

INPEX

# Deadly Yarns

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

## Building local talent

INPEX and Ichthys LNG have been working with Programmed Training Services (Programmed) since 2018 to build local knowledge and skills for work in the resources industry.

This year Programmed is delivering two development opportunities – the Production Technician Traineeship Program and the National Energy Technicians Training Scheme (NETTS). INPEX's Diversity and Inclusion Policy was applied for intakes in both programs, resulting in two Northern Territory (NT) Aboriginal people participating in each program.

Programmed Training Coordinator, Carl Davies says it is a pleasure to be working with INPEX to build the capability of local Aboriginal peoples, especially Larrakia in Darwin.

"The people we train are always so motivated and accommodating, matched by a supportive and inclusive working environment. I am fortunate to share even a tiny part of their journey and to see them succeed to the highest standard," Carl said.

Dale Flanagan, an Alyawarre man and Baden Quill, a Larrakia man, have both recently commenced as Production Technician Trainees. They heard about the Traineeships while working for different contractors on site at the Ichthys LNG onshore facility.

"It is a great opportunity to take my career down a different path and learn new skills," Dale said.

"I'm really enjoying meeting new people and the support being offered by everyone involved."

Baden says he is looking forward to gaining broad specialised knowledge about the hydrocarbon and ancillary systems.

"My goal is to have a long and enjoyable career with INPEX in Darwin, with the possibility of working on the Ichthys LNG offshore facilities sometime in the future," he said.

This year's NETTS program commenced with two Aboriginal apprentices. Ashley Sabino is an Aboriginal woman from Patonga (homestead) Kakadu and Jingili tribe from Powell Creek, south of Elliot. Ashley has always wanted to work in the energy industry and thought this would be a perfect way to start a life-long career.

"I'm hoping to become an Operator. I've only just started but am already working with some great people at INPEX," she said.

Peter Costello is a proud Larrakia man from the Argun Clan, Badu Island and the Arabana people from South Australia.

"It means the world to me to have this opportunity to make my goal of becoming an Operator at INPEX come true," said Peter.

Peter also says he is enjoying the challenges while creating life-long friendships.

To all the new-starters - welcome to INPEX!



L to R: Peter Costello, Ashley Sabino, Dale Flanagan, Baden Quill



# Common Values

The Ichthys LNG onshore operations team recently commissioned a stunning piece of Aboriginal art to visualise the way INPEX interacts with the Larrakia people and their Country.

“Common Values” is Dotty Fejo’s interpretation of the journey shared by INPEX and the Larrakia people as Ichthys LNG was constructed on Larrakia Country.

Dotty, a local Larrakia woman, started creating art more than 20 years ago. She was taught to paint by her father and uncle who are both known for their carving and art within the Larrakia community. Dotty’s art reflects her relationship to the land and is unique in the way she uses lines to create a three-dimensional effect.

“The curved lines I paint is unique only to me. My grandfathers came to me in a dream and told me to paint it this way. I will continue to paint in this way forever,” said Dotty.

“Common Values” shows the coming together of INPEX and the Larrakia people so Ichthys LNG products can be stored on Larrakia Country and transported across Larrakia waters safely without harming the Country. It also reflects how INPEX understands Larrakia protocols by demonstrating its own values and contributing to the sustainability and wellbeing of the communities in which it works.

Dave Dann, INPEX General Manager Onshore thanked Dotty on behalf of the Onshore Operations Team.

“The Onshore Operations Team congratulates and thanks Dotty Fejo on developing such a special artwork that highlights the shared strong values of both the Larrakia and INPEX communities,” Dave said.



L to R: Michael Rotumah, Larrakia Nation Aboriginal Corporation (LNAC) CEO, Ben Schmidt, INPEX Onshore Production Manager, Dotty Fejo, Artist and David Kurnoth, LNAC Liaison Manager.

# Savanna Fire Management Program

The success of the Savanna Fire Management (SFM) program continues to grow with recent reports showing increased regional employment opportunities and the development of both fire management capability and environmental monitoring programs across Aboriginal communities in the Northern Territory.



Western Top End Fire Planning Meeting bringing together Traditional Owners from across the region to develop a joint fire management plan

The funding supplied by Ichthys Joint Venture via the SFM Trust and Indigenous Land and Sea Corporation (ILSC) has provided the seed expenditure required to plan, register and carry out projects that would not likely otherwise proceed.

The SFM Program currently hosts two Phase 1 projects and five operational Phase 2 projects. The Phase 1 projects are the Kenbi/Bulgul and Wagiman projects and the Phase 2 projects are named the Judbarra, Garawa, Tiwi, Western Top End and Wardaman Projects. Phase 1 projects move to Phase 2 projects only when considered to be commercially viable and have the potential to become a fully independent commercial enterprise within five to seven years of commencement of savanna burning operations.

A number of environmental improvements have been identified as a result of the SFM projects:

- The Western Top End project operator, Thamarrur Development Corporation (TDC) has developed a multi-year Gamba Grass Action Plan proactively managing incursions in their project area. Additionally, the TDC are working to improve fire management through the development of a Threatened Species Plan detailing how fire management actions work to promote biodiversity outcomes.
- The Wardaman and Garawa projects have been working on Healthy Country Planning and implementation in collaboration with Indigenous Protected Area management goals and have evidence of local improvements to biodiversity.



- Ongoing research on the Tiwi Islands has demonstrated that early dry season burning has had a positive impact on populations of threatened species.
- Traditional Owner involvement in the programs ensures projects are structured to support the protection of culturally significant sites and importantly provides opportunity for knowledge transfer between generations.

Local employment has also benefitted from these programs with the following data provided for 2022:

- 62 Aboriginal Rangers employed to deliver fire management on Country,
- 32 Aboriginal people were engaged as Casual Fire Rangers operating within the Daly River/Port Keats Land Trust.
- On the Tiwi Islands, the casual employment of two residents of Putjamirra outstations, with one participant completing training in Professional Practice in Science.

INPEX and Ichthys Joint Venture are proud to continue working with the ILSC and Traditional Owners to deliver environmental and employment benefits to Aboriginal communities through the application of culturally appropriate fire management practices.



*SFM Project partners analysing fire history over project areas*

## Assistive technologies for Aboriginal Arts Workers

Arnhem Northern and Kimberley Artists Aboriginal Corporation (ANKA) is the peak advocacy and support agency for Aboriginal artists working across 47 remote art centres in four major regions: Arnhem Land, Darwin/Katherine, the Kimberley and the Tiwi Islands. ANKA's members are spread across a million square kilometres and include internationally acclaimed artists and important cultural leaders.

ANKA's mission statement is to support self-determination of Aboriginal artists and art centres by providing professional development and career pathways for Aboriginal art workers in their art centres. ANKA has been able to bring assistive technologies into remote art centres through the Technology Strengthening Understanding: Tools for Reading and Writing in English 2 (TSU2) initiative, which is proudly supported by the INPEX-led Ichthys Joint Venture.

Assistive technologies are tools and features that enable individuals to perform or access a task that might otherwise be difficult. For remote Aboriginal art workers, these functions are especially useful to support reading and writing in English. The TSU2 project created resources that encourage and empower art workers to use these technologies in the art centre context and include five video tutorials and an instruction booklet. In the videos, ANKA Arts Worker Extension Program (AWEP) Graduates present basic assistive technologies on the iPad in an accessible, informative and relatable way. A clear and concise plain English instruction booklet accompanies the video with QR codes linking directly to the videos for ease and accessibility. These resources will also be shared with ANKA supported art centres and other industry partners.

ANKA believes assistive technologies have significant potential to strengthen workplace participation for Indigenous arts workers, who often speak many first languages before English.



Scan the QR code to watch the video series!



*TSU2 Filming ANKA Office, Darwin  
L to R: Will Tinapple (Formation Studies & CDU); Karen Rogers (AWEP graduate), Megan Yunupingu (AWEP Graduate); John Saunders (ANKA); Bruce Balwaldjja Mununggurr (AWEP Graduate)*



*TSU2 AWEP ANKA Trip to Katherine  
L to R: Kate Mullen (ANKA); Bruce Balwaldjja Mununggurr (AWEP graduate), Megan Yunupingu (AWEP Graduate), Karen Rogers (AWEP graduate), Rose Wilfred (AWEP Graduate); Rosa Cass (ANKA)*



# Meet the new INPEX Larrakia Advisory Committee members

The Larrakia Reference Group was formed in 2016 to provide INPEX with a conduit to Larrakia people to provide guidance and advice on Larrakia culture and heritage, the environment and employment and training.

Following a request from INPEX to assist with the development of the Larrakia Ichthys LNG Foundation Trust (LIFT), the Larrakia Reference Group became the INPEX Larrakia Advisory Committee (ILAC) in 2017 and the LIFT commenced in late 2018. At this time, the membership of the ILAC consisted of seven independent Larrakia members, one Larrakia representative from Larrakia Development Corporation (LDC), one from Larrakia Nation Aboriginal Corporation (LNAC) and two representatives from INPEX.

Fast forward to 2022 and the ILAC membership has changed to include a new Chairperson and Deputy Chairperson, new members and two Ambassadors, increasing the total number of members to 13.

Both Ambassadors were founding members of the ILAC and are well-respected Senior Elders in their own Countries. Bill Risk (Larrakia) was the Chair of the ILAC and Irene Stainton (Nyoongar) was an INPEX Representative on the Committee. Bill and Irene both agreed to stay on in Ambassadorial roles to continue to provide their wisdom and guidance to the ILAC, particularly to the new members.

Darryn Wilson and Justine Williams were unanimously voted into their roles of Chairperson and Deputy Chairperson, respectively. Darryn was also a founding member of the ILAC and brings a wealth of experience to his role as Chairperson.

"I am an active member of the Larrakia community and recognised as such by my peers. I look forward to continuing to represent and advocate on behalf of all Larrakia people, promoting the current benefits of the LIFT programs to our community members and ensuring Larrakia have access to and benefit from, the support of all the programs during the life of the LIFT," said Darryn.

Justine has been an ILAC member since 2019 and is passionate about ensuring all Larrakia people have every opportunity to benefit from the LIFT.

"My background is in employment and training, and I will be an advocate in this space," Justine said.

The new independent Larrakia members on the Committee are Joshua Talbot and Imogene Briston. Both Joshua and Imogene bring another layer of local Larrakia voice to the table, ensuring the younger generation's views are considered.

Another respected Larrakia Senior Elder, Bilawara Lee, is the LNAC representative, and will discuss new program proposals and respond to questions about LNAC administered programs on behalf of LNAC. The LDC has chosen to continue to be represented by their Chairperson, Mark Motlop.

Yuko Tokunaga, INPEX Manager Corporate Social Responsibility, is the new INPEX representative on the Committee. Yuko is keen to see the LIFT succeed and has been delivering community sponsorship and partnership programs for INPEX for a number of years.



Back row, L to R: Mark Motlop, Joshua Talbot, Bill Townsend, Chrissy Jenner, Darryn Wilson, Bill Risk  
Front row, L to R: Yuko Tokunaga, Carol Quill, Phyllis Mitchell, Bilawara Lee, Irene Stainton

# 2019 – 2022 wRAP up

INPEX's Stretch Reconciliation Action Plan (RAP) 2019-2022 was developed with the organisation's own charter of values and the vision of mutually beneficial relationships with Traditional Owners and the wider Aboriginal and Torres Strait Islander communities in which INPEX operates.

Championed by the RAP Steering Committee and the RAP Working Group, the Aboriginal Affairs team has continuously engaged with INPEX personnel to deliver positive outcomes in and around Garramilla (Darwin), Rubibi (Town of Broome) and Booroloo (Perth).

Some of the key highlights achieved over the term of the RAP include:

## Relationships

- Supported **24** community initiatives benefitting Aboriginal and Torres Strait Islander communities or organisations in areas in which we operate.
- Continued partnerships with four Aboriginal organisations in the Northern Territory and Western Australia.
- **Eight** Issues of Deadly Yarns produced and distributed to stakeholders.

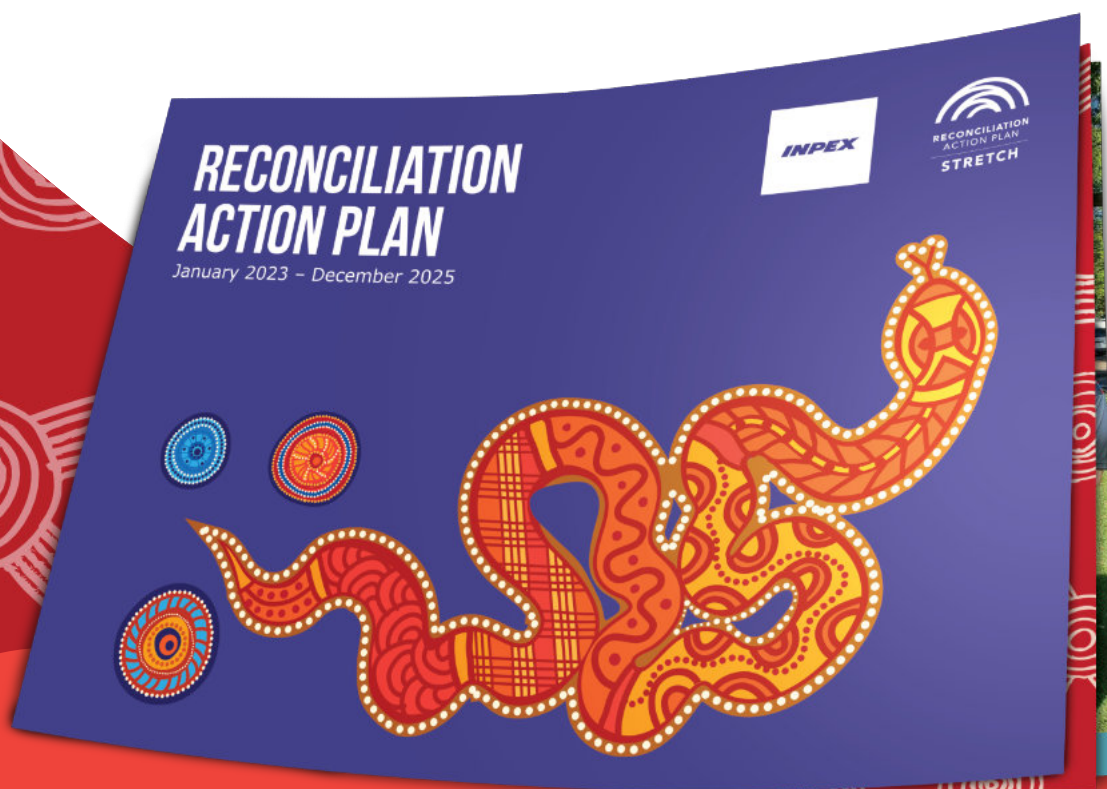
## Respect

- **294** employees completed face-to-face cultural awareness training either in person or via MS Teams (due to COVID-19).
- **562** employees completed Equal Employment Opportunity, Discrimination and Harassment training.
- **430** employees participated in RAP Engagement Surveys in 2021 and 2022.

## Opportunities

- **49 Aboriginal and Torres Strait Islander peoples** directly employed by INPEX.
- Approximately **100** people employed through contractors and subcontractors each year.
- **23** Aboriginal and Torres Strait Islander majority-owned and controlled businesses engaged for scopes of work to the value of more than **A\$ 14 million**.

At INPEX, we are looking forward to achieving even more through our recently endorsed 2023-2025 INPEX Stretch RAP. This will be our third Stretch RAP and sixth RAP overall.



The cover of INPEX's new Stretch RAP



# Larrakia language on display

The Ichthys LNG onshore processing facility recently adopted a Larrakia name for its wharf and enhanced its Shutdown Village buildings with Gulumoerrgin\* (Larrakia) season themed posters and plaques. The use of Larrakia language to name structures in and around the facility represents the ongoing and mutual respect placed on the relationship between Larrakia people and INPEX since 2008.

In keeping with Australian Border Force naming conventions, the wharf is now known as **Madla Wharf Ichthys**. At the Naming Ceremony, Darryn Wilson, INPEX Larrakia Advisory Committee Chairperson, explained how Madla was chosen.

"Madla is the generic Larrakia term for crab. A request came to the Committee to identify an appropriate name that reflects Larrakia identity and the practicality of the wharf's function. After much deliberation and discussion led by our Elders, the name "Madla" was agreed upon," said Darryn.

"It not only reflects the identity of a traditional totem that can be found in this area, but also partly describes its function, like an arm extending from the main body of a crab, the wharf represents and acts as an arm from the main complex," he said.

Since then, each floor in the Shutdown Village buildings has been allocated one of the seven Larrakia seasons – Damibila, Dalay, Dalirrgang, Gurrulwa guligi, Balnba, Dinidjanggama and Mayilema.

Onshore Implementation Manager Mark Wilson, who initiated the project, said the intention was to provide an opportunity for staff to learn more about the Traditional Owners of the land on which the onshore facilities sit.

"When you learn more about Gulumoerrgin seasons you get a better understanding of the Territory's distinct seasons and their importance to the Larrakia people," Mark said.

"We are proud to continue to respect and acknowledge the Larrakia culture, histories and customs. Our RAP responsibilities include improving the cultural capability of our workforce."

*\*Gulumoerrgin is the Aboriginal language for Darwin and the surrounding regions of Cox Peninsula and Gunn Point in the Northern Territory. The seasonal information is based on the Gulumoerrgin Calendar which was developed by the CSIRO and Larrakia Knowledge Holders. The Larrakia Knowledge Holders gave INPEX permission to use the text from the Calendar in 2016. The INPEX Larrakia Advisory Committee members also approved the use of the text.*

*Further information about the Gulumoerrgin Calendar and its contents can be found on the CSIRO website [Gulumoerrgin \(Larrakia\) seasons calendar - CSIRO](#)*



L to R: Zoe Denman, INPEX Senior Business Services Officer, Mark Wilson, INPEX Onshore Implementation Manager, Darren Wilson, ILAC Chairperson and Sue Towart, INPEX Aboriginal Affairs Advisor.



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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](mailto:enquiries@INPEX.com.au)). We value your support and feedback.