



## INPEX Australia RAP Report 2023

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 2023	Manager Corporate Social Responsibility	Achieved	Continued to engage Aboriginal stakeholders in the areas where INPEX is active. This includes Traditional Owners in Darwin, broader Northern Territory (NT) and Kimberley.
	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 2023	Manager Corporate Social Responsibility	Achieved	Engaged with key Larrakia stakeholders on a regular basis as well as Aboriginal stakeholders in the Kimberley. Engagement activities were held with broader Aboriginal and Torres Strait Islander stakeholders in the NT and Western Australia as part of offshore Environment Plan consultations.
	Engage with the INPEX Larrakia Advisory Committee to seek guidance on opportunities for Larrakia people.	March, June, September, December 2023	Manager Corporate Social Responsibility	Achieved	Held four meetings with INPEX Larrakia Advisory Committee in 2023. Discussion topics included the implementation of the Larrakia Ichthys LNG Foundation Trust, INPEX business activities including employment and business opportunities, environment and heritage related issues.

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	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 2023	Manager Corporate Social Responsibility	In progress	Commenced preparation to update 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 2023	Manager Corporate Social Responsibility	Achieved	Held a community perception survey with government, industry and community stakeholders including Aboriginal and Torres Strait Islander stakeholders in the NT. This included 39 interviews and over 200 participations in a digital survey.
	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 2023	Manager Corporate Social Responsibility	Achieved	Continued to maintain ongoing relationships with Larrakia Development Corporation, Larrakia Nation Aboriginal Corporation, Northern Territory Indigenous Business Network, Nyumba 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 2023	Manager Corporate Social Responsibility	Achieved	Circulated NRW resources on multiple occasions across the business via Intranet articles, yammer social posts, and the Diversity and Inclusion events calendar. NRW events article included in Deadly Yarns publication published internally and externally.
	RAP Working Group members to participate in a minimum of two external NRW events.	27 May - 3 June 2023	Vice President People and Collaboration	Partially met	Some of RAP Working Group members attended two or one external NRW events. Limited NRW related external events were available in Darwin.

Photo caption: INPEX team members participating in an activity during the Walk for Reconciliation at Kaarta Koomba (Kings Park)





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	Encourage and support staff and senior leaders to participate in two external events to recognise and celebrate NRW.	27 May - 3 June 2023	Vice President People and Collaboration	Partially met	Over 100 employees including some senior management attended NRW events across Perth, Darwin/onshore and offshore facilities.
	Organise three internal NRW events, including at least one organisation wide NRW event, each year.	27 May - 3 June 2023	Manager Corporate Social Responsibility	Achieved	Three internal NRW events were held in INPEX Perth office, Darwin and offshore facilities. Online NRW breakfast event and a recording of the guest speaker presentation at Ichthys LNG were made available to all staff.
	Register all our NRW events on Reconciliation Australia's NRW website.	27 May - 3 June 2023	General Manager Corporate Affairs	Achieved	Registered INPEX 5x events on Reconciliation Australia website and Perth based events with Reconciliation WA.
	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 2023	General Manager Corporate Affairs	Achieved	Two Perth based Aboriginal businesses were engaged to provide catering for NRW breakfast event.
3. Promote reconciliation through our sphere of influence.	Formally launch our RAP inviting our personnel and external stakeholders in Perth and Darwin. Distribute a copy of the RAP to all personnel and external stakeholders.	March 2023	General Manager Corporate Affairs	Achieved	Held events to launch INPEX Stretch RAP 2023-2025 in Darwin and Perth in May 2023 with the attendance of external and internal stakeholders. The RAP was published and promoted internally and externally through website, intranet, social media and publications.
	Provide regular updates on RAP deliverables at key management meetings.	June, December 2023	General Manager Corporate Affairs	Achieved	Six RAP updates provided at key management meetings, team meetings and Shukai (all staff townhall meeting).



Photo caption: The Hon Dr Tony Buti MLA (left) and INPEX Australia President Director Tetsu Murayama (right).

Action	Deliverables	Timeline	Responsibility	Status	Description of status
	Undertake annual RAP engagement survey with all personnel and seek feedback for continuous improvement.	September 2023	Manager Corporate Social Responsibility	Achieved	Held annual RAP engagement survey and received 232 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 2023	General Manager Corporate Affairs	Partially met	Recording of NRW's guest speaker speech, NRW breakfast online event, NAIDOC week lunch and learn event were made available to all personnel.
	Publicly communicate our commitment to reconciliation.	December 2023	General Manager Corporate Affairs	Achieved	INPEX commitment to reconciliation was communicated through various events and publications throughout the year including RAP launch events, NRW, NAIDOC events, Contractor Forums, RAP, Deadly Yarns, website and social media.
	Attend at least two quarterly RAP Leadership Gatherings a year.	October 2023	Manager Corporate Social Responsibility	Achieved	Attended Reconciliation Australia's RAP Leadership Gathering and Reconciliation Roadshow, and Reconciliation WA's Stretch/Elevate RAP RING event.
	Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes.	August 2023	General Manager Corporate Affairs	Achieved	<ol style="list-style-type: none"> <li>1. Feature on INPEX 2019-2022 RAP outcomes in TQ magazine <a href="https://territoryq.com.au/inpex-exceeds-own-targets/">https://territoryq.com.au/inpex-exceeds-own-targets/</a></li> <li>2. Feature on INPEX's Reconciliation journey including 2023-2025 plan in TQ magazine <a href="https://territoryq.com.au/inpexs-reconciliation-journey/">https://territoryq.com.au/inpexs-reconciliation-journey/</a></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 2023	Vice President People and Collaboration and General Manager Corporate Affairs	Achieved	<p>Held two Aboriginal and Torres Strait Islander contractor forums including:</p> <ol style="list-style-type: none"> <li>1. First forum in Darwin on 19 July with six onshore related contractors.</li> <li>2. Second forum in Perth on 2 November 2023 with six offshore related contractors.</li> </ol>



Photo caption: 2023 Perth Aboriginal Contractor Forum



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 2023	Manager Corporate Social Responsibility	Achieved	<p>Total of seven organisations were supported through providing opportunities to showcase their stories through various publications in 2023:</p> <ol style="list-style-type: none"> <li>1. Telethon Kids Kimberley community partnership included in INPEX 2023 Kimberley Community Update brochure, and on the corresponding community engagement page on our website</li> <li>2. Participated in media event to profile Northern Territory Government-run Aboriginal Ranger Grants initiative and coordinated case studies featuring three project proponents in Territory Q</li> <li>3. Savanna Fire Management program featured in National Indigenous Times</li> <li>4. Feature on contractor employee who participated in Stars Foundation program career talk in TQ magazine</li> <li>5. Foodbank NT School Breakfast Program partnership featured in TQ magazine</li> <li>6. Starlight Children's Foundation partnership featured in TQ magazine</li> <li>7. NTIBN Blak Business awards sponsorship featured in TQ magazine</li> </ol>
	Collaborate with four RAP and other like-minded organisations to implement ways to advance reconciliation.	December 2023	Manager Corporate Social Responsibility	Partially met	Collaborated with three organisations - Compass Group for sharing of the RAP journey, and ISPT and Santos for the NAIDOC event in Perth.
	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 2023	Manager Corporate Social Responsibility	Achieved	40+ RAP related stories were shared internally via e-newsletter/intranet hub, Yammer platform.
	Produce Deadly Yarns publication twice a year, sharing positive Aboriginal and Torres Strait Islander engagement stories.	October 2023	Manager Corporate Social Responsibility	Achieved	<p>Two Deadly Yarns were issued in 2023:</p> <ol style="list-style-type: none"> <li>1. Issue 16 - May 2023 (<a href="https://www.inpex.com.au/media/5adisoyl/web-inpex-deadly-yarns-newsletter-16-final.pdf">https://www.inpex.com.au/media/5adisoyl/web-inpex-deadly-yarns-newsletter-16-final.pdf</a>)</li> <li>2. Issue 17 - Oct 2023 (<a href="https://www.inpex.com.au/media/vyiofam4/deadly-yarns-newsletter-17.pdf">https://www.inpex.com.au/media/vyiofam4/deadly-yarns-newsletter-17.pdf</a>)</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 2023	Vice President People and Collaboration	Achieved	Developing Recruitment Commitments to assist in removing barriers to Aboriginal and/or Torres Strait Islander candidates in being considered for employment opportunities.  Currently reviewing our D&I Strategy which will continue to include a specific focus on Aboriginal and/or Torres Strait Islander employment.
	Engage with Aboriginal and Torres Strait Islander staff and Aboriginal and Torres Strait Islander advisors to continuously improve our anti-discrimination policy.	April 2023	Vice President People and Collaboration	Achieved	Solid Pathways Program Forum held in Perth in March 2023. Forum provided an opportunity for employees to share feedback on the Solid Pathways program and their experiences working at INPEX.  Additionally, our feedback surveys (including our twice-yearly check in survey and our Respect at INPEX review) allow Aboriginal and/or Torres Strait Islander employees the opportunity to provide feedback, which is reviewed by our D&I Advisor to identify any areas for improvement.
	Implement and communicate INPEX's Equal Opportunity, Bullying, Discrimination and Harassment Policy and Standard across our organisation.	March 2023	Vice President People and Collaboration	Achieved	Commenced roll out of Bullying and Harassment Training to all employees.
	Provide ongoing educational opportunities for INPEX's senior leaders and managers on the effects of racism.	June 2023	Vice President People and Collaboration	Achieved	Senior leaders' participation in D&I activities were encouraged through 2023 business goal.
	Senior leaders to officially support anti-discrimination campaigns, initiatives, or stances against racism.	March 2023	Vice President People and Collaboration	Achieved	Events sponsored by senior leaders including: • Darwin - Nigel Browne - NRW • Perth - HSEQ - NAIDOC



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





Photo caption: INPEX Vice President People & Collaboration Chad Calvert (left) joined by The Hon. Selena Uibo (right) at our RAP launch celebration in Darwin.

## Relationships

Action	Deliverables	Timeline	Responsibility	Status	Description of status
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 and General Manager Corporate Affairs	In progress	Preparation of a scope of work for the cultural learning needs review is underway.
	Implement and communicate a cultural learning strategy for our staff.	March 2023	Vice President People and Collaboration and General Manager Corporate Affairs	Not met	A cultural learning strategy will be developed and implemented after the cultural learning needs review is completed.
	Commit all RAP Working Group members, HR managers, senior executive group and all new staff to undertake formal and structured cultural learning.	December 2023	Vice President People and Collaboration and General Manager Corporate Affairs	Not met	The cultural learning strategy is to be developed.
	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 2023	Vice President People and Collaboration	Achieved	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). 211 personnel attended Cultural Awareness Training in 2023.
6. 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 2023	General Manager Corporate Affairs	Achieved	An Acknowledgement of country is publicly shared in the business Stretch RAP 2023-25 which is available on INPEX's internal personal via the intranet and publicly on the INPEX website.

Action	Deliverables	Timeline	Responsibility	Status	Description of status
	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 2023	General Manager Corporate Affairs	In progress	Drafting of the cultural protocol document is underway.
	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 2023	General Manager Corporate Affairs	Achieved	Invited Larrakia, Yawuru and Nyoongar Traditional Owners to provide a Welcome to Country at seven events in Darwin, Broome and Perth including RAP launch, NAIDOC events, Shukai and community sundowner.
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	April, August, December 2023	General Manager Corporate Affairs	Achieved	Acknowledgement of country has been included at the beginning of key meetings including Shukai, Townhall, RAP Steering Committee, RAP Working Group, Diversity & Inclusion Steering Committee, Diversity & Inclusion Working Group.
	Staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events.	May, September 2023	General Manager Corporate Affairs	Achieved	Acknowledgement of Country was provided at key events including Harmony Week, RAP launch events, National Reconciliation Week, NAIDOC Week and Contractor Forums.
	Display three Acknowledgment of Country plaques in our office/s or on our buildings.	January 2023	General Manager Corporate Affairs	Achieved	Acknowledgement of Country plaque remains permanently displayed in main offices including Perth, Darwin and Ichthys LNG.
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Photo caption: INPEX team members at the NAIDOC Week morning tea event hosted at the ENEX building in Perth.



Photo caption: Vivienne Hansen sharing a Welcome to Country at the CEO Shukai event in Perth.



Action	Deliverables	Timeline	Responsibility	Status	Description of status
7. 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 2023	Manager Corporate Social Responsibility	Partially met	Several RAP Working Group members attended two external NAIDOC events in Perth and Darwin including Perth NAIDOC Ball, flag raising ceremony, seniors' luncheon, golf day, breakfast and merch, Ball in Darwin and Kullarri NAIDOC awards night in Broome.
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week, where practical.	June 2023	Vice President People and Collaboration	Achieved	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 2023	Manager Corporate Social Responsibility	Achieved	Four internal NAIDOC events were held: 1. Perth NAIDOC event at ENEX building - 3 July. 2. Perth lunch and learn - 5 July 3. Ichthys LNG NAIDOC event - 6 July 4. Offshore (CPF & FPSO) themed meals and Quiz night
	Continue to support all staff to participate in two NAIDOC Week events in our local area, where practical.	First week in July 2023	Manager Corporate Social Responsibility	Achieved	All staff were supported and encouraged to participate in various NAIDOC events in Darwin, Perth, and Broome including: • Larrakia Nation Flag Raising ceremony • Larrakia Seniors NAIDOC luncheon • Annual Jak Ah Kit Memorial NAIDOC Golf Day in Darwin • NAIDOC BBQ and march • NAIDOC Ball in Darwin • NAIDOC Opening ceremony in Perth • WA Museum Boola Bardip Stand Up Tour • Perth NAIDOC Ball • Kullarri NAIDOC Festival in Broome.
	In consultation with Aboriginal and Torres Strait Islander stakeholders, support three external NAIDOC Week events each year.	First week in July 2023	Manager Corporate Social Responsibility	Achieved	Three external events supported via sponsorships across Darwin, Broome and Perth. 1. Darwin - NAIDOC senior's luncheon 2. Broome - Kullarri NAIDOC Festival 3. Perth - NAIDOC Ball
	Circulate NAIDOC promotional materials and resources to all staff.	First week in July 2023	Manager Corporate Social Responsibility	Achieved	NAIDOC Week events were promoted internally through e-mails, Intranet, Yammer and pre-start meetings.



Photo caption: Koolankgas Kreate performing a cultural song and dance at the Boorloo (Perth) RAP launch event.

## Opportunities

Action	Deliverables	Timeline	Responsibility	Status	Description of status
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	February 2023	Vice President People and Collaboration	Achieved	Held a Solid Pathways Program Forum in Perth in March inviting Aboriginal and Torres Strait employees. The Forum provided an opportunity to provide feedback on program including recruitment process and participate in personal career development activities.
	Review and update an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	March 2023	Vice President People and Collaboration	In progress	D&I Strategy currently being revised and due to be rolled out in 2024.  Recruitment Commitments, including commitments in relation to Aboriginal and/or Torres Strait Islander employment, developed.
	All Aboriginal and Torres Strait Islander employees to have a Development Plan in place.	February 2023	Vice President People and Collaboration	Achieved	All employees required to have a Development Plan in place.  SPP Forum development planning activity and subsequent session run by People Sense on identified areas for personal development.
	Develop and implement a Cultural Leave Policy.	December 2023	Vice President People and Collaboration	In progress	Commenced review of existing Leave policy to identify opportunities for improvement to support for Aboriginal cultural needs.
	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 2023	Vice President People and Collaboration	Achieved	Four Aboriginal and Torres Strait Islander peoples are engaged in our early talent programs – two as LNG Operator Trainees and two in the National Energy Technician Training Scheme (NETTS).



Action	Deliverables	Timeline	Responsibility	Status	Description of status
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	December 2023	Vice President People and Collaboration	Achieved	One Perth based SPP position advertised and recruited, as well as 6 new Aboriginal and Torres Strait Islander employees joining the business in 2023 via mainstream recruitment processes. We are continuing to build our Aboriginal and Torres Strait Islander networks to assist with reaching a broader talent pool.
	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	Drafting of recruitment shortlisting commitments along with review and update of job ad template. Drafting of Solid Pathways Program Specification.  Developing external networks (ie Blak coffee events) and university connections.
	Aboriginal and Torres Strait Islander employees to be supported to take on management and senior level positions.	December 2023	Vice President People and Collaboration	Achieved	Aboriginal and Torres Strait Islander employees supported by our career progression framework in Operations.  Active identification of Aboriginal and Torres Strait Islander nominees for launch of Emerging Leaders Program in 2024.
	Retain 90 per cent of Aboriginal and Torres Strait Islander employees each year.	December 2023	Vice President People and Collaboration	Achieved	Successfully retained 92 per cent of Aboriginal and Torres Strait Islander employees in 2023.
	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 2023	Vice President People and Collaboration	Achieved	Set up talent pool folder to store details of potential candidates. Reviewing University completions reporting to identify talent pipeline. Update of SPP Specification underway which includes confirming business approach to transition of participants.



Photo caption: Production Technicians with INPEX leaders at the Ichthys LNG onshore processing facilities.

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 2023	Vice President People and Collaboration	Achieved	<p>An average of 130 Aboriginal and Torres Strait Islander peoples were engaged through contractors in 2023.</p> <p>An average of 27 Aboriginal and Torres Strait Islander apprentices / trainees were engaged in 2023.</p>
9. 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 2023	General Manager Corporate Affairs	Partially met	Due to limited applicant, only one scholarship was awarded to an Aboriginal student through University of Western Australia in 2023.
	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 2023, INPEX and Ichthys LNG joint venture sponsored and participated in the following education-related initiatives:</p> <ul style="list-style-type: none"> <li>• Energy Club of 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> </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 2023, INPEX employee and contractor personnel participated in the following initiatives:</p> <ul style="list-style-type: none"> <li>• West Kimberley Career Expo</li> <li>• Charles Darwin University Science Experience</li> <li>• NT Department of Education's 'Leaders of tomorrow Aboriginal Aspirations program'</li> <li>• Territory Natural Resource Management 2023 Conference</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 2023	Manager Corporate Social Responsibility	Achieved	<p>In 2023, INPEX and Ichthys LNG joint venture supported the following programs:</p> <ul style="list-style-type: none"> <li>• CME Inspiring Girls Forum 2023</li> <li>• Stars Foundation – in 2023, an INPEX employee spoke about her career to participating Stars program students in Broome.</li> <li>• A career expo hosted by Arnhem Land Progress Aboriginal Corporation in the community of Ramingining</li> </ul>



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 2023	General Manager Corporate Affairs	Achieved	In 2023, INPEX and the Ichthys Joint Venture supported the following programs: <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>• Telethon Kids Institute (Kimberley)</li> <li>• Ronald McDonald House (Perth)</li> </ul>
10. 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 2023	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.
	Investigate Supply Nation membership	October 2023	Vice President Supply Chain	In progress	INPEX engages with organisations based locally in the Northern Territory that strongly support increasing Australian Industry Participation and Aboriginal and Torres Strait Islander business engagement. Engaged with Supply Nation and its membership opportunity was considered. This will be reviewed again.
	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	INPEX staff continues 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 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.

Photo caption: INPEX team post-shop for Foodbank SA & NT's Christmas food drive.



Action	Deliverables	Timeline	Responsibility	Status	Description of status
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander-owned businesses.	January 2023	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.
	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 2023	Vice President Supply Chain	Achieved	INPEX and its suppliers collectively engaged 16 Aboriginal and Torres Strait Islander-owned businesses during 2023.
	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 2023	Vice President Operations	Achieved	INPEX and its supplier's collective spend in total of A\$ 8.21 million with Aboriginal owned businesses during 2023.
	Train all relevant staff in contracting Aboriginal and Torres Strait Islander-owned businesses through Supply Nation or an equivalent organisation.	December 2023	Vice President Supply Chain and Vice President People and Collaboration	In progress	Exploring training opportunities with a NT-based Aboriginal owned organisation.



Photo caption: INPEX and Programmed teams celebrating trainee achievements at Aboriginal Bush Traders in Darwin.



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 2023	General Manager Corporate Affairs	Achieved	<p>In 2023, INPEX and Ichthys LNG joint venture supported the following programs:</p> <ul style="list-style-type: none"> <li>• NTIBN Blak Business Awards</li> <li>• NTIBN Aboriginal Economic Development Forum</li> <li>• Broome Chamber of Commerce and Industry</li> <li>• Indigenous Business Month Sundowner Networking Event in Perth</li> <li>• Territory Natural Resource Management 2023 Conference</li> </ul>
11. 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 2023	General Manager Corporate Affairs	Achieved	Total of 10 programs are currently supported under the Larrakia Ichthys LNG Foundation Trust and six new programs were approved and yet to commence. Over 140 Larrakia people and families accessed programs in FY2022/2023.
	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 2023	General Manager Corporate Affairs / Vice President HSEQ, Risk and Assurance / General Manager Commercial	Achieved	<p>Program 4 - In 2023 over \$3M was provided to the Aboriginal Ranger Grants Program (ARGP) through the Northern Territory Government (NTG) supporting 12 new and 10 ongoing Aboriginal ranger projects in the NT as part of the Ichthys Coastal Management Offset (Ichthys CMO) program.</p> <p>Program 9 – Up to \$3.5M in funding was provided in 2023 for the savannah fire management (SFM) offset program, supporting six projects with Aboriginal rangers undertaking fire management on country with the potential to generate Australian carbon credit units (ACCUs).</p> <p>11b/11c - INPEX on behalf of Ichthys Joint Venture continues to work closely with Bawinanga Aboriginal Corporation to establish and fund a conservation area for 40 years on land and sea country.</p>





Photo caption: Garramilla onshore event with the talented Torres Strait Islander dance group, Upai Purri, during NAIDOC Week celebrations.

## Governance

Action	Deliverables	Timeline	Responsibility	Status	Description of status
12. 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 2023	General Manager Corporate Affairs	Achieved	RAP Steering Committee met four times in 2023: <ul style="list-style-type: none"> <li>• 27 February 2023</li> <li>• 7 June 2023</li> <li>• 21 August 2023</li> <li>• 4 December 2023</li> </ul>
	Steering Committee supports annual review of RAP and approves additional actions.	December 2023	RAP Steering Committee	In progress	Annual progress report will be reviewed by RAP Steering Committee and necessary actions will be discussed.
13. Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	December 2023	Manager Corporate Social Responsibility	Achieved	Seven Aboriginal employees are part of the RAP Working Group.
	Regularly review a Terms of Reference for the RWG.	December 2023	Manager Corporate Social Responsibility	In progress	Key changes to the RAP Working Group's Terms of Reference have been discussed and updates are being underway.
	Meet at least four times a year to implement, review and report progress to the Steering Committee.	February, April, July, November 2023	Manager Corporate Social Responsibility	Achieved	RAP WG met four times in 2023: <ul style="list-style-type: none"> <li>• 13 February 2023</li> <li>• 17 May 2023</li> <li>• 14 August 2023</li> <li>• 2 November 2023</li> </ul>
14. Provide appropriate support for effective implementation of RAP commitments.	Embed resource needs for RAP implementation.	May 2023	General Manager Corporate Affairs and Vice President People and Collaboration	Achieved	Additional Aboriginal Affairs Advisor role implemented in January 2023 to provide support focused on the RAP.
	Embed key RAP actions in performance expectations of senior management and all staff.	January 2023	Vice President People and Collaboration	Achieved	RAP implementation was included in one of deliverables under INPEX Australia's 2023 business goals.

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	Embed appropriate systems and capability to track, measure and report on RAP commitments.	January 2023	General Manager Corporate Affairs	In progress	Have engaged LOGit Australia, an Aboriginal certified business that has been engaged to deliver their Weavr Program. Weavr is a program that supports the implementation and management of 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 2023	Vice President People and Collaboration	Partially met	<p>NAIDOC week lunch and learn event initiated by VP HSEQ-RA.</p> <p>Participation in events for NRW and NAIDOC weeks across the business.</p> <p>Participation in DCA webinars focussed on equality and Equity, and positive race relations.</p>
	Maintain an internal RAP Champion from senior management.	January 2023	Vice President Corporate and Vice President Operations	Achieved	Bill Townsend, Senior Vice President Corporate and Neville Carrington, Executive Advisor were INPEX's RAP champions for 2023.
	Include our RAP as a standing agenda item at senior management meetings including General Manager forums.	January 2023	General Manager Corporate Affairs	Partially met	RAP updates were provided at Leadership Forum and General Manager Forum. Leadership meetings were restructured in Q3 2023 and an inclusion of the RAP to standing agenda for new leadership meetings is to be considered.
15. 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 2023	Aboriginal Affairs Advisor	Achieved	INPEX provided verification of primary and secondary contacts in May 2023.
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August 2023	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 2023	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 2023	Manager Corporate Social Responsibility	Achieved	RAP Working group and steering committee members have met each quarter and provided with progress updates. Dashboards were made available to all employees via the intranet each quarter based on key targets set by the business RAP.