

# RECONCILIATION ACTION PLAN

January 2023 – December 2025







### Acknowledgement of Country

INPEX is committed to recognising and respecting Aboriginal and Torres Strait Islander peoples whose cultures have existed in Australia for more than 65,000 years.

In particular, we acknowledge the Larrakia people as the recognised Traditional Owners of the land and waters where Ichthys LNG onshore facilities are located, in addition to the Whadjuk Nyoongar people on whose lands our Perth office is situated. Furthermore, Broome and Djarindjin are important logistical locations for the transition of our offshore workforce, and we therefore extend our acknowledgement to the Yawuru, Bardi and Jawi peoples respectively.

INPEX acknowledges the important role Aboriginal and Torres Strait Islander peoples continue to play in the development of our business in Australia and pay our respects to their Elders – past and present.

### Fire, Earth and Sea

Water flows and winds its way to the sea. This is the sacred place of our ancestors.

Ceremony by firelight keeps us connected to this land.

Over vast country the Creation Spirit forms the mountains, rivers, escarpments and valleys. We are Saltwater peoples connected to both land and sea.

Travelling through crystal blue waters the Spirit burrows deep within the earth's surface giving energy and life to all.

### Artwork description

The central circle symbol represents INPEX's resource operations, and the connecting lines represent the energy that is provided from them. This artwork connects the land and sea throughout Australia where INPEX works.

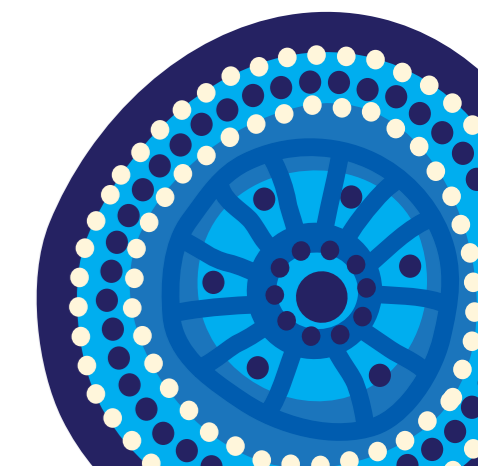
The two serpents represent the Creation Spirits who created the land formations and waterways: blue for water, and red for earth and fire.

The connected lines and circles represent the many locations where INPEX works around the world. These lines celebrate the diversity within INPEX and represent our company showing respect and support for Aboriginal and Torres Strait Islander peoples within Australia and acknowledges their connection to land and sea.

The coloured backgrounds represent different country from Perth, or Nyoongar Country, in the southwest of Western Australia, to the red earth of the Kimberley, across to Darwin and Larrakia Country, all of which are connected to the Saltwater.

The markings of the sea are derived from an ancient Japanese motif, Seigaiha, which translates to 'blue ocean wave'. This blue wave brings all locations and cultures together, through the connection INPEX provides.

**Artwork by Riki Salam and Gilimbaa.**





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## Our vision for reconciliation

Our vision for reconciliation is an Australia where Aboriginal and Torres Strait Islander peoples thrive through equitable participation in social and economic development.

We will actively elevate knowledge and appreciation of Aboriginal and Torres Strait Islander peoples' rich cultures across our workforce and through our spheres of influence.





## President Director message

It gives me pleasure to share our *Stretch Reconciliation Action Plan (RAP) 2023-2025*.

We commenced our reconciliation journey at INPEX Australia a decade ago and I take great pride in reflecting on our achievements to date, while recognising there is yet more we can do. Pleasingly however, we have seen the growth of INPEX's contribution to reconciliation in the communities where we operate, and the positive impact we maintain within our spheres of influence.

We are proud of the social and economic benefits flowing from the INPEX-operated Ichthys LNG energy development, and we are deeply committed to the INPEX RAP program.

The successful delivery of our previous five RAPs, and in particular the outcomes of our *Stretch RAP 2019-2022*, demonstrates the cultural change and maturity within our organisation.

Along with our INPEX RAP Steering Committee, I remain driven by the opportunities ahead and excited about continuing our reconciliation journey through this *Stretch RAP 2023-2025*.

Our *2019-2022 Stretch RAP* made positive progress in attracting high-calibre Aboriginal and Torres Strait Islander peoples to INPEX, primarily through the successful implementation of our Solid Pathways Program (SPP). We now have 49 Aboriginal and Torres Strait Islander employees working with us at INPEX which constitutes 4.4 per cent of our overall workforce (1110), in addition to approximately 100 Aboriginal and Torres Strait Islander peoples engaged through our contractors.

We continue to improve our contracting and procurement processes to increase Aboriginal and Torres Strait Islander business engagement. Since 2019, together with our contractors, we have engaged 23 Aboriginal and Torres Strait Islander businesses for work scopes to the value A\$ 13 million.

Since the historic signing of the Larrakia Ichthys LNG Foundation Trust Agreement in 2018, more than 500 Larrakia people from across Australia have benefited from a broad range of programs. A total of eight programs are in place to promote learning opportunities from childhood through to adulthood and support Larrakia elderly with access to social and cultural activities and maintaining their gardens.

Across the coming three years, we will continue to advance INPEX's reconciliation efforts by focusing on providing direct and indirect employment and development opportunities to Aboriginal and Torres Strait Islander peoples, enhancing business engagement practices and further building on our internal cultural competencies.

We look forward to continuing to work in partnership with First Australians, Reconciliation Australia and other RAP organisations, as together we influence and advance reconciliation efforts across Australia.

**Tetsu Murayama**  
President Director, Australia  
INPEX

## Reconciliation Australia message

On behalf of Reconciliation Australia, I congratulate INPEX on its formal commitment to reconciliation, as it implements its third Stretch Reconciliation Action Plan (RAP).

Formed around the pillars of *relationships, respect, and opportunities*, the RAP program provides a framework for organisations to contribute to the reconciliation movement. Through the creation of this Stretch RAP, INPEX continues to contribute to the ever-growing community of RAP organisations that have taken goodwill and transformed it into action.

INPEX has made considerable strides on its reconciliation journey so far, especially leveraging its reach and resources to support Aboriginal and Torres Strait Islander self-determination. The landmark Savanna Fire Management program – funded by INPEX-operated Ichthys LNG – has worked to provide tangible benefits to remote communities through sustainable employment, training and business opportunities, aiding efforts to steward land through cultural practices and in turn improving environmental outcomes.

In 2022 INPEX started a program for the conservation management of dugongs, cetacea and threatened marine matters of national environmental significance in the Top End, using Aboriginal Rangers to identify and design programs to support their land and sea priorities. These initiatives, among others, show INPEX using its position to direct crucial agency and control to Aboriginal and Torres Strait Islander communities to manage and care for their Country – an essential part of self-determination.

This Stretch RAP continues INPEX's impressive trajectory. New initiatives look to develop its own internal capacities and capabilities for advancing reconciliation. INPEX plans to increase its Aboriginal and Torres Strait Islander employment target to five per cent, putting in practices and policies to retain 90 per cent of its First Nations staff. It is also working to educate and empower its current staff by creating an online library to encourage self-learning about First Nations cultures and knowledges. It is continuing its focus on building agency and choice for Aboriginal and Torres Strait Islander communities, investing in capacity-building initiatives for two First Nations businesses. This Stretch RAP and these new projects show INPEX looking for innovative and considered ways that it can further embed and expand reconciliation into its work.

On behalf of Reconciliation Australia, I commend INPEX on this Stretch RAP and look forward to following its ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia







## About INPEX

**INPEX CORPORATION** is Japan's flagship energy company, headquartered in Tokyo. Listed on the Tokyo Stock Exchange, our company is involved in energy projects across multiple continents, including Ichthys LNG in Australia as Operator.

As a socially responsible energy company, INPEX is focused on developing, producing and delivering energy in a sustainable way – and our business activities are guided by our commitment to comprehensive environmental, social and governance frameworks.

We are deeply committed to sustainably meeting the world's growing demand for affordable, secure and clean energy.

We plan to invest in five net-zero businesses globally by 2030 towards the realisation of a net-zero carbon society by 2050.

By making our energy business cleaner, we aim to provide a stable supply of diverse and clean energy sources, with a focus on hydrogen/ammonia, carbon capture and storage, renewable energy, carbon recycling and forest conservation.

### INPEX in Australia

Our company has been an active member of the Australian business community since 1986. Through the INPEX-operated Ichthys LNG energy development, we are proudly contributing to positive outcomes in Australia – via jobs, training and social and economic benefits.

Our corporate offices in Perth and Darwin support our field-based production teams off the Kimberley Coast of Western Australia and onshore near Darwin, Northern Territory. Our Australian workforce totals 1110 across the three sites and Aboriginal and Torres Strait Islander peoples account for 4.4 per cent, or 49 people, of our overall workforce.

Ichthys LNG has enabled us to build a strong foundation here in Australia – a business of highly skilled and capable people from which to expand into our future energy capabilities.

The recently formed INPEX New Energy Business Australia (NEBA) has been established to pursue low-carbon energy opportunities in Australia and support INPEX's commitment to a net-zero carbon future.

In addition to Ichthys LNG, our Australian energy portfolio includes participating interests in Prelude FLNG, Darwin LNG, Van Gogh and Ravensworth.

## INPEX activities in Australia

**Prelude FLNG**

- Shell-operated (INPEX interest 17.5 per cent)
- In production since 2018
- 3.6 mtpa of LNG, 1.3 mtpa of condensate and 0.4 mtpa of LPG capacity

**Ichthys LNG**

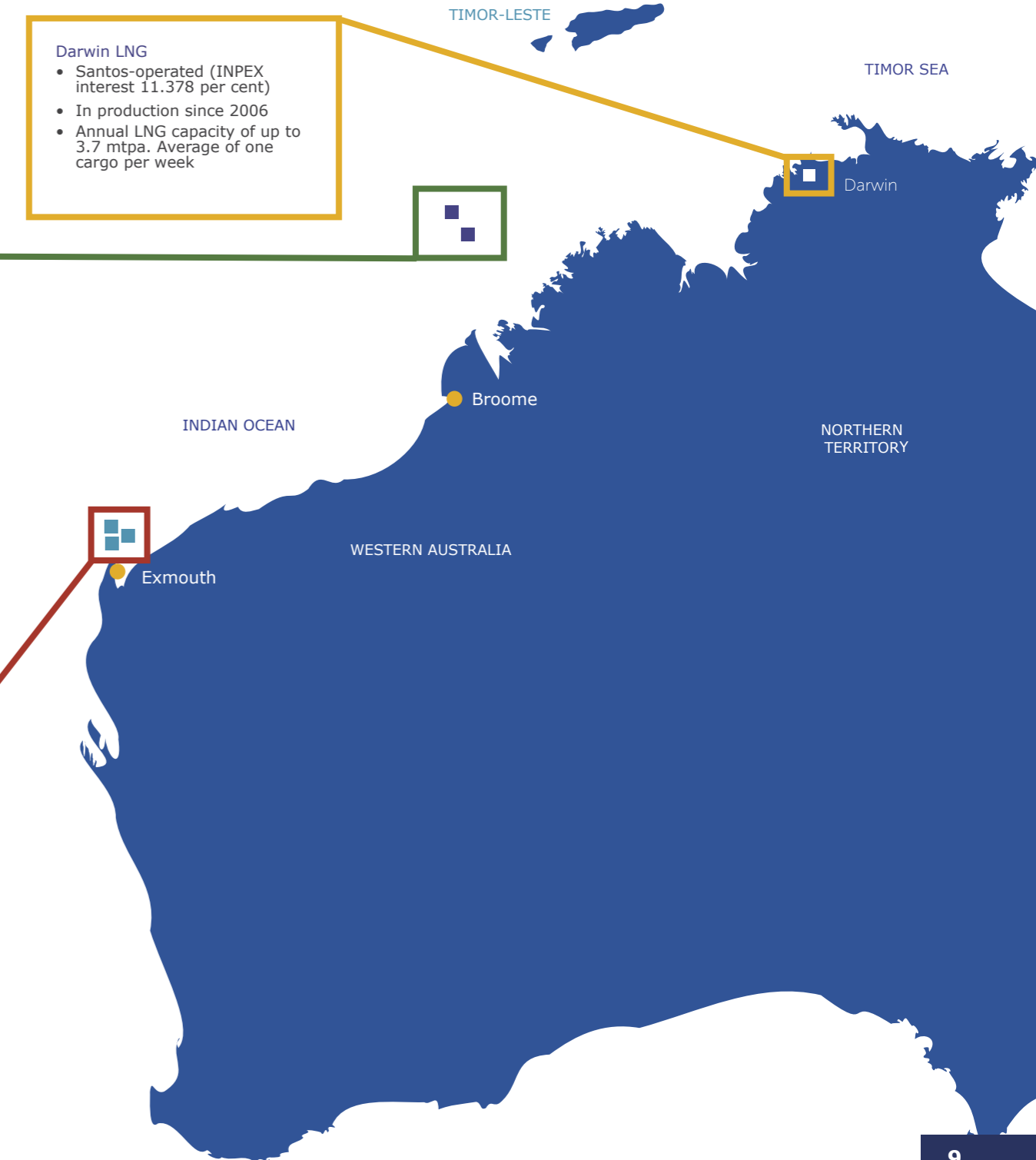
- INPEX-operated (66.245 per cent)
- In production since 2018
- 9.3 million tonnes per annum (mtpa) of LNG by 2024, 1.65 mtpa of LPG and more than 100,000 barrels of condensate per day at peak

**Van Gogh**

- Santos-operated (INPEX interest 47.499 per cent)
- In production since 2010

**Ravensworth**

- BHP-operated (INPEX interest 28.5 per cent)
- In production since 2010







Our values guide our actions and our relationships – and our people help support society's growing need for secure, affordable and clean energy.

### **Our values**

Our INPEX values form the foundation of our diverse culture, guiding our actions and our relationships with one another, our customers and the communities in which we work.

Our values represent our shared understanding of the behaviours we strive to demonstrate in the way we work.

#### **Safety**

Anzen Dai Ichi – Safety Number One – is the way we think, act and promote safety at INPEX that forms the core of a strong HSE culture.

#### **Integrity**

We are ethical, honest and trustworthy in our business relationships and professional and respectful in our conduct at all times.

#### **Diversity**

We proactively embrace our individual differences which are central to who we are at INPEX and what makes a unique and welcoming workplace environment.

#### **Ingenuity**

We embrace initiative and innovative problem-solving at every level of INPEX and celebrate our successes.

#### **Collaboration**

We rely on unity and team spirit to build strong, professional working relationships within INPEX and in the diverse communities in which we operate.





## Our reconciliation journey

INPEX's earliest engagement with Aboriginal and Torres Strait Islander peoples commenced in 2005 through discussions with Kimberley-based Traditional Owner groups while exploring a suitable site for the Ichthys LNG development.

Building on the delivery of the inaugural RAP, we launched our second RAP (first Innovate) in 2014. As the Ichthys LNG Project reached its 50 per cent construction completion milestone mid-year, the RAP focused on sharing the benefits of the Project with Aboriginal and Torres Strait Islander peoples. Employment, training and business engagement strategies were developed and implemented to maximise the opportunities.

Through our third RAP (second Innovate) delivered in 2015, we launched significant community partnerships, progressed our efforts to become a successful employer of Aboriginal and Torres Strait Islander peoples and provided ongoing business and employment opportunities as the Ichthys LNG Project moved towards peak construction.

Our second Stretch RAP (2019-2022) helped us to further advance our commitment in increasing meaningful engagement and provide social and economic opportunities for Aboriginal and Torres Strait Islander communities through our business. We made considerable progress in increasing direct employment opportunities.

Over the three years, we broadened our Steering Committee to include representatives from Contracts and Procurement and Health, Safety and Environment (HSE) areas of the business to fully realise opportunities for Aboriginal and Torres Strait Islander employment and business procurement; and to capture positive environment-related initiatives under the RAP.

During 2020 and 2021, INPEX undertook a RAP Engagement Survey with its workforce, seeking feedback in the key areas of awareness of RAP, Aboriginal and Torres Strait Islander events and cultural training. The survey results provided valuable information about how our employees were engaged, whether they found value in those activities and their desire to learn more. The feedback has been considered in the development of our Stretch RAP 2023-2025.

INPEX also regularly engages with key government, industry and community stakeholders including Aboriginal and Torres Strait Islander stakeholders and continues to seek feedback on our RAP and progress against the commitments.

Throughout 2022, various internal workshops and meetings were conducted with representatives across the business to develop our new RAP actions and deliverables. This included Human Resources, Contracts and Procurement, Industrial Relations, Operations (onshore and offshore), Corporate Social Responsibility and HSE. We also worked with an Aboriginal owned and operated business to design the RAP document. The RAP Working Group and the RAP Steering Committee were supportive throughout the RAP development and provided valuable input in developing stretch targets.

In 2013, we implemented our inaugural Reflect RAP with the support of external Aboriginal and Torres Strait Islander advisors representing the Northern Territory, Kimberley and Nyoongar communities. The cornerstone of our RAP was to ensure INPEX provides a multi-generational contribution to Aboriginal and Torres Strait Islander peoples in these areas of our operations, in particular through INPEX-operated Ichthys LNG.

In 2016, INPEX developed its first multi-year Stretch RAP (2016-2018), setting greater goals to make further progress towards reconciliation. INPEX continued to support organisations in delivering educational and development programs to support the next generation of Aboriginal and Torres Strait Islander peoples. RAP progress and achievements were broadly and regularly communicated to INPEX personnel, contractors and Aboriginal and Torres Strait Islander communities through various publications and communication channels.

Throughout the construction of Ichthys LNG, more than 1,470 Aboriginal and Torres Strait Islander peoples were engaged. More than 60 majority-owned and controlled Aboriginal and Torres Strait Islander businesses were also engaged to deliver scopes of work to the value of over A\$ 170 million.

With our third Stretch and sixth RAP overall, we are excited to continue our reconciliation journey.



## Governance

INPEX's RAP is governed by our **RAP Steering Committee** composed of INPEX Australia's leaders from across the business. The Steering Committee provides strategic directions on RAP-related matters and endorses the RAP actions and deliverables. Members hold one another and the RAP Working Group accountable for the successful implementation of the deliverables.

The **RAP Working Group** is made up of employees from business units with responsibilities for actions and deliverables and have a responsibility to provide updates of RAP progress to the RAP Steering Committee. All Aboriginal and Torres Strait Islander employees are encouraged to participate in the RAP Working Group. Five of the current 15 RAP Working Group members are Aboriginal and Torres Strait Islander employees.



RAP Working Group members during a cultural immersion tour on Whadjuk Nyoongar Country

The RAP Steering Committee and the RAP Working Group meet four times a year. Working Group meetings are scheduled two weeks prior to Steering Committee meetings to consolidate reports to the Steering Committee, receive feedback and to coordinate any scheduled events.

### **RAP Steering Committee members:**

- President Director Australia
- Senior Vice President Corporate
- Executive Vice President Operations
- Vice President Corporate – RAP champion
- Vice President Operations – RAP champion
- Vice President People & Collaboration
- Vice President HSEQ, Risk & Assurance
- Vice President Supply Chain
- Vice President New Energy Business
- Deputy Vice President Operations
- General Manager Corporate Affairs – Chair
- Specialist Aboriginal Affairs Consultant

### **RAP Working Group members:**

- Manager Corporate Social Responsibility – Chair
- Aboriginal Affairs Advisors
- Senior Human Resources (HR) Advisor – Diversity and Inclusion
- HR Business Partner – Aboriginal and Torres Strait Islander
- Principal Corporate Affairs Advisor – Northern Territory
- Corporate Coordination Officers
- Communications Advisor
- Lead Commercial Services
- Category Principal – Contract and Temporary Labour
- Environmental Support Team Lead
- Onshore Implementation Manager
- Supply Chain Sustainability Principal
- Senior Industrial Relations Advisor
- Finance Business Partner
- Operations Support Manager

## Key learnings, challenges and achievements 2019-2022

INPEX's achievements and challenges over the course of the last Stretch RAP 2019-2022 will continue to inform our reconciliation efforts into the future.

### **Key learnings:**

Between 2019-2022, an increased focus was placed on our leadership teams to play more active roles in promoting Aboriginal and Torres Strait Islander initiatives within and outside the workplace. RAP Steering Committee and Working Group memberships were updated to better reflect representatives from the relevant business units responsible in implementing RAP deliverables. This helped the RAP Steering Committee and the Working Group have better visibility over the progress of RAP deliverables and resulted in greater engagement and broader understanding of the RAP actions and deliverables across the business. The Steering Committee also agreed to increase meeting frequency from bi-annually to quarterly to reflect the importance of closely monitoring the RAP progress. The RAP Steering Committee and the Working Group were actively involved in the development of our Stretch RAP 2023-2025 identifying and developing key actions and deliverables from their areas of responsibilities. This has contributed to creating greater ownerships within their teams.

The COVID-19 pandemic heavily impacted our activities from 2020-2022 and required INPEX to reconsider the manner in which key programs were implemented. For instance, our Aboriginal cultural awareness training was delivered through a condensed online version in Perth during the impacted period. With COVID-19 restrictions being lifted over time, the face-to-face delivery of Aboriginal cultural awareness training was reintroduced in Darwin and Perth in 2022. INPEX also continued to explore alternative delivery mediums, such as short videos, interviews and other online content to provide the cultural learning opportunities across our workforce. Feedback provided through our RAP Engagement Survey in 2021 indicated our workforce was interested in experiencing further cultural awareness activities. This resulted in INPEX trialling a Perth-based cultural immersion in late 2021. This included new deliverables to conduct a review of our workforce cultural learning needs, with findings to consider further cultural learning under the RAP 2023-2025.

The COVID-19 pandemic also had significant impacts on the RAP target of increasing our direct Aboriginal employment and the implementation of our Solid Pathways Program (SPP). The pandemic and the associated low oil price have slowed down general recruitment activities which resulted in us not meeting our target to retain 10 SPP roles in 2020 and was starting to impact on our employment target of 36 by the end of the Stretch RAP 2019-2022. In early 2021, the RAP Steering Committee agreed to expedite these efforts by increasing the yearly SPP commitment to 15 roles which supported INPEX in increasing its Aboriginal and Torres Strait Islander employees to 49 by end of 2022. Following this significant increase in direct Aboriginal and Torres Strait Islander employees, under the next phase of the RAP INPEX will focus on retaining and developing these employees.



2022 Darwin NAIDOC Male Elder of the Year, Uncle Halpin Hart with INPEX General Manager Onshore, Dave Dann



## Key achievements:

- Enhancing INPEX's profile as an employer of choice for Aboriginal and Torres Strait Islander peoples, with increased Aboriginal and Torres Strait Islander direct employees to 49, exceeding our RAP commitment of 36.
- Strengthening our SPP with 17 participants currently undertaking the program. Six participants have successfully transitioned into ongoing employment with INPEX after successfully completing the SPP.
- Providing employment opportunities for Aboriginal and Torres Strait Islander peoples in the areas we operate. This includes 12 Larrakia people employed by INPEX or our contractors at the Ichthys LNG onshore processing facilities in Darwin and an increase in the number of Aboriginal and Torres Strait Islander individuals, including Kimberley locals, employed at our two Ichthys LNG offshore processing facilities.
- Engaging an average of approximately 100 Aboriginal and Torres Strait Islander peoples through our contractors, exceeding the target of an average 60 each year. This is achieved through working closely with contractors providing opportunities for Aboriginal and Torres Strait Islander peoples in alignment with our own reconciliation journey. Some individuals who gained experience working on our facilities through our contractors are transitioning to ongoing direct roles with INPEX.
- Continual improvement of our contracting and procurement practices enabling INPEX and our contractors to engage 23 Aboriginal and Torres Strait Islander-owned and operated businesses for work scopes to the value of over A\$ 13 million, exceeding our deliverable of 12 businesses with a total spend of A\$ 1 million over the RAP period of 2019-2022.



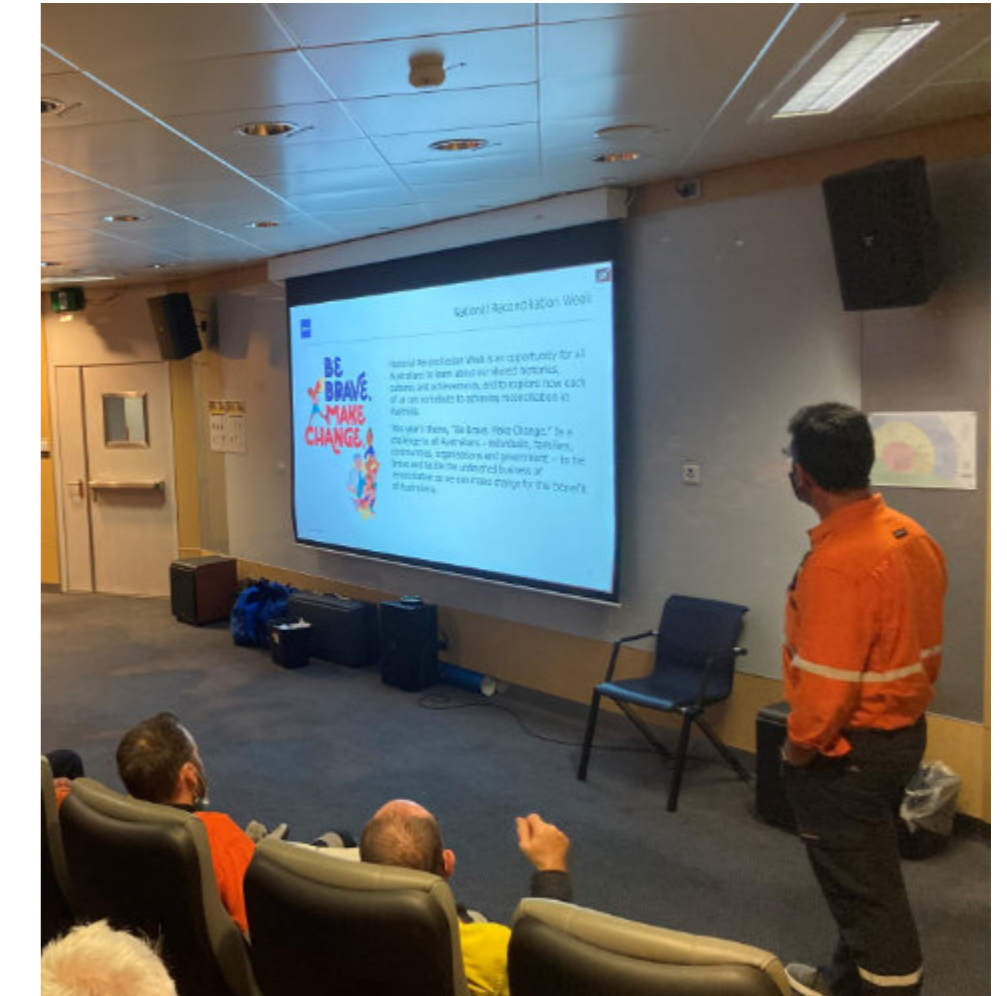
Walk for Reconciliation 2022 through Kings Park on Whadjuk Nyoongar Country. Photo taken in front of 'Gija Jumula' the giant boab tree gifted from the Kimberley Region of Western Australia.



Solid Pathways Participants at the Ichthys LNG onshore processing facilities

- Increased employee engagement through National Reconciliation Week and NAIDOC activities across all locations including our offshore facilities. A greater focus on collaboration and support has helped engage our workforce on the two Ichthys LNG offshore facilities which participated in these events for the first time in 2021. Activities included information sharing at pre-start meetings and Aboriginal-themed meals and this has helped create a more inclusive environment in providing a sense of belonging and pride for the Aboriginal and Torres Strait Islander employees who took part in the celebrations.

- Delivered RAP engagement surveys across our workforce in 2021 and 2022. The survey feedback showed a high level of support and awareness of the INPEX RAP among our employees. Many also reported they were unaware of our RAP progress, and this has resulted in improvements communicating our internal RAP quarterly activities. The delivery of cultural awareness training was seen as valuable and many were keen for additional courses and immersion activities. Our 2023-2025 RAP will include a review of our workforce cultural learning needs and consideration of further cultural learning opportunities.



National Reconciliation Week 2022 activities on Ichthys LNG offshore facilities



## Case Study 1: Solid Pathways Program success

Larrakia man, Riley Alley has enjoyed a long association with Ichthys LNG commencing a school-based electrical pre-apprenticeship through a partnership between Group Training Northern Territory (GTNT) and Ichthys LNG construction contractor JKC in 2014. At the conclusion of his pre-apprenticeship and secondary studies at Casuarina Senior College, Riley was granted a full apprenticeship with Kentz, the electrical and instrumentation contractor during construction of the Ichthys LNG onshore processing facilities in Darwin.

Four years after his electrical apprenticeship journey began, Riley earned the title of qualified tradesperson, completing all competencies of Certificate III in Electrotechnology Electrician.

Fast forward to February 2022 and Riley re-established his association with Ichthys LNG, this time through INPEX's Solid Pathways Program (SPP).

During Riley's SPP interview he impressed the panel by demonstrating his technical ability and displaying key behaviours valued at INPEX. Riley was encouraged to complete a Certificate III in Instrumentation and undertake other supporting competencies to be able to work as an Instrument Electrical Technician.

"I am enjoying my role on the Ichthys LNG plant, as well as working with my team and hope to be successful to get a full-time position with INPEX in the future.

"I recommend Aboriginal and Torres Strait Islander peoples should apply for future Solid Pathway Program roles that suit their backgrounds," Riley said.

Todd Prest, INPEX Onshore Planning Team Lead, said Riley's achievements show what's possible with personal determination and a supportive working environment.

"Through his dedication and proactive approach to training, Riley successfully attained his Certificate III in only two months, which is a great achievement.

"Riley was rostered for his first shift in early March 2022, allowing him a further 22 months to develop his newly obtained skills through on-the-job experience under the SPP.

"I'm optimistic, as Riley's success showcases a pathway for local Larrakia electricians to potentially become Instrument Electrical Technicians at INPEX," Todd said.



Solid Pathways Participant, Riley Alley, at the Ichthys LNG onshore processing facilities

## Case Study 2: Protecting marine species with Aboriginal Rangers

As a part of the environmental offset commitment for Ichthys LNG, the A\$ 24 million program for the conservation management of dugongs, cetaceans and threatened marine matters of national environmental significance (MNES) in the Top End commenced in 2022.

This program is managed by the Northern Territory Government (NTG) and will be delivered over 22 years with the following two objectives:

- implementing management actions that enhance the conservation of dugongs, cetaceans and threatened MNES and their habitat
- enhancing and maintaining the capacity of Aboriginal Ranger groups to deliver these management actions.

INPEX and the Northern Territory Department of Environment, Parks and Water Security worked collaboratively for more than 12 months and identified the successful NTG Aboriginal Ranger Grants Program (ARGP) as the best framework to deliver this latest offset program. The ARGP is outcomes focused and allows Aboriginal Rangers to identify and design programs to suit their Land and Sea Country priorities.

Commonwealth government conditions state which species are eligible for funding under the program. This includes a subset of species such as dugong, cetaceans (dolphins and whales), threatened marine MNES including marine turtles, green and freshwater sawfish etc and associated habitat.

Larrakia Ranger Manager Ben Smith said the funding and the grants program was a game changer for the Larrakia Rangers, who cover Sea and Land Country

from Darwin, Darwin Harbour around to Cox Peninsula, Adelaide River, Finnis River and down to Manton Dam in the Northern Territory.

Ben said receiving the grant money has meant the Larrakia Rangers have been able to bring their local knowledge and take more of a lead for some of the conservation management projects they work on.

"For the first time we can lead projects that Larrakia want to do, rather than working with external organisations using their methodology, we can use our local knowledge, ideas and methods to determine how and when data should be collected," Ben said.

To date, eight grants have been awarded to support eight ranger groups (Larrakia, Kenbi, Tiwi, Mardbalk, Li-Anthawirriyrra, Yirralka, Gunmurr Marthakal and Garngi Rangers) in the Top End. Four of these were for conservation projects, with the remaining grants for capital items (e.g. equipment) for conservation activities.

This includes a successful three-year grant application for the Larrakia Rangers Darwin Harbour Biodiversity Project. This project has already seen the commencement of monthly shore bird surveys at Shoal Bay and Lee Point, as well as daily patrols for nesting flatback turtles at Casuarina Beach – with one hatchling event already reported.

In eastern Arnhem Land, a new barge mooring system, all-terrain vehicles and trailers have been ordered so Gunmurr Marthakal Rangers can access remote areas of their Homelands and safely collect marine debris, which can impact marine fauna such as turtles.



Larrakia Aboriginal Rangers surveying the coastline around Darwin Harbour



### Case Study 3: Savanna Fire Management

Aboriginal and Torres Strait Islander peoples have a long tradition of burning tropical savanna to reduce bushfire risks. The practice of strategically burning in the early dry season, when fires are cooler and more localised, is now also reducing carbon emissions.

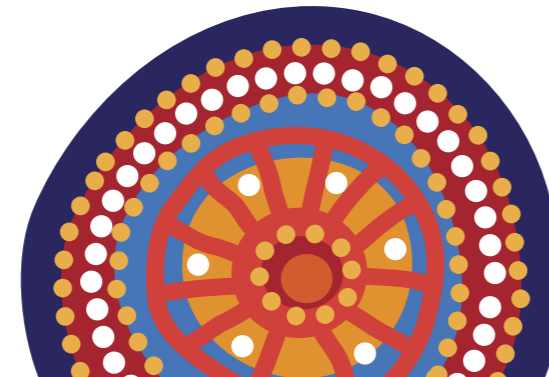
A landmark A\$ 34 million Savanna Fire Management (SFM) program funded by INPEX-operated Ichthys LNG commenced in 2017 and is being managed by the Indigenous Land and Sea Corporation in the Northern Territory. As well as providing tangible carbon offsets by controlling wildfires, a significant range of other emerging program benefits includes:

- delivering sustainable employment, training and business opportunities for Aboriginal and Torres Strait Islander peoples in the Northern Territory by creating sustainable, viable carbon enterprises in remote communities
- empowering remote communities to manage their own Country through best-practice environmental stewardship to control wildfires, improve local habitats, reduce erosion and encourage local biodiversity
- building capacity among local rangers by providing cultural recognition alongside formal training and work experience opportunities in fire management and land care
- supporting improved land management while ensuring an ongoing connection to Country and traditional cultural practice is maintained.

The program is expected to deliver benefits for up to 18 years, given the security of the long-term funding and best practice governance model which has been adopted.

In its sixth year of operation, there are five projects registered with the Clean Energy Regulator and another two projects that are soon to become operational across the Northern Territory. Despite the ongoing COVID-19 pandemic, the program continued to make progress with another project becoming operational during 2021, with total of 4.2 million hectares of land now funded by the SFM.

The SFM program continues to make a significant contribution to the collective and shared understanding of savanna fire management and the capacity of Aboriginal organisations to undertake savanna fire burning in a way that connects the activity to the carbon abatement market.



Savanna Fire Management program partners analysing fire history over project areas



## Case Study 4: Larrakia Ichthys LNG Foundation Trust

Established in 2018, the Larrakia Ichthys LNG Foundation Trust (LIFT) was the first such initiative in Australia signed outside of Native Title legislation between Traditional Owners and an operating production company. This landmark agreement between the Ichthys Joint Venture and the Larrakia people in Darwin, has resulted in an A\$ 24 million commitment to benefit the Larrakia community over the operational life of Ichthys LNG.

The INPEX Larrakia Advisory Committee (Committee) assesses submissions for programs to be funded through the LIFT. Along with independent Larrakia community members, the Committee includes representation from the Larrakia Development Corporation, Larrakia Nation Aboriginal Corporation and INPEX.

The Committee's vision for the LIFT is "to educate and empower the next generation of Larrakia whilst supporting those most in need". Key priorities for meeting this vision is to support education and aged care, with education being one of the first targets for funding through the LIFT.

There are currently four programs in place to promote learning opportunities from childhood through to adulthood. Administered by the Larrakia Development Corporation, the Tertiary Scholarship Program has been growing in popularity since its inception, offering scholarships to Larrakia students completing a Bachelor degree (or higher), a Diploma or a Certificate course.

To date, 37 scholarships have been awarded, including one towards a Master's degree and two towards PhDs.

Josh Cubillo is the first PhD student to receive a scholarship through the LIFT. The scholarship allowed Josh to purchase equipment to provide him with the flexibility to work from home in Darwin during lockdown periods.

With a young family of three children, Josh is looking to the future of education and hopes to change the system to diversify the way in which education is delivered so that it is inclusive of many knowledge systems.

"I am very grateful for this opportunity and the opportunity the LIFT is giving for more and more Larrakia to achieve goals in education," Josh said.



LIFT scholarship fund recipient, Jorja Costello, with her Bachelor of Laws degree

Jorja Costello used LIFT scholarship funds to assist her through three years of her Bachelor of Laws degree.

"Being a full-time law student and working part-time, the scholarship has been a big help with the cost of living," Jorja said.

"This has been a great opportunity and I encourage those eligible to apply."

The Aged Care Services bus has proved to be very popular with elderly Larrakia. Larrakia Nation Aboriginal Corporation administer the bus services which has enhanced their Aged Care programs.

The bus is put to good use transporting the elderly to a range of activities, including visits to museums, art galleries and day trips to Adelaide River and Batchelor. Other activities include sports such as

netball and barefoot bowls; beach and lawn picnics; visits to colleges, primary schools and childcare centres for interactions and role modelling for the younger generation and arts and crafts.

The bus is also used to take Larrakia elderly to collect traditional foods such as longbums and cockles. Additionally, the bus is used on different days by women only for women's business and men only for men's business.

Another benefit of the bus is the employment of a Larrakia person to drive the bus. Since arriving in late 2020, the bus has been used extensively with up to 468 trips each quarter.

For information about LIFT-funded programs refer to: <https://www.inpex.com.au/sustainability/aboriginal-affairs/larrakia-ichthys-lng-foundation-trust-lift/>



The Aged Care Services bus is used by elderly Larrakia for transport to a range of services





Flag raising ceremony as part of NAIDOC Week 2022 celebrations on Larrakia Country

# **Relationships**

As a culturally diverse organisation operating in Australia, INPEX understands relationships are central to reconciliation. We are committed to forming and maintaining trusting, mutually beneficial relationships with Aboriginal and Torres Strait Islander communities on whose land and waters we operate. We will encourage and support our workforce to develop the knowledge and understanding necessary to facilitate the continuation of positive relationships and use our influence to make positive change to support aspirations of Aboriginal and Torres Strait Islander communities.

**Focus area:** Collaboration: We rely on unity and team spirit to build strong professional working relationships within INPEX, as well as within the diverse communities in which we operate.

Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	<ul style="list-style-type: none"> <li>Engage with local Aboriginal and Torres Strait Islander stakeholders and organisations where we operate to continuously improve guiding principles for engagement</li> </ul>	December 2023, 2024, 2025	Manager Corporate Social Responsibility
	<ul style="list-style-type: none"> <li>Regularly engage with Aboriginal and Torres Strait Islander stakeholders in the Northern Territory and the Kimberley to share information about business activities and opportunities</li> </ul>	April, October 2023, 2024, 2025	
	<ul style="list-style-type: none"> <li>Engage with the INPEX Larrakia Advisory Committee to seek guidance on opportunities for Larrakia people</li> </ul>	March, June, September, December 2023, 2024, 2025	
	<ul style="list-style-type: none"> <li>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</li> </ul>	February 2023, 2024, 2025	
	<ul style="list-style-type: none"> <li>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</li> </ul>	December 2023, 2024, 2025	
	<ul style="list-style-type: none"> <li>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</li> </ul>	December 2023, 2024, 2025	



Relationships			
Action	Deliverable	Timeline	Responsibility
2. Build relationships through celebrating National Reconciliation Week (NRW)	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff</li> <li>RAP Working Group members to participate in a minimum of two external NRW events</li> <li>Encourage and support staff and senior leaders to participate in two external events to recognise and celebrate NRW</li> <li>Organise three internal NRW events, including at least one organisation-wide NRW event, each year</li> <li>Register all our NRW events on Reconciliation Australia's <a href="#">NRW website</a></li> <li>Engage two Aboriginal and Torres Strait Islander-owned businesses in arranging internal NRW events each year via procurement of goods or services</li> </ul>	27 May-3 June 2023, 2024, 2025	Manager Corporate Social Responsibility  Vice President People and Collaboration  Vice President People and Collaboration  Manager Corporate Social Responsibility  General Manager Corporate Affairs
3. Promote reconciliation through our sphere of influence	<ul style="list-style-type: none"> <li>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</li> </ul>	March 2023	General Manager Corporate Affairs
	<ul style="list-style-type: none"> <li>Provide regular updates on RAP deliverables at key management meetings</li> </ul>	June, December 2023, 2024, 2025	General Manager Corporate Affairs
	<ul style="list-style-type: none"> <li>Undertake annual RAP engagement survey with all personnel and seek feedback for continuous improvement</li> </ul>	September 2023, 2024, 2025	Manager Corporate Social Responsibility
	<ul style="list-style-type: none"> <li>Provide one educational session each quarter for all personnel to increase awareness and understanding of reconciliation including the Uluru Statement from the Heart</li> </ul>	31 March, 30 June, 30 September, 31 December 2023, 2024, 2025	General Manager Corporate Affairs
	<ul style="list-style-type: none"> <li>Publicly communicate our commitment to reconciliation</li> </ul>	December 2023, 2024, 2025	General Manager Corporate Affairs
	<ul style="list-style-type: none"> <li>Attend at least two quarterly RAP Leadership Gatherings a year</li> </ul>	April and October 2023, 2024, 2025	Manager Corporate Social Responsibility
	<ul style="list-style-type: none"> <li>Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes</li> </ul>	August 2023, 2024, 2025	General Manager Corporate Affairs

Relationships			
Action	Deliverable	Timeline	Responsibility
4. Promote positive race relations through anti-discrimination strategies	<ul style="list-style-type: none"> <li>Facilitate two workshops a year with a minimum of four contractors in each workshop to share success stories, challenges and opportunities for reconciliation</li> </ul>	May and November 2023, 2024, 2025	Vice President People and Collaboration and General Manager Corporate Affairs
	<ul style="list-style-type: none"> <li>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</li> </ul>	March and August 2023, 2024, 2025	Manager Corporate Social Responsibility
	<ul style="list-style-type: none"> <li>Collaborate with four RAP and other like-minded organisations to implement ways to advance reconciliation</li> </ul>	July and December 2023, 2024, 2025	Manager Corporate Social Responsibility
	<ul style="list-style-type: none"> <li>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</li> </ul>	December 2023, 2024, 2025	Manager Corporate Social Responsibility
	<ul style="list-style-type: none"> <li>Produce Deadly Yarns publication twice a year, sharing positive Aboriginal and Torres Strait Islander engagement stories</li> </ul>	April and October 2023, 2024, 2025	Manager Corporate Social Responsibility
4. Promote positive race relations through anti-discrimination strategies	<ul style="list-style-type: none"> <li>Continuously improve HR policies and procedures to foster diversity and inclusion</li> </ul>	February 2023, 2024, 2025	Vice President People and Collaboration
	<ul style="list-style-type: none"> <li>Engage with Aboriginal and Torres Strait Islander staff and Aboriginal and Torres Strait Islander advisors to continuously improve our anti-discrimination policy</li> </ul>	April 2023, 2024, 2025	
	<ul style="list-style-type: none"> <li>Implement and communicate INPEX's Equal Opportunity, Bullying, Discrimination and Harassment Policy and Standard across our organisation</li> </ul>	March 2023	
	<ul style="list-style-type: none"> <li>Provide ongoing educational opportunities for INPEX's senior leaders and managers on the effects of racism</li> </ul>	June 2023, 2024, 2025	
	<ul style="list-style-type: none"> <li>Senior leaders to publicly support anti-discrimination campaigns, initiatives or stances against racism</li> </ul>	March 2023, 2024, 2025	





Nyoongar man Gerry Matera, Managing Director WA Indigenous Defence Services speaks at a NAIDOC Week 2022 event on Whadjuk Nyoongar Country

## Respect

Respecting and acknowledging the diversity of Aboriginal and Torres Strait Islander cultures, histories and customs is critical to meaningful and lasting relationships with internal and external stakeholders. We strive to create an inclusive workplace environment where people respectfully accept and embrace our cultural diversity. We will continue to improve the cultural capability of our workforce to deepen their understanding and appreciation of Aboriginal and Torres Strait Islander peoples, through cultural education and immersion and by celebrating significant events.

**Focus area:** Diversity: We proactively embrace our individual differences which are central to who we are at INPEX and what makes a unique and welcoming workplace environment.

Respect			
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	• Conduct a review of workforce cultural learning needs	December 2023	Vice President People and Collaboration and General Manager Corporate Affairs
	• Use findings of the review to consider and implement further cultural learning in addition to the existing Aboriginal Cultural Awareness training	December 2024, 2025	
	• Consult local Traditional Owners and Aboriginal and Torres Strait Islander advisors on the implementation of a cultural learning strategy	December 2024	
	• Implement and communicate a cultural learning strategy for our staff	March 2023, 2024, 2025	Vice President People and Collaboration
	• Commit all RAP Working Group members, HR managers, senior executive group and all new staff to undertake formal and structured cultural learning	December 2023, 2024, 2025	
	• All RAP Steering Committee and RAP Working Group members to undertake cultural immersion activities	December 2024	
6. Increase opportunities for staff to build their cultural capability through self-guided learning	• 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, 2024, 2025	General Manager Corporate Affairs
	• 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, 2025	



Respect			
Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> <li>Implement the online library and promote to personnel</li> </ul>	December 2024, 2025	Manager Corporate Social Responsibility
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	<ul style="list-style-type: none"> <li>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</li> <li>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</li> <li>Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at six significant events each year</li> <li>Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings</li> <li>Staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events</li> <li>Display three Acknowledgment of Country plaques in our office/s or on our buildings</li> </ul>	<p>December 2023, 2024, 2025</p> <p>February 2023</p> <p>April, May, July, November 2023, 2024, 2025</p> <p>April, August, December 2023, 2024, 2025</p> <p>May, September 2023, 2024, 2025</p> <p>January 2023</p>	General Manager Corporate Affairs
8. Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	<ul style="list-style-type: none"> <li>RAP Working Group to participate in two external NAIDOC Week events</li> <li>Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week, where practical</li> <li>Hold a minimum of three internal NAIDOC Week events</li> <li>Continue to support all staff to participate in two NAIDOC Week events in our local area, where practical</li> <li>In consultation with Aboriginal and Torres Strait Islander stakeholders, support three external NAIDOC Week events each year</li> <li>Circulate NAIDOC promotional materials and resources to all staff</li> </ul>	<p>First week in July 2023, 2024, 2025</p> <p>June 2023, 2024, 2025</p> <p>First week in July 2023, 2024, 2025</p> <p>First week in July 2023, 2024, 2025</p>	<p>Manager Corporate Social Responsibility</p> <p>Vice President People and Collaboration</p> <p>Manager Corporate Social Responsibility</p> <p>Manager Corporate Social Responsibility</p>



Young Indigenous Women's STEM camp on Larrakia Country





Career Expo in Ramingining hosted by Arnhem Land Progress Aboriginal Corporation

# Opportunities

Through its business activities, INPEX is creating and supporting sustainable, multi-generational economic and social outcomes for Aboriginal and Torres Strait Islander peoples, businesses and communities. We will achieve this through creating targeted employment and business participation opportunities within our business and with our contractors. We will continue to support aspirations of Aboriginal and Torres Strait Islander peoples through education of next generation and development initiatives.

**Focus area:** Integrity: We are ethical, honest and trustworthy in our business relationships and professional and respectful in our conduct at all times.

Diversity: We proactively embrace our individual differences which are central to who we are at INPEX and what makes a unique and welcoming workplace environment.

Collaboration: We rely on unity and team spirit to build strong professional working relationships within INPEX and in the diverse communities in which we operate.

Opportunities			
Action	Deliverable	Timeline	Responsibility
9. 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, 2024, 2025	Vice President People and Collaboration
	Review and update an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy	March 2023, 2024, 2025	Vice President People and Collaboration
	All Aboriginal and Torres Strait Islander employees to have a Development Plan in place	February 2023, 2024, 2025	Vice President People and Collaboration
	Develop and implement a Cultural Leave Policy	December 2023	Vice President People and Collaboration
	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, 2024, 2025	Vice President People and Collaboration
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders	December 2023, 2024, 2025	Vice President People and Collaboration
	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
	Aboriginal and Torres Strait Islander employees to be supported to take on management and senior level positions	December 2023, 2024, 2025	Vice President People and Collaboration



Opportunities			
Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> <li>Increase INPEX's direct employment of Aboriginal and Torres Strait Islander peoples to 60, or five per cent of employees</li> <li>Retain 90 per cent of Aboriginal and Torres Strait Islander employees each year</li> <li>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</li> <li>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</li> </ul>	<p>December 2025</p> <p>December 2023, 2024, 2025</p> <p>December 2023, 2024, 2025</p> <p>December 2023, 2024, 2025</p>	<p>Vice President People and Collaboration</p> <p>Vice President People and Collaboration</p> <p>Vice President People and Collaboration</p> <p>Vice President People and Collaboration</p>
10. Support Aboriginal and Torres Strait Islander education participation	<ul style="list-style-type: none"> <li>Continue to provide two INPEX Aboriginal and Torres Strait Islander scholarships per year at the University of Western Australia</li> <li>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</li> <li>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</li> <li>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</li> <li>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</li> </ul>	<p>December 2023, 2024, 2025</p> <p>December 2023, 2024, 2025</p> <p>December 2023, 2024, 2025</p> <p>December 2023, 2024, 2025</p> <p>December 2023, 2024, 2025</p>	<p>General Manager Corporate Affairs</p> <p>General Manager Corporate Affairs</p> <p>Vice President People and Collaboration</p> <p>Manager Corporate Social Responsibility</p> <p>General Manager Corporate Affairs</p>

Opportunities			
Action	Deliverable	Timeline	Responsibility
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	<ul style="list-style-type: none"> <li>Include Aboriginal and Torres Strait Islander business engagement in contracting and procurement category strategies</li> <li>Investigate Supply Nation membership</li> <li>Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander-owned businesses to staff</li> <li>Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander-owned businesses</li> <li>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</li> <li>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</li> <li>Train all relevant staff in contracting Aboriginal and Torres Strait Islander-owned businesses through Supply Nation or an equivalent organisation</li> <li>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</li> </ul>	<p>January 2023, 2024, 2025</p> <p>October 2023</p> <p>January 2023, 2024, 2025</p> <p>January 2023, 2024, 2024</p> <p>December 2023, 2024, 2025</p> <p>December 2023, 2024, 2025</p> <p>December 2023</p> <p>December 2023, 2024, 2025</p>	<p>Vice President Supply Chain</p> <p>Vice President Supply Chain</p> <p>Vice President Supply Chain</p> <p>Vice President Supply Chain</p> <p>Vice President Supply Chain</p> <p>Vice President Operations</p> <p>Vice President Supply Chain and Vice President People and Collaboration</p> <p>General Manager Corporate Affairs</p>
12. Support social, cultural and economic opportunities for Aboriginal and Torres Strait Islander communities	<ul style="list-style-type: none"> <li>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</li> </ul>	<p>December 2023, 2024, 2025</p>	<p>General Manager Corporate Affairs</p>



Opportunities			
Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> <li>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</li> </ul>	December 2023, 2024, 2025	General Manager Corporate Affairs / Vice President HSEQ, Risk and Assurance / General Manager Commercial



Members of the INPEX Larrakia Advisory Committee

# Governance

Governance			
Action	Deliverable	Timeline	Responsibility
13. Steering Committee oversees RAP development, implementation and review	<ul style="list-style-type: none"> <li>Meet at least four times a year to drive and monitor RAP implementation</li> </ul>	March, May, August, December 2023, 2024, 2025	General Manager Corporate Affairs
	<ul style="list-style-type: none"> <li>Steering Committee supports annual review of RAP and approves additional actions</li> </ul>	December 2023, 2024, 2025	RAP Steering Committee
14. Maintain an effective RAP Working Group (RWG) to drive governance of the RAP	<ul style="list-style-type: none"> <li>Maintain Aboriginal and Torres Strait Islander representation on the RWG</li> </ul>	December 2023, 2024, 2025	Manager Corporate Social Responsibility
	<ul style="list-style-type: none"> <li>Regularly review a Terms of Reference for the RWG</li> </ul>	December 2023	Manager Corporate Social Responsibility
	<ul style="list-style-type: none"> <li>Meet at least four times a year to implement, review and report progress to the Steering Committee</li> </ul>	February, April, July, November 2023, 2024, 2025	Manager Corporate Social Responsibility
15. Provide appropriate support for effective implementation of RAP commitments	<ul style="list-style-type: none"> <li>Embed resource needs for RAP implementation</li> </ul>	May 2023, 2024, 2025	General Manager Corporate Affairs and Vice President People and Collaboration
	<ul style="list-style-type: none"> <li>Embed key RAP actions in performance expectations of senior management and all staff</li> </ul>	January 2023, 2024, 2025	Vice President People and Collaboration
	<ul style="list-style-type: none"> <li>Embed appropriate systems and capability to track, measure and report on RAP commitments</li> </ul>	January 2023, 2024, 2025	General Manager Corporate Affairs
	<ul style="list-style-type: none"> <li>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</li> </ul>	December 2023, 2024, 2025	Vice President People and Collaboration
	<ul style="list-style-type: none"> <li>Maintain an internal RAP Champion from senior management</li> </ul>	January 2023, 2024, 2025	Vice President Corporate and Vice President Operations
	<ul style="list-style-type: none"> <li>Include our RAP as a standing agenda item at senior management meetings including General Manager forums</li> </ul>	January 2023, 2024, 2025	General Manager Corporate Affairs



Governance			
Action	Deliverable	Timeline	Responsibility
16. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	<ul style="list-style-type: none"> <li>Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP</li> </ul>	January 2026	Manager Corporate Social Responsibility
	<ul style="list-style-type: none"> <li>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</li> </ul>	June 2023, 2024, 2025	Aboriginal Affairs Advisor
	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire</li> </ul>	1 August 2023, 2024, 2025	Aboriginal Affairs Advisor
	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia</li> </ul>	30 September 2023, 2024, 2025	Manager Corporate Social Responsibility
	<ul style="list-style-type: none"> <li>Provide Quarterly RAP progress reporting to all staff and senior leaders</li> </ul>	30 April, 31 July, 31 October 2023, 2024, 2025	Manager Corporate Social Responsibility
	<ul style="list-style-type: none"> <li>Provide Annual public reporting against our RAP commitments, outlining achievements, challenges and learnings</li> </ul>	28 February 2024, 2025, 2026	General Manager Corporate Affairs
17. Continue our reconciliation journey by developing our next RAP	<ul style="list-style-type: none"> <li>Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer</li> </ul>	May 2024	Manager Corporate Social Responsibility
	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP</li> </ul>	January 2025	Manager Corporate Social Responsibility



INPEX and Ichthys LNG volunteers help out at the NAIDOC breakfast event 2022 on Larrakia Country



## Contact details

For public enquiries about INPEX's Stretch RAP please contact INPEX's Aboriginal Affairs team on [enquiries@inpex.com.au](mailto:enquiries@inpex.com.au) or +61 8 6213 6000

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