

INPEX

Deadly Yarns

Deadly Yarns is dedicated to sharing our positive stories of Aboriginal and Torres Strait Islander peoples.

Celebrations wRAP up

Earlier this year, we celebrated the launch of INPEX's Stretch Reconciliation Action Plan (RAP) 2023-2025 – our third Stretch RAP and sixth RAP overall. Joined by special guests from government, industry, communities and employees, various launch events provided an opportunity to reflect on our RAP journey to date.

In Garramilla (*Darwin*), an event was hosted at the Northern Territory (NT) Parliament House where The Hon Selena Uiibo MLA, NT Minister for Aboriginal Affairs spoke highly of INPEX's approach to Reconciliation.

"INPEX has been a leader in utilising the RAP approach to mould relationships and positioning with First Nations peoples," Minister Uiibo said.

"Also crucial, are the Ichthys LNG environmental and greenhouse gas offsets programs in the NT. That includes implementation of the Savanna Fire Management Program, Aboriginal Ranger Grants Program and establishment of a Conservation Agreement Area. These programs create positive environmental, cultural and economic outcomes for Aboriginal and Torres Strait Islander communities.

"That is a deeply impressive, crystal clear and measurable list of targets.

"On the basis that past performance is a good measure of future success INPEX is now entering into a busy and rewarding three years," Minister Uiibo said.



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



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

In Boorloo (*Perth*), at the Epoch Café at Boola Bardip (WA Museum) The Hon Dr Tony Buti MLA, Western Australian Minister for Aboriginal Affairs was also complimentary towards INPEX's key commitments on employment, capacity building and environmental offset programs.

INPEX is proud of its RAP achievements to date, yet recognises there is still more to do.

We're excited to continue to build on our RAP achievements and progress our vision for an Australia where Aboriginal and Torres Strait Islander peoples thrive through equitable participation in social and economic development.

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INPEX team joined by The Hon Selena Uiibo (second from the left) and Daryn Wilson, Chair of INPEX Larrakia Advisory Committee (second from the right) to celebrate our RAP launch in Darwin.

Celebrating Milestones

In May, INPEX held a celebratory event at Aboriginal Bush Traders in Garramilla (*Darwin*) to mark an exciting career milestone for nine trainees, now newly qualified Production Technicians.

The two-year trainee program, delivered by Programmed Skilled Workforce, combines on-the-job and classroom-based training, where participants gain a Certificate II and III in Process Plant Operations, as well as other important training including emergency response, high-risk licensing, first aid, and a suite of safety training courses.



The Production Technicians with INPEX leaders at the Ichthys LNG onshore processing facilities.

Bruce Jarmyn, Production Technician, expressed his gratitude to the Larrakia Development Corporation (LDC) for providing an entry point to the energy industry.

"LDC provided a pathway to my life-long goal, which I am proud to have achieved through my own hard work and commitment," Bruce said.

"At the end of the day, it's not about what I have accomplished, it's about who I may have inspired. I hope my journey will encourage other Indigenous people to step out of their comfort zone like I did.

"I'm excited to be starting this new career chapter with my team at the Ichthys LNG onshore facility," Bruce said.

General Manager Onshore Operations, Dave Dann praised the team on their achievements.

"I would like to acknowledge that our newly qualified Production Technicians commenced training during the COVID-19 pandemic, where the tempo was high, people were in short supply and our facilities underwent the first large-scale maintenance campaign."

"Your resilience and perseverance in the face of these challenges is a testament to your strength of character, which will undoubtedly serve you well in your future careers," Dave said.



Left to right: Patrick Long, Riley Majid, and Bruce Jarmyn.

Also recognised at the event, were the families who provided support and the Programmed Skilled Workforce team whose mentorship and encouragement played a major role in helping the trainees navigate through the program and reach this important milestone.

This year, nine Production Technicians have accepted employment with INPEX. Since 2015, 12 Aboriginal and Torres Strait Islander peoples have successfully completed their Production Technician traineeships, equating to 34 per cent of INPEX's overall trainee cohort of 35.

INPEX is proud to be delivering on its Reconciliation Action Plan commitments by supporting Aboriginal and Torres Strait Islander peoples with sustainable, developmental employment opportunities in the energy industry.

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Production Technicians celebrate with INPEX and Programmed management.

Partnering for success: **Contractors' Forum**

INPEX held its first Aboriginal and Torres Strait Islander Contractors' Forum in mid-July in Garramilla (*Darwin*). A collaboration between INPEX and its contractors, the forum provided the opportunity for organisations to discuss respective reconciliation efforts across various business focus areas.

Representatives from six onshore contractors - TRACE JV, Altrad, Kaefer, Regional Asset Maintenance, Compass Group, and Cleanaway - joined INPEX teams for open and productive conversations. Enhancing Aboriginal and Torres Strait Islander employment in the Northern Territory was a key focus of discussion.

Throughout the forum, participants explored each stage of the employment cycle, sharing successful approaches that have led to positive outcomes, including improved retention of new starters. From attraction and onboarding to development pathways and re-engagement strategies, all companies emphasised the importance of cultural considerations and authenticity in their approach.

Kelvin Costello, INPEX Human Resources Aboriginal and Torres Strait Islander Coordination Advisor, said the forum generated positive discussions to improve practical and reasonable approaches for engagement.

"The forum was a fantastic opportunity to progress strategies for maximising Aboriginal and Torres Strait Islander employment and training opportunities at the onshore facilities," Kelvin said.

The forum proved to be a great success. Participants expressed they felt the opportunity to share reconciliation activities served as an incubator for new ideas to support Aboriginal and Torres Strait Islander employment in the Territory.

INPEX is pleased to be working together with its contractors to increase the number of Aboriginal and Torres Strait Islander peoples engaged through its workforce whilst delivering on Stretch RAP commitments.



Representatives from INPEX and Ichthys LNG onshore contractors came together to collaborate for shared success at the Forum.

National Reconciliation Week

Each year, from 27 May to 3 June, National Reconciliation Week (NRW) offers individuals, communities, and organisations the opportunity to reflect upon shared histories, cultures, and achievements of Aboriginal and Torres Strait Islander peoples, and to explore how each of us can help achieve reconciliation in Australia.

INPEX's journey toward reconciliation began in 2013, and since then we have consistently observed NRW within our workforce and surrounding communities. This year's NRW recognition set a new precedent for INPEX – with an inspiring level of collaboration being demonstrated at events and the company becoming an official member of Reconciliation WA.



INPEX personnel were joined by family and friends for the Walk for Reconciliation at the picturesque Kaarta Koomba (Kings Park) in Boorloo (Perth).



Teams contributing to an Aboriginal dot painting at the Walk for Reconciliation event.

During the week, various organisations, INPEX personnel, friends, family and community members came together to actively support and participate in NRW events. INPEX Aboriginal Affairs Advisor, Emma-Jane Hunt said she was excited to see so many companies come together for the purpose of reconciliation.

"The joint effort of internal and external stakeholders shown throughout NRW really emphasised the message of unity and shared responsibility. After all, we can only achieve reconciliation by acknowledging it requires true collective action, and that's exactly what was shown," Emma-Jane said.



Garramilla (Darwin) teams were joined by special guest speaker, Nigel Browne CEO Larrakia Development Corporation (second from right), at the onshore NRW event.

As a Reconciliation WA member, INPEX values access to quality events and educational resources which support individuals' reconciliation journeys, while reinforcing our organisation's reconciliation journey.

At INPEX, we take great pride in our decade-long commitment to reconciliation and remain dedicated to further advancing these efforts through our 2023-2025 Stretch RAP within our business, community and beyond.

NAIDOC Week

Throughout NAIDOC Week, our offshore, Garramilla (Darwin) and Boorloo-based (Perth) teams gathered at their respective locations for a series of events in celebration of Aboriginal and Torres Strait Islander peoples' extensive culture and connections to Country.

Our teams immersed in the art, traditional foods, performances, and histories of Aboriginal and Torres Strait Islander peoples, as well as hearing shared stories and personal insights from an array of special guest speakers including Gningala Yarran-Mark and Shannon Motlop.

From the NAIDOC Gala Ball and community march in Garramilla, to lunch-and-learn sessions in Boorloo and trivia nights at our offshore facilities, there was something for everyone.

Despite celebrating at different locations across the nation, we remained united towards the meaning and message of NAIDOC Week with a focus on this year's theme – For Our Elders – paying respect to the important roles Elders play in the lives of Aboriginal and Torres Strait Islander peoples, families and communities.



Our very own Charles Briston leading the NAIDOC Community march in Garramilla with his son Noah.



INPEX team attending the Larrakia Nation Aboriginal Corporation and NT Stolen Generation Association Elders' lunch in Garramilla.



Tetsu Murayama (INPEX President Director, Australia), Chad Calvert (INPEX Vice President People & Collaboration), Marie Taylor (Nyoongar Elder), Marcia Evans (Santos Acting Vice President Offshore), attending a NAIDOC Week morning tea event in Boorloo.



Garramilla onshore event with the talented Torres Strait Islander dance group, Upai Purri.

Collaboration is **key**

In June, INPEX hosted a collaborative Reconciliation Action Plan (RAP) event with contractor, Compass Group Australia at the INPEX office in Boorloo (Perth).

The event provided an opportunity for the two companies to share their reconciliation journeys, as Compass Group representatives discussed their latest RAP and current priority areas.

During the event, Compass Group recognised INPEX Category Principal, Gary Bell's contribution in inspiring the renaming of their office meeting rooms.

Compass Group Australia's Area Manager, Steve Lynch, said Gary's understanding of the Six Nyoongar Seasons inspired them to further acknowledge the lands they work on through the meeting room renaming in the Six Nyoongar Seasons' names - Birak, Bunuru, Djeran, Makuru, Djilba and Kambarang.

Gary was presented with a beautiful painting of the Six Nyoongar Seasons commissioned by Compass Group.

Further to the collaborative RAP event, INPEX personnel recently participated in Aboriginal cultural awareness training organised by Compass Group and delivered by Saltbush Social Enterprises. The day highlighted the shared pursuit of cultural knowledge and understanding with presentations from Nicole Browne, Christine Ross and Emily Mbitjana who generously shared their rich cultures and histories of Larrakia Country and Central Australia.

Directors of Saltbush Social Enterprises, Karen Sheldon and Emily Mbitjana also shared their vision for the

Saltbush Foundation to Future Initiative; an innovative and holistic approach to creating employment, career advancement, and micro-business development opportunities for marginalised Territorians.

"The day provided opportunities for Compass Group and INPEX to build their cultural awareness of the lands where they operate and explore how they can work collaboratively to create opportunities for First Nations peoples.

"There was real value derived from discussions which I can see will further benefit surrounding Aboriginal and Torres Strait Islander communities. Where we can support others and work together towards a reconciled future, we're proud to do so," Steve said.

INPEX is committed to promoting reconciliation through our spheres of influence. We are pleased to be building on our reconciliation efforts while underlining the essential role collaboration plays in championing inclusivity and improving opportunities for Aboriginal and Torres Strait Islander peoples.



Compass and INPEX personnel and presenters at Aboriginal cultural awareness training

Helping girls shine with **Stars Foundation**

On behalf of the INPEX-led Ichthys Joint Venture, we are pleased to highlight our new community partnership with Stars Foundation (Stars), which aims to support female Aboriginal and Torres Strait Islander students to remain in school and actively engaged in education to finish Year 12. The program also supports students' successful transition into further study or employment.

Central to the program's success are culturally sensitive and empowering mentors who create a safe environment for students to develop positive self-esteem and essential life skills and unlock their full potential during impressionable years, ultimately preparing them for a brighter future with sustainable career pathways.

In 2022, Stars provided invaluable support to more than 2,400 Aboriginal and Torres Strait Islander girls

across 43 school programs in the Northern Territory, Western Australia, Queensland, Victoria and South Australia. Stars also actively supported their 2021 high school graduates and Stars Alumni cohort. This year, they are working with 2,800 students across 50 schools and plan to support 4,000 First Nations girls and young women by the end of 2024.



Left to right: Natalie Garmony (INPEX Senior Corporate Social Responsibility Advisor), Narelle Pigram (Stars Program Coordinator), Patricia Parriman (Stars Mentor), and Rachel Francis (INPEX Senior Corporate Social Responsibility Advisor)



Since its launch in 2015, Stars students have achieved an impressive school attendance record. In 2022, their school attendance rate of 80%, outperformed Indigenous students not participating in the program (68%). Additionally, the Year 12 completion rate for their students stood at an exceptional 91%, in contrast to the national Year 12 completion rate for Indigenous students, which was 65%.

The INPEX-led Ichthys Joint Venture is very proud to partner with an organisation that positively impacts the lives of Aboriginal and Torres Strait Islander girls and looks forward to fostering and strengthening this relationship for years to come.

For more information, please scan the QR code to access the Stars Foundation 2023 Annual Report.



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Please share your story ideas and any feedback with the INPEX Aboriginal Affairs team via phone (1800 705 010) or via email (enquiries@INPEX.com.au). We value your support and feedback.