



It was all smiles during the launch of INPEX's second Stretch RAP 2019–2022 in Darwin. Pictured here are Tetsu Murayama, Vice President Corporate Coordination, Irene Stainton, Manager Aboriginal Affairs, Ngaree Ah Kit, Member for Karama, Bill Risk, INPEX Larrakia Advisory Committee Chairperson and Larrakia Elder and Roland Houareau, General Manager Northern Territory.

Ichthys LNG onshore processing facilities employees enjoyed a NAIDOC themed luncheon put on by catering contractor ESS at the Bento Café including a display of Aboriginal artefacts on loan from Aboriginal employees.

RAP Report 2019

These actions help INPEX fulfil our 2019 Reconciliation Action Plan (RAP) commitments. They build upon our previous efforts and are consistent with the requirements of the Reconciliation Australia's Stretch RAP framework.

Relationships

Action	Timeline	Deliverables	Responsibility	Outcome
Build relationships through celebrating National Reconciliation Week (NRW)	27 May - 3 June 2019	Organise three internal NRW events, including at least one organisation-wide NRW event, each year.	General Manager External Affairs	<p>Monday 27 May - Guided tour of Desert, River, Sea: Portraits of the Kimberley Exhibition (Perth): Two separate tours of Exhibition extended to all Perth-based INPEX personnel.</p> <p>Wednesday 29 May - Lunch and Learn Session (Perth): Mr Glenn Pearson, Head of Aboriginal Research, Kulunga Aboriginal Research Development Unit, Telethon Kids Institute. Invitations extended to all Darwin-based INPEX personnel.</p> <p>Friday 31 May - Lunch and Learn Session (Darwin): 'Footy to Foodie' - Mr Daniel Motlop, General Manager, Something Wild Australia. Invitations extended to all Darwin-based INPEX personnel.</p>
		Register all our NRW events on Reconciliation Australia's NRW website.	General Manager External Affairs	INPEX's NRW events registered on Reconciliation Australia's website. As the events were not open to the general public but were for INPEX personnel only, they do not appear on the Reconciliation Australia website however are recorded as registered NRW events.

Action	Timeline	Deliverables	Responsibility	Outcome
Build relationships through celebrating National Reconciliation Week (NRW)	27 May - 3 June 2019	Encourage and support staff and senior leaders to participate in two external events to recognise and celebrate NRW.	General Manager External Affairs	INPEX personnel in Darwin were encouraged to participate in community-based events held by the Larrakia Nation Aboriginal Corporation (LNAC) or the Larrakia Development Corporation (LDC). In Perth, INPEX personnel were encouraged to attend the Guided tour of Desert, River, Sea: Portraits of the Kimberley Exhibition held at the Art Gallery of Western Australia and the Reconciliation WA annual NRW Breakfast at Kings Park.
		RAP Working Group members to participate in one external NRW event.	General Manager External Affairs	RAP Working Group members participated in the Guided tour of Desert, River, Sea: Portraits of the Kimberley Exhibition at the Art Gallery of Western Australia on Monday 27 May.
		Invite Aboriginal and/or Torres Strait Islander community member/s into our offices to connect and share experiences.	General Manager External Affairs	Wednesday 29 May - Lunch and Learn Session (Perth): Mr Glenn Pearson, Head of Aboriginal Research, Kulunga Aboriginal Research Development Unit, Telethon Kids Institute. Friday 31 May - Lunch and Learn Session (Darwin): 'Footy to Foodie' - Mr Daniel Motlop, General Manager, Something Wild Australia.
		Support an external NRW event that could include in kind support and/or partnering with community organisations.	General Manager External Affairs	Banner purchased as part of the Government of Western Australia, Department of Local Government, Sport and Cultural Industries - Reconciliation Week Street Banner Project. Banner displayed along St Georges Terrace in Perth 27 May - 3 June.
		Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff.	General Manager External Affairs	Reconciliation Australia website provided to all INPEX staff when calendar invitations to internal events are emailed out.
Maintain and leverage mutually beneficial relationships with Aboriginal and/or Torres Strait Islander peoples, organisations and communities to support positive outcomes.	December 2019	Develop and implement annual Aboriginal and/or Torres Strait Islander engagement plans.	General Manager External Affairs	Aboriginal and/or Torres Strait Islander Engagement Plan 2019 developed on 4 April and implemented. This process is undertaken annually.
		Continue to engage with other Aboriginal and/or Torres Strait Islander groups in Darwin, Broome and Perth to provide cultural advice and guidance.	General Manager External Affairs	The INPEX Larrakia Advisory Committee, which consists mainly of Larrakia members, provides INPEX with cultural advice and guidance in Darwin. Our stakeholder engagement in Broome is shaped through our continued interactions with the Djarindjin Aboriginal Corporation and Nirrumbuk Aboriginal Corporation and Nyamba Buru Yawuru. In Perth, our engagement is shaped through our Aboriginal Cultural Awareness provider Kooya Consultancy, Wungening Aboriginal Corporation, Wadjak Northside Aboriginal Corporation, Yokai and other Nyoongar Elders and organisations as required.

Action	Timeline	Deliverables	Responsibility	Outcome
Maintain and leverage mutually beneficial relationships with Aboriginal and/or Torres Strait Islander peoples, organisations and communities to support positive outcomes.	December 2019	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to continuously improve guiding principles for engagement.	General Manager External Affairs	INPEX's engagement with the INPEX Larrakia Advisory Committee on behalf of the Larrakia people informs our ongoing approach and effectiveness in stakeholder engagement in Darwin. Other organisations as listed above.
		Continue to maintain four formal two-way partnerships with Aboriginal and/or Torres Strait Islander communities or organisations in areas in which we operate and commit to meet with each at least two times per year.	General Manager External Affairs	INPEX has formal two-way partnerships with the following organisations: <ul style="list-style-type: none"> - Role Models and Leaders Australia (Palmerston, Broome and Perth). - Larrakia Development Corporation (Darwin) - Larrakia Nation Aboriginal Corporation (Darwin) - Amity Community Services (Darwin) - Cross Cultural Consultants (Darwin) - Nirrumbuk Aboriginal Corporation (Broome) - Djarindjin Aboriginal Corporation (Kimberley) - Kooya Consultancy (Perth).
Promote reconciliation through our sphere of influence.	27 May - 3 June 2019	Publicly communicate our commitment to reconciliation.	General Manager External Affairs	We publicly communicate INPEX's commitment to reconciliation, through our second Stretch RAP. This document is available via the Reconciliation Australia website and INPEX's intranet and internet. Additionally, our commitment can be seen in INPEX's Deadly Yarns publication which is produced twice a year and distributed to key internal and external stakeholders. INPEX also circulates reconciliation-related stories and commitments via our social networking pages such as Facebook, Yammer, Twitter and LinkedIn.
		Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes.	General Manager External Affairs	INPEX through Manager Aboriginal Affairs has positively influenced the following external stakeholders to drive reconciliation outcomes through the provision of Welcomes to Country and other cultural presentations: <ul style="list-style-type: none"> - Telethon Kids Institute - Zonta International - Petroleum Women's Network - WA Maritime Museum - WA Museum - Girls Academy Program - Management Development. INPEX through the Manager Aboriginal Affairs has also been requested to assist the Northern Territory Indigenous Business Network (NTIBN) to commence development of its inaugural Reconciliation Action Plan.

Action	Timeline	Deliverables	Responsibility	Outcome
Promote reconciliation through our sphere of influence.	27 May - 3 June 2019	Encourage our staff to provide volunteer support to community organisations promoting reconciliation where possible.	General Manager External Affairs	INPEX staff are encouraged to support our community organisations in their respective communities. In Darwin, INPEX staff regularly volunteer for events including: <ul style="list-style-type: none"> - National Reconciliation Week - NAIDOC Week - Harmony Day - International Women's Day - Amity Community Services - Palmerston Girls Academy - Michael Long Learning and Leadership Centre.
		Collaborate with four like minded organisations to implement ways to advance reconciliation.	General Manager External Affairs	INPEX advances our reconciliation journey through ongoing and active collaboration with Kooya Consultancy (Perth), Cross Cultural Consultants (Darwin), Reconciliation WA, Reconciliation Australia and INPEX Contractors such as Monadelphous, TRACE JV, ESS Compass and RAMS.
	June 2019 September 2019	Produce Deadly Yarns publication two times per year for distribution to internal (INPEX staff, contractors) and external stakeholders (Aboriginal and/or Torres Strait Islander individuals, organisations, businesses, government representatives, and not-for-profit organisations).	General Manager External Affairs	Deadly Yarns publication produced and distributed to stakeholders in May and November.
	September 2019	Include RAP-related stories in GasWorks (intranet hub)	General Manager External Affairs	RAP-related stories are provided in our fortnightly GasWorks (internal) online newsletter across the calendar year. Stories are provided for key events on the Aboriginal and/or Torres Strait Islander calendar including International Women's Day, National Reconciliation Week and NAIDOC Week.
		Promote RAP activities on Yammer (internal social media channel).	General Manager External Affairs	Promotion of RAP events and positive follow up stories are uploaded to Yammer as they arise.
		RAP published to intranet and internet sites, as well as Reconciliation Australia website.	General Manager External Affairs	INPEX's Stretch RAP August 2019 - July 2022 is available for viewing on INPEX's intranet and internet sites and also on the Reconciliation Australia website.
	December 2019	Annual RAP Report published on INPEX Australia website https://www.inpex.com.au/news-and-updates/publications/	General Manager External Affairs	RAP Report 2019 uploaded to INPEX Australia website in December 2019.

Action	Timeline	Deliverables	Responsibility	Outcome
Promote an inclusive working environment characterised by positive intercultural awareness and appreciation.	December 2019	Regularly review the HR Strategy concerned with diversity and inclusion.	General Manager Human Resources and Business Services	INPEX Australia Human Resources Strategy 2019 - 2023: The next phase - transforming into steady state production informs INPEX's approaches to diversity and inclusion. INPEX's five global values which includes Diversity, underpins INPEX Australia's guiding principles. Between July - November 2019, INPEX shared with personnel the company's 'Approach to Diversity and Inclusion' via a video and brochure which was shared widely across the business as well as in management briefing sessions. Increasing visibility and awareness about the Company's commitment in this space is one way of contributing to the development of an inclusive work environment.
		Ensure all employees, including management, understand the INPEX Equal Employment Opportunity Policy.	General Manager Human Resources and Business Services	INPEX's Equal Opportunity, Bullying, Discrimination and Harassment Policy (0000-AN-POL-60001) sets out INPEX's strategy to create a productive, harmonious work environment free from unacceptable behaviour, supporting our values. All INPEX personnel are required to undertake online Equal Employment Opportunity (EEO) training and assessment every two years.
		Leadership will be accountable for demonstrating the INPEX value of Diversity.	General Manager Human Resources and Business Services	INPEX has established Diversity and Inclusion goals for 2019 - 2021 for the business. These are monitored and reported on regularly.
		Engage with Manager Aboriginal Affairs and Aboriginal Affairs Advisors to continuously improve our Equal Employment Opportunity, Discrimination and Harassment Standard.	General Manager Human Resources and Business Services	Manager Aboriginal Affairs, Aboriginal Affairs Advisors meet as required with key Human Resources team members including Principal HR Business Partner - Diversity and Inclusion, and HR Business Partner - Aboriginal and/or Torres Strait Islander Coordination to review key policies and standards.
		Continue Equal Employment Opportunity, Discrimination and Harassment training for all staff.	General Manager Human Resources and Business Services	All INPEX personnel are required to undertake an online Equal Employment Opportunity, Discrimination and Harassment training course every two years.

Action	Timeline	Deliverables	Responsibility	Outcome
Increase understanding, value and recognition of Aboriginal and/or Torres Strait Islander cultures, histories and knowledge through cultural learning.	December 2019	Conduct a review of cultural learning needs within our organisation.	General Manager Human Resources and Business Services	Cultural Awareness continues to be a priority for new INPEX personnel in addition to cultural learning opportunities being provided across the year to the broader workforce.
		Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the implementation of a cultural learning activity.	General Manager Human Resources and Business Services	INPEX has engaged Kooya Consultancy (Perth) and Cross Cultural Consultants (Darwin) to deliver our organisation-wide, location specific, Aboriginal Cultural Awareness Program. Both are Aboriginal owned and operated.
		Implement and communicate a cultural learning strategy for our staff.	General Manager Human Resources and Business Services	INPEX has engaged Kooya Consultancy (Perth) and Cross Cultural Consultants (Darwin) to deliver our organisation-wide Aboriginal Cultural Awareness Program. Both are majority owned and operated Aboriginal businesses. INPEX also has the following Guideline, Policy and Standard in place: <ul style="list-style-type: none"> - Aboriginal and Torres Strait Islander Acknowledgement Guideline (0000-AO-GLN-60016) - Aboriginal and Torres Strait Islander Engagement Policy (0000-AO-POL-60003) - Aboriginal and Torres Strait Islander Engagement Standard (0000-AO-STD-60006).
		Commit all RAP Working Group members, HR managers, senior executive group and all new staff to undertake formal and structured cultural learning.	General Manager Human Resources and Business Services	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).
		All personnel engaged for greater than six months to undertake face-to-face Aboriginal Cultural Awareness training. Ninety per cent of staff to complete face-to-face cultural awareness training within six months of starting employment.	General Manager Human Resources and Business Services	Training opportunities are provided in Darwin and Perth regularly throughout the year and all personnel who have training outstanding are notified regularly to encourage attendance.
	September 2019	Encourage staff to participate in annual RAP engagement survey.	General Manager Human Resources and Business Services	Staff are encouraged to participate in the annual RAP engagement survey via email.
	December 2019	All Australian-based Vice Presidents undertake face-to-face cultural learning activities.	General Manager Human Resources and Business Services	All INPEX Australian-based Vice Presidents 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).

Action	Timeline	Deliverables	Responsibility	Outcome
Demonstrate respect to Aboriginal and/or Torres Strait Islander peoples by observing cultural protocols.	December 2019	Invite local Elders to provide a Welcome to Country or other significant cultural protocol at three significant events each year, including:	General Manager External Affairs	<p>Welcome to Country provided by local Elders (or individuals authorised to do so by Elders) at the following events in 2019:</p> <ul style="list-style-type: none"> - International Women's Day - National Reconciliation Week - NAIDOC Week - Company Shu-kai (Town Hall) events in Darwin and Perth.
		Invite a Traditional Owner to provide a Welcome to Country at all major INPEX events.	General Manager External Affairs	<p>Traditional Owner-authorised representatives invited and provided Welcome to Country at the following major INPEX events:</p> <ul style="list-style-type: none"> - Company Shu-kais in Darwin and Perth - INPEX-sponsored Broome Chamber of Commerce and Industry events - INPEX Board of Directors meeting in Darwin and at meeting with INPEX Larrakia Advisory Committee - INPEX Board of Directors NT Government Sundowner for Darwin community.
		Staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events and important meetings.	General Manager External Affairs	Staff and Senior Leaders provided Acknowledgement of Country at all public and important meetings.
		Continue to display Acknowledgement of Country plaques in our offices:	General Manager External Affairs	<p>Acknowledgement plaques of local Traditional Owners in INPEX office foyers in:</p> <ul style="list-style-type: none"> - Darwin corporate office - Darwin onshore facilities - Perth head office.
Engage with Aboriginal and/or Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	July 2019	Ensure opportunities are provided for all Aboriginal and/or Torres Strait Islander staff to participate in local NAIDOC Week events where practical.	General Manager External Affairs	Aboriginal and/or Torres Strait Islander staff are where practical supported to engage in local NAIDOC events.
		Continue to support all staff to participate in at least two NAIDOC Week events in the local community where practical.	General Manager External Affairs	Staff are encouraged to participate in NAIDOC Week events in the local community where practical through emails circulated containing public events open to all in the community.
		Increase cultural engagement within our organisation to demonstrate appreciation of Aboriginal and/or Torres Strait Islander peoples, actively encouraging staff participation in cultural activities.	General Manager External Affairs	INPEX is continuing to explore a variety of cultural engagement activities in each of the locations it operates to ensure continued appreciation and understanding of Aboriginal and/or Torres Strait Islander peoples and cultures.

Action	Timeline	Deliverables	Responsibility	Outcome
Engage with Aboriginal and/or Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	July 2019	Support the Perth, Darwin and Broome NAIDOC Committees.	General Manager External Affairs	INPEX provides financial sponsorship to each of the respective NAIDOC organisations or Committees in Darwin, Broome and Perth in addition to local staff volunteering at various events in each location.
		Hold an internal NAIDOC Week event and another event which is open to the public annually.	General Manager External Affairs	Internal NAIDOC Week events at INPEX included: <ul style="list-style-type: none"> - Cultural display in Reception area on Level 22 between 8 - 12 July in Perth which saw staff display Aboriginal and/or Torres Strait Islander paintings/artefacts from their own personal collections. - Perth NAIDOC Opening Ceremony on 8 July was open to all tenants located at, 100 St Georges Terrace. Event included a 'Welcome to Country', followed by a talk provided by Nyoongar man, Len Yarran who shared his story with those in attendance and discussed a number of weapons his people used to hunt kangaroos and other animals. A morning tea inclusive of bush tucker infused cuisine was provided post the event for all to enjoy. - Damper Morning Tea on 11 July at Ichthys LNG onshore processing facilities provided by catering contractor ESS. - Damper Morning Tea on 12 July in Perth.
		In consultation with Aboriginal and/or Torres Strait Islander stakeholders, support three external NAIDOC Week events each year, including Darwin, Broome and Perth.	General Manager External Affairs	INPEX supports NAIDOC Week in Darwin, Broome and Perth through its sponsorship of events hosted by Larrakia Nation Aboriginal Corporation (Darwin), Goolarri Media Enterprises - Kullarri NAIDOC Festival (Broome) and NAIDOC Perth Incorporated - NAIDOC Perth. Events sponsored include: <ul style="list-style-type: none"> - Awards Night in Perth and Broome - NAIDOC Balls in Darwin, Broome and Perth.
		Senior staff to verbally acknowledge NAIDOC Week and its importance at all INPEX NAIDOC Week events.	General Manager External Affairs	General Managers and Vice Presidents across Operations within INPEX provide acknowledgements of NAIDOC Week at all events. Vice President, Corporate Coordination was MC for our NAIDOC Opening Ceremony event on 8 July and the Vice President Health, Safety and Environment, provided insights into the 2019 NAIDOC theme 'Voice, Treaty, Truth'.
		RAP Working Group to participate in one external NAIDOC Week event.	General Manager External Affairs	Members of the RAP Working Group attended the 2019 NAIDOC Ball in Perth and in Darwin.
Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week, where practical.				HR policies and procedures which have been reviewed during 2019 by Manager Aboriginal Affairs, Aboriginal Affairs Advisors and members of Human Resources team do not have any barriers listed which impede participation in NAIDOC Week.



INPEX Welcomed its first group of LNG Trainees. Pictured from left to right are: Norm Darcy, Jonno Espie, Anais Hasan-Fourcard, Jasmin Hardy and Brian Quakawoot.



Students from Newton Moore Girls Academy joined INPEX in celebrating International Women's Day on 8 March.

Here they are pictured with Ricky Grace, Founder of Role Models and Leaders Australia and INPEX's Bill Townsend, Deputy Vice President Corporate Communications and Chad Calvert, General Manager Human Resources and Business Services.

Opportunities

Action	Timeline	Deliverables	Responsibility	Outcome
Improve employment outcomes by increasing Aboriginal and/or Torres Strait Islander recruitment, retention and professional development.	December 2019	Retain 10 Solid Pathways Program positions across the organisation to support Aboriginal and/or Torres Strait Islander employment outcomes.	General Manager Human Resources and Business Services	Six of the ten planned Solid Pathways Program positions have been filled. Another role is currently being recruited and another two roles have candidates identified and due diligence is underway prior to offers being made. The positions are: <ul style="list-style-type: none"> - Scheduler/Planner: Ichthys LNG onshore processing facilities (Darwin) - Business Analyst: Ichthys LNG onshore processing facilities (Darwin) - Laboratory Analyst: Ichthys LNG onshore processing facilities (Darwin) - Corporate Coordination Officer: NT Corporate Office (Darwin) - Corporate Coordination Officer: Ichthys LNG onshore processing facilities (Darwin) - Offshore Service Technician - FPSO Venturer - Offshore Service Technician - FPSO Venturer - Commercial Officer (Perth) - Scheduler/Planner (Perth).
Increase Aboriginal and/or Torres Strait Islander recruitment and retention in our third-party contracts.	December 2019	Employ an average of 60 Aboriginal and/or Torres Strait Islander peoples through our Operations' subcontractors across Ichthys LNG's operational life.	Vice President Operations	Outcome has been achieved with contractors RAMS, TRACE, TOLL Energy, ESS Compass and Monadelphous reporting figures collectively in excess of the targeted 60 positions.
Support Aboriginal and/or Torres Strait Islander peoples' education participation.	December 2019	Provide two tertiary-based scholarships annually at the University of Western Australia (UWA) for Aboriginal and/or Torres Strait Islander students.	General Manager External Affairs	INPEX UWA Aboriginal and/or Torres Strait Islander Scholarships were awarded as per agreements with the University of Western Australia.

Action	Timeline	Deliverables	Responsibility	Outcome
<p>Improve employment outcomes by increasing Aboriginal and/or Torres Strait Islander recruitment, retention and professional development.</p>	<p>December 2019</p>	<p>Increase social investment in science, technology, engineering, and mathematics (STEM) related initiatives in Darwin, Broome and Perth.</p>	<p>General Manager External Affairs</p>	<p>INPEX supported the following STEM-related initiatives in 2019:</p> <ul style="list-style-type: none"> - sySTEMic Collaboration school program (financial and in-kind through personnel participation as mentors and hosting site visits) in Darwin. In 2019, the program was awarded the 'Best STEM Program' award at the Australian Education Awards - 2019 West Kimberley Careers Festival at Broome Senior High School which had a STEM focus on 10 April. Companies engaged in the oil and gas resources industries in the Kimberley showcased their projects and encouraged high school students from across the Kimberley in attendance to pursue STEM-related subjects in secondary school - Northern Centre for Contemporary Art - School Holiday Virtual Reality Program in Darwin - Chamber of Minerals and Energy WA - Inspiring Girls Careers Forum 2019 in Perth - Petroleum Club of WA - Next Generation Program 2019 in Perth - UWAYE (University of Western Australia) Young Engineers - 2019 Gold Sponsorship in Perth - Society of Petroleum Engineers (UWA Chapter) - 2019 Silver Sponsorship in Perth - University of Newcastle - Darwin Science and Engineering Challenge in Darwin - Engineers Australia Ultimate Drone Challenge in Darwin - YouthWorx/DBTI - Northern Territory Skills, Employment and Careers Expo in Darwin - Broome North Primary School P&C Association - ipads for Pre-Primary in Broome - UWA INPEX Aboriginal and/or Torres Strait Islander Scholarships in Perth - Jalygurr-Guwan Aboriginal Corporation - Enriching learning spaces and purchase of STEM materials and equipment.
		<p>Support INPEX staff engagement in external STEM-related expos, careers fairs which include participation of Aboriginal and/or Torres Strait Islander students.</p>	<p>General Manager External Affairs</p>	<p>Ichthys LNG has supported (financial and in-kind through personnel participation as mentors and hosting site visits) of the sySTEMic Collaboration school program since it was piloted in 2018 in Darwin. In 2019, the program was awarded the 'Best STEM Program' award at the Australian Education Awards.</p> <p>INPEX supported the 2019 West Kimberley Careers Festival at Broome Senior High School which had a STEM focus. Companies engaged in the oil and gas resources industries in the Kimberley showcased their projects and encouraged high school students from across the Kimberley in attendance to pursue STEM-related subjects in secondary school.</p>

Action	Timeline	Deliverables	Responsibility	Outcome
Increase Aboriginal and/or Torres Strait Islander supplier diversity to support improved economic and social outcomes.	December 2019	Review the Aboriginal and/or Torres Strait Islander Business Engagement strategy.	Vice President Operations	INPEX regularly reviews its Aboriginal and/or Torres Strait Islander Business Engagement Strategy.
		Develop opportunities for procurement of goods and services from Aboriginal and/or Torres Strait Islander-owned businesses.	Vice President Operations	Ongoing. There has been increased engagement with the Larrakia Development Corporation (LDC) through the following recently awarded contracting opportunities: - INPEX awarded Heritage Hill Grounds Maintenance contract - INPEX Contractor "TRACE" (onshore maintenance services contractor) awarded Provision of Resources for Exceptions Team support Contract to LDC - INPEX Contractor "RAMS" (general facilities maintenance contractor) awarded Management of the Manigurr-ma Village prior to it being handed over to the NT Government and engaged LDC to assist.
		Encourage the engagement of Aboriginal and/or Torres Strait Islander-owned businesses through the Northern Territory Indigenous Business Network (NTIBN) or through the Northern Territory Industry Capability Network (ICNNT) Ichthys Project Aboriginal and/or Torres Strait Islander Business Directory.	Vice President Operations	INPEX continues to utilise the ICNNT and Ichthys Project Aboriginal and/or Torres Strait Islander Business Directory for identification of capable businesses. In addition, INPEX sponsored the Northern Territory Indigenous Business Network to deliver the Capacity Building NT Indigenous Business Workshops to Aboriginal and/or Torres Strait Islander businesses in Darwin.
		Sponsor selected Aboriginal and/or Torres Strait Islander business focused workshops which increase capabilities of businesses to tender for and be awarded work packages.	Vice President Operations	INPEX sponsorship of the Northern Territory Indigenous Business Network (NTIBN) to deliver capacity building business workshops to its Aboriginal and/or Torres Strait Islander member businesses in Darwin and Alice Springs scheduled for 2020.
		Continue to support Aboriginal and/or Torres Strait Islander-owned business engagement as a core business policy.	Vice President Operations	Ongoing.
		Target a 50 per cent increase on the current number of individual majority owned Aboriginal and/or Torres Strait Islander-owned businesses that have been awarded contracts by INPEX and its Contracting partners for the Operations Phase from 8-12. Target a total spend over the three years of greater than AUD\$ 1 million.	Vice President Operations	10 Contracts have been awarded by INPEX and its Contracting partners for the Operations Phase in 2019. Aboriginal and/or Torres Strait Islander-owned businesses awarded contracts include: - All Fix Mechanical - Larrakia Development Corporation - Cross Cultural Consultants - AB Corporate Connect - Nallawilli Office Wares - IE Projects - CAP 22 - Rusca Brothers - H&M Tracey Pty Ltd - Gilimbaa Pty Ltd.

Action	Timeline	Deliverables	Responsibility	Outcome
Increase Aboriginal and/or Torres Strait Islander supplier diversity to support improved economic and social outcomes.	December 2019	Build capacity of Aboriginal and/or Torres Strait Islander-owned businesses to realise opportunities within supply chain through investment in partnership with relevant local chambers of commerce and industry in Darwin, Broome and Perth.	Vice President Operations	INPEX supported capacity building of Aboriginal and/or Torres Strait Islander-owned businesses through sponsorship of: <ul style="list-style-type: none"> - Broome Small Business Awards - Broome Chamber of Commerce and Industry on 10 May - Chief Minister's NT Export and Industry Awards - Chamber of Commerce NT: Sponsored the Ichthys LNG Project Indigenous Business of the Year Award on 26 September.
		Continue sponsorship of the Northern Territory Indigenous Business Network.	Vice President Operations	INPEX has continued its sponsorship of the Northern Territory Indigenous Business Network in 2019.
		Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and/or Torres Strait Islander businesses.	Vice President Operations	INPEX has an Australian Industry Participation (AIP) policy and commits to providing Full, Fair and Reasonable opportunity for Australian industry to contribute where competitively possible, based on health, safety and environment, schedule, quality and cost. Levels of Australian industry participation, including opportunity for Aboriginal and/or Torres Strait Islander business engagement, are a required consideration in all contracting and procurement activities.
		Train all relevant staff in contracting Aboriginal and/or Torres Strait Islander businesses through Supply Nation or an equivalent organisation.	Vice President Operations	INPEX AIP Manager is the Company's contracting and procurement focal point relevant to Aboriginal Business engagement. AIP Manager is also a Company key contact for engagement with NTIBN and ICNNT.



Perth INPEX personnel enjoyed a guided tour of the Desert River Sea: Portraits of the Kimberley Exhibition at the Art Gallery of Western Australia during National Reconciliation Week.



Nyoongar man, Len Yarran shared his story at this year's NAIDOC Opening Ceremony in Perth. Len (2nd from left) is pictured here with INPEX's Neville Carrington, Vice President HSE, Irene Stainton, Manager Aboriginal Affairs and Bill Townsend, Deputy Vice President Corporate Coordination.

Governance

Action	Timeline	Deliverables	Responsibility	Outcome
Steering Committee oversees RAP development, implementation and review.	June 2019	Steering Committee approves RAP document and RAP launch.	General Manager External Affairs	Steering Committee approved RAP document on 19 July and RAP launch in Perth was held on 22 August and in Darwin on 27 August.
	November 2019	Steering Committee supports annual review of RAP and approves additional actions.	General Manager External Affairs	2019 RAP Report provided to Steering Committee at meeting on Monday 9 December.
	December 2019	Meet at least twice per year.	General Manager External Affairs	Steering Committee met on the following dates in 2019: - Friday 19 July - Monday 9 December.
RWG develops, implements, monitors and reviews actions.	June 2019	RWG oversees the development, endorsement of RAP and provides launch approval.	General Manager External Affairs	RAP Working Group oversaw development and RAP for approval of the Steering Committee on 19 July. The RAP Working Group led the launch of second Stretch RAP August 2019 - July 2022 on 22 August in Perth and 27 August in Darwin.
	Quarterly 2019	Meets at least four times per year to monitor, review and report on progress.	General Manager External Affairs	The RAP Working Group met on the following dates in 2019: - 15 February - 19 April - 11 July - 17 October.
	June 2019	Ensures Aboriginal and/or Torres Strait Islander peoples are represented on the RWG.	General Manager External Affairs	Three Aboriginal people are represented on the INPEX RAP Working Group. Two are based in Perth and one in Darwin. One of the three Aboriginal representatives is the Chairperson of the RAP Working Group.
	November 2019	Maintain and revise a RWG Terms of Reference annually.	General Manager External Affairs	The RWG Terms of Reference was reviewed on 12 November 2019.
Support Aboriginal and/or Torres Strait Islander peoples' education participation.	June 2019	Embed resource needs for RAP implementation.	General Manager External Affairs	Budget for RAP implementation approved by Steering Committee and finance team in April 2019.
	June 2019	Appoint an internal RAP Champion from Corporate and Operations management.	General Manager External Affairs	Internal RAP Champions appointed: - Corporate: Deputy Vice President, Corporate Coordination - Operations: Vice President Operations
	June 2019	Embed appropriate systems and capability to track, measure and report on RAP commitments.	General Manager External Affairs	The Aboriginal Affairs team in collaboration with appropriate personnel from relevant areas of the business lead the implementation of the RAP. They also track, measure, report on and review the actions and deliverables to the RAP Working Group and Steering Committee.
	December 2019	Senior Management to ensure annual review of Company practice on engagement with Aboriginal and/or Torres Strait Islander communities.	General Manager External Affairs	General Manager External Affairs undertakes annual review of Company practice on engagement with Aboriginal and/or Torres Strait Islander communities through approval of the annual Aboriginal and/or Torres Strait Islander Engagement Plan which is produced by the Aboriginal Affairs team.

Action	Timeline	Deliverables	Responsibility	Outcome
Steering Committee oversees RAP development, implementation and review.	December 2019	RAP Steering Committee includes representation from Senior Management.	General Manager External Affairs	RAP Steering Committee includes following from Senior Management: <ul style="list-style-type: none"> - President Director Australia - Vice President Corporate Coordination - Vice President Operations - Vice President Technical - General Manager External Affairs - General Manager Human Resources and Business Services - Manager Aboriginal Affairs.
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	September 2019	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	General Manager External Affairs	Annual RAP Impact Measurement Questionnaire completed and submitted to Reconciliation Australia on 9 October.
	November 2019	Publicly report against our RAP commitments annually, outlining achievements, challenges and learnings.	General Manager External Affairs	Annual report timeline has extended out to December due to final Steering Committee meeting for the year scheduled for 9 December. It is noted following review of 2019 that a number of our dates contained in the RAP will require adjustment for 2020 - 2022.
	December 2019	Report RAP progress to all staff and senior leaders quarterly.	General Manager External Affairs	As a new requirement of Stretch RAPs implemented by Reconciliation Australia in 2019, we are now adjusting INPEX's internal reporting and meeting schedules to ensure this deliverable is achieved in 2020 and beyond.



INPEX's Michael Longbottom and Rikki Bruce with students who participated in the SySTEMic Collaboration.