored included:</p> <ul style="list-style-type: none"> • Awards night in Broome • NAIDOC Balls in Darwin and Perth <p>INPEX personnel attended the NAIDOC Balls in both locations.</p>
		Senior staff to verbally acknowledge NAIDOC Week and its importance at all INPEX NAIDOC Week events.		President Director Australia, Senior Vice Presidents, Vice Presidents and General Managers across INPEX's operations strongly supported 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. Members based in Darwin attended 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 2021 by Aboriginal Affairs Advisors and members of Human Resources team.



Compass personnel, John Edwards and Adam Fitzgerald, preparing to celebrate NAIDOC week with Aboriginal themed food on the Ichthys Venturer (FPSO).



Yawuru Traditional Owners led the annual NAIDOC march in Broome during this year's Kullarri NAIDOC Festival. Photo courtesy Goolarri Media.

Opportunities

Action	Timeline	Deliverables	Responsibility	Outcome
Improve employment outcomes by increasing Aboriginal and/or Torres Strait Islander recruitment, retention and professional development.	December 2021	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 Business Services	As of November 2021, there were 36 Aboriginal and Torres Strait Islander people employed by INPEX. Strategies to increase ATSI employment were discussed at the RAP Steering Committee in February 2021. 5 Solid Pathways participants transitioned to permanent roles.
		Retain 10 Solid Pathways Program positions across the organisation to support Aboriginal and Torres Strait Islander employment outcomes.		Due to INPEX not meeting the deliverable to retain 10 Solid Pathways positions in 2019 and 2020, the RAP Steering Committee committed to 15 roles in 2021. 12 roles have been filled, 3 remaining roles are at due diligence or offer stage. The roles are based in the Darwin and Perth offices and in the onshore and offshore facilities.
		Prioritise the use of local Traditional Owner networks to circulate prospective employment opportunities for roles in Darwin, Broome and Perth.		In addition to using mainstream mediums such as Seek and NT News to promote employment opportunities for Aboriginal and Torres Strait Islander peoples, INPEX uses localised Traditional Owners and other local Aboriginal networks. In Darwin, this includes circulating the roles via key Larrakia stakeholders, universities and direct emails to Larrakia individuals. Emails about the Solid Pathways Program and other roles are distributed to key networks and stakeholders including the Centre of Aboriginal Studies at the key WA and NT 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.

Action	Timeline	Deliverables	Responsibility	Outcome
		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 (ATSI employees), their supervisors and other Aboriginal staff are held. The regular meetings focus on challenges, opportunities, career development and retention opportunities within INPEX. In 2022, there will be a greater focus on networking opportunities for all INPEX Aboriginal and Torres Strait Islander employees.
		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 review the policies related to Aboriginal and Torres Strait Islander employment practices including recruitment, mentoring, retention, career progression, performance management and separation of employment.
		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.



Solid Pathways Program participants, Patrick Long, Bruce Jarmyn and Riley Majid commenced in 2021.



Subcontractor, Larrakia Development Corporation, working with contractor TRACE JV at the Ichthys onshore facility.



Broome local Aboriginal man Sonny Dann (far left) commenced a SAR Cadetship with contractor PHI International in 2021.

Action	Timeline	Deliverables	Responsibility	Outcome
Increase Aboriginal and Torres Strait Islander recruitment and retention in our third-party contracts.	December 2021	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 102 Aboriginal and Torres Strait Islander peoples as at end of September 2021.
Support Aboriginal and Torres Strait Islander peoples' education participation.	December 2021	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 2021. Both recipients are undertaking a Bachelor of Biomedical Science.
		Increase social investment in science, technology, engineering, and mathematics (STEM) related initiatives in Darwin, Broome and Perth.		In 2021, INPEX and Ichthys LNG joint venture supported the following STEM-related initiatives: <ul style="list-style-type: none"> Charles Darwin University Scholarships (Darwin) 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) Questacon, "STEM Futures" virtual professional development workshops for primary and high school teachers in the NT and WA.
		Continue to support education initiatives in Darwin, Broome and Perth.		INPEX and Ichthys LNG joint venture has broadened its continued support for: <ul style="list-style-type: none"> AFLNT Michael Long Leadership & Learning Centre Foodbank NT's School Breakfast program Charles Darwin University scholarships UWA Aboriginal Scholarships University of Notre Dame – On Country educational support for Aboriginal Teaching Assistant (students) Kimberley Education Regional Office, Careers-related website & PPE initiative Broome Business Youth Job Exchange Career Development is Everybody's Business (Broome).
		March 2021		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.
December 2021	Support INPEX employee engagement in external STEM related expos, careers fairs which include participation of Aboriginal or Torres Strait Islander students.	INPEX personnel supported the Broome Business Youth Job Exchange, the Resources Technology Showcase in Perth and the Career Development is Everybody's Business events in 2021.		

Action	Timeline	Deliverables	Responsibility	Outcome
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	December 2021	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.		Ongoing action. 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: <ul style="list-style-type: none"> The Northern Territory Indigenous Business Network with silver sponsorship of the 10th Aboriginal Economic Development Forum (AEDF) in Alice Springs. The AEDF provides an opportunity for NT Aboriginal and Torres Strait Islander businesses to showcase their products and services over three days. The Broome Chamber of Commerce and Industry to support capacity building initiatives in Broome which included hosting 2-3 business improvement workshops focussing on EOI and tender writing.
		Continue to support Aboriginal and Torres Strait Islander owned business engagement as a core business policy.		Ongoing action.
		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 AUD\$ 1 million.		Since the start of the current RAP, the business contracting target has been met with the engagement of 19 Aboriginal or Torres Strait Islander majority owned, and controlled businesses awarded contracts to the value of more than AUD\$10.1M.

Action	Timeline	Deliverables	Responsibility	Outcome
		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: <ul style="list-style-type: none"> • 10th Aboriginal Economic Development Forum in Alice Springs. • Broome Business Excellence Awards - Broome Chamber of Commerce and Industry. • Chief Minister's NT Export and Industry Awards - Chamber of Commerce NT: Sponsored the Indigenous Business of the Year Award. • Partnered with the Broome Chamber of Commerce and Industry to support capacity building initiatives in Broome.
		Continue sponsorship of the Northern Territory Indigenous Business Network.		INPEX continued its sponsorship of the Northern Territory Indigenous Business Network in 2021.
		Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.		Procurement process has been amended to ensure that consideration is given to identifying potential opportunities for Aboriginal and Torres Strait Islander business in annual sourcing strategies and for unplanned sourcing.
		Train all relevant staff in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation or an equivalent organisation.		INPEX AIP Principal is the supply chain focal point relevant to Aboriginal and Torres Strait Islander business engagement. AIP Principal is also a company key contact for engagement with NT Indigenous Business Network and Industry Capability Network NT.

Governance

Action	Timeline	Deliverables	Responsibility	Outcome
Steering Committee oversees RAP development, implementation and review.	December 2021	Meet at least twice per year.	General Manager Corporate Affairs	Steering Committee met: <ul style="list-style-type: none"> - 8 February - 4 May - 24 August - 3 December
	November 2021	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.
RAP Working Group develops, implements, monitors and reviews actions.	Quarterly 2021	Meets at least four times per year to monitor, review and report on progress.	General Manager Corporate Affairs	Working Group met: <ul style="list-style-type: none"> - 22 April - 12 August - 1 December
	June 2021	Ensures Aboriginal and Torres Strait Islander peoples are represented on the RWG.		Working Group includes five Aboriginal and Torres Strait Islander individuals. Two in Darwin and three in Perth.
	November 2021	Maintain and revise a RWG Terms of Reference annually.		RWG Terms of Reference reviewed and updated in 2021.

Action	Timeline	Deliverables	Responsibility	Outcome
Provide appropriate support for effective implementation of RAP commitments.	December 2021	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 GM Corporate Affairs.
	June 2021	Appoint an internal RAP Champion from Corporate and Operations management.		Vice President Corporate continued in role of internal RAP Champion.
	December 2021	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 Business Services • General Manager, Corporate Affairs • Manager, Corporate Social Responsibility
		Embed key RAP actions in performance expectations of senior management and all staff.		This deliverable is in discussion by management with outcomes expected in 2022.
		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.		This deliverable is in discussion by management with outcomes expected in 2022.
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	30 September 2021	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 2021	Report RAP progress to all staff and senior leaders quarterly.		Quarterly RAP progress reports were published on Intranet and made available to all staff and senior leaders in 2021.
	November 2021	Publicly report against our RAP commitments annually, outlining achievements, challenges and learnings.		RAP Report 2021 uploaded to INPEX internet site in December.
	May 2022	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.		Biennial Workplace RAP Barometer due in 2022.
Continue our reconciliation journey by developing our next RAP.	June 2022	Register via Reconciliation Australia's website to begin developing our next RAP.		Planning for our next RAP (2023 – 2025) commenced in November 2021.