

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



Ebony Garlett at the INPEX Perth office

SOLID PATHWAYS SUCCESS EBONY GARLETT

Ebony Garlett joined INPEX via its Solid Pathways Program in the role of Corporate Coordination Officer in the Perth office in June 2021. Born of Yamatji, Noongar and Hungarian heritage, Ebony is equally proud of her mixed heritage and maintains connection to her Hungarian roots through the language which she speaks at home with her mother.

To date, Ebony has had the opportunity to gain knowledge about the company's approach to Communications, Corporate Social Responsibility and Aboriginal Affairs, in addition to undertaking the Assistant role to the General Manager, Corporate Affairs.

The top highlights of Ebony's time at INPEX so far has been coordinating a Perth office-wide Family Day and being appointed a Change Champion for the Corporate Affairs team which places her front and centre for any new systemic change being implemented across the business.

Ebony says "My colleagues are very supportive, and I really enjoy coming to work every day as there is so much diversity in my role and I'm excited about learning new skills."

"I hope to experience all aspects of the business in Perth and to improve my knowledge and experience of our Darwin and offshore operations.

As a media and communications graduate, majoring in broadcasting from the University of Western Australia, Ebony was initially on a pathway to completing a psychology degree until she realised her passion lay in

communication. After completing her degree, Ebony worked as a radio producer and journalist with the ABC.

"Being a storyteller is in my DNA, all the way back to the dreaming stories my family hold dear. My dad works for Noongar radio Perth, and I've been blessed with the gift of the gab," said Ebony.

After a period with the ABC, Ebony was employed as a development officer with the Girls Academy Program at St Brigid's College in Lesmurdie, Western Australia.

As development officer, Ebony worked closely with young Aboriginal and Torres Strait Islander women from across WA and the NT. Through this experience, Ebony gained a greater appreciation of the diversity of Aboriginal and Torres Strait Islander cultures across Australia and some of the challenges in maintaining group cohesion amongst teenage women.

Ebony also completed an Acting Diploma at the Western Australian Academy of Performing Arts (WAAPA) in 2020 which she says was extremely valuable as it educated her about how to better get in tune with herself and about being receptive to her feelings and emotions.

Outside of work, Ebony enjoys an active, outdoors lifestyle and is a keen sportsperson. She participates in a range of sports including netball, basketball, swimming and recently has been trying her hand at Ultimate frisbee.

NAIDOC 2021

Heal Country, the theme for NAIDOC 2021, called for stronger measures to recognise, protect and maintain all aspects of Aboriginal and Torres Strait Islander culture and heritage.

Despite COVID-19 restrictions impacting the number and types of events, INPEX celebrated the week in Darwin, Perth and Broome. Personnel on the Ichthys Venturer floating production storage offloading (FPSO) facility and Ichthys Explorer central processing facility (CPF) also celebrated NAIDOC Week.

David Verco, Ichthys Venturer (FPSO) Offshore Installation Manager, said he thought the best way for our offshore community to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples was to come together for Indigenous themed meals. The offshore caterers, Compass, did a fantastic job with the menu which included blackened snapper with lemon myrtle and finger limes, kangaroo rump with bush berry sauce, emu sausages with onion and native plum relish and pan-fried crocodile tail with bush tomato chutney.

The Ichthys Explorer (CPF) workforce enjoyed a damper morning tea with native ingredients in addition to Compass catering a week of Indigenous themed main meals.

Darwin NAIDOC celebrations

In Darwin, the NAIDOC Committee put together a full program of events. Key events included the Darwin flag raising ceremony at the office of Larrakia Nation Aboriginal Corporation (LNAC), NAIDOC breakfast,

a march and speeches at Civic Park and the NAIDOC Ball and Awards Evening.

At the NAIDOC breakfast, 20 volunteers from INPEX, TRACE and ESS assisted in the setup, cooking and serving of 100kg of bacon, 720 eggs and 70kg of sausages for the 2000 plus attendees.

The Ichthys LNG onshore processing facility workforce were treated to a damper morning tea.

Perth NAIDOC celebrations

Face-to-face events in Perth were sadly cancelled due to a last minute COVID-19 lockdown, however the week was still celebrated virtually through the sharing of online content.

Broome NAIDOC celebrations

The Kullarri NAIDOC Festival, hosted by Goolarri Media Enterprises was held in Broome and surrounding communities between 25 June and 4 July.

The inclusive celebration involved Aboriginal and Torres Strait Islander organisations, local schools and communities within the Shire of Broome working together to deliver an exciting program of activities showcasing the traditional and contemporary Aboriginal and Torres Strait Islander culture of the area.

More than 20 events were held including the NAIDOC opening ceremony at the Shire of Broome, Reconciliation Walk, A Taste of Broome and the NAIDOC awards night. INPEX is a proud supporter of these events.



Yawuru Traditional owners led the annual NAIDOC march in at the Kullarri NAIDOC Festival in Broome



TRACE employees volunteered to man the barbecue at the NAIDOC breakfast in Darwin



Compass employees Adam Fitzgerald and John Edwards proudly overseeing the NAIDOC themed meals on the FPSO

Reconciliation journey

Since Issue 12 of Deadly Yarns was published in May 2021, INPEX has continued to focus on increasing the direct employment of Aboriginal and Torres Strait Islander peoples through maximising the opportunities available through the Solid Pathways Program (SPP).

Between May 2021 and October 2021, recruitment through the SPP has resulted in an additional 13 Aboriginal and Torres Strait Islander individuals employed across a range of disciplines in Darwin, offshore (Broome) and Perth.

Whilst the SPP results are positive, it is also pleasing to see the recruitment of several Aboriginal and Torres Strait Islander individuals through traditional recruitment processes. Through INPEX's RAP journey, a motivation has been to ensure roles provided to Aboriginal and Torres Strait Islander peoples have the opportunity for the individual to enjoy a lengthy career with the company.

At INPEX we are proud to share that since the inception of the SPP in the latter part of 2019,

six participants have successfully transitioned to continuous employment after successfully completing 12-18 months of on-the-job training.

If you'd like to know more about INPEX's Stretch RAP 2019-2022 and our achievements, you can find the documents at www.inpex.com.au/sustainability/aboriginal-affairs/publications/



INPEX RAP artwork created by Riki Salam, Gilimbaa Indigenous Creative Agency

SCHOLARSHIP WINNER HAS HER EYES ON THE LAW



Jorja Costello has a bright future ahead in law

Entering her third year of a Bachelor of Law at Charles Darwin University, Jorja Costello has successfully applied for scholarship funds through the Larrakia Ichthys LNG Foundation Trust (LIFT) for the past two years.

The Larrakia Development Corporation Scholarship Program (LDCSP) is administered by the Larrakia Development Corporation (LDC) on behalf of the LIFT and provides financial support to Larrakia students of all ages studying at a tertiary level.

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

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

When Jorja has completed her studies, she hopes to find a role practicing either criminal or international law.

Since the establishment of the LIFT in 2018, 39 scholarships have been awarded through the LDCSP.

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

SOLID PATHWAYS

SOLID START FOR BILLY

Local Broome Senior High School graduate and Yawuru man, Billy Bowles joined INPEX's Solid Pathways Program in May 2021 in the role of Offshore Operations Technician - Mechanical after completing a four-year apprenticeship through the National Energy Technician Training Scheme (NETTS).

As a Solid Pathways Program participant, Billy will receive on-the-job and external training over the next 12-18 months, in preparation for potential long-term direct employment with INPEX Australia.

According to Billy, travelling to and from work via helicopter to one of the world's largest semi-submersible production platforms, the Ichthys Explorer central processing facility, located 220 kilometres off the Kimberley coast is a highlight and a convenience as he gets to live in his hometown.

Billy said he has settled nicely into his new role and is building positive relationships with his colleagues.

"I am grateful for my team's patience, guidance and support as this is my first job as a fully qualified tradesman" Billy said.

When off-roster, Billy enjoys reading, playing the occasional game of Aussie rules football, camping and



Billy (far left) helping out on the INPEX stand at the Broome Business Youth Job Exchange

fishing in and around the Kimberley region. The NETTS program is an innovative collaboration between major oil and gas organisations and Programmed which aims to build a skilled, diverse and capable workforce for the future of the industry. It is one of the pathways to employment with INPEX.

Plum Job for Thamarrurr Mob

On behalf of INPEX, we would like to congratulate Thamarrurr Plums on winning the Indigenous Business category at the 2021 Chief Minister's Export and Industry awards.

The business' mainstay is mi marral, known internationally as 'Kakadu Plum' which has the highest concentration of vitamin C of any fruit in the world.

The fruit from the Thamarrurr region, around Wadeye, has the highest concentration recorded across the tree's range.

Due to its superfood status, the fruit is in high demand across a range of industries such as nutraceutical, pharmaceutical and cosmetics.

Thamarrurr Plums harvested more than 11 tonnes of Kakadu Plum in 2021, engaging 179 local harvesters to work on country.

All of the business profits are reinvested back into the community and is led by a Board made up of women drawn from ceremonial groups in the region.



Roland Houareau, INPEX General Manager NT presents Beatrice Tchernia from Thamarrurr Plums with the Chief Minister's Indigenous Business award

IT'S BEEN A LONG WAY TO JUNCTION BAY

In September 2021, INPEX personnel travelled to Maningrida a remote Aboriginal community in Arnhem Land about 500 kilometres northeast of Darwin to meet with the Bawinanga Aboriginal Corporation (BAC) chairperson, CEO, rangers and management team.

The purpose of the visit was to advise BAC they had been selected as the preferred partner for establishing a Conservation Agreement Area following a competitive expression of interest (EOI) process and to establish a relationship between INPEX on behalf of the Ichthys LNG joint venture and BAC.

The journey to Maningrida was 10 years in the making and originated with the Ichthys LNG Project's environmental approval in 2011. Two of the approval conditions called for INPEX to achieve environmental offsets for the loss of habitat on Bladin Point through the protection of approximately 2000 hectares of terrestrial vegetation and mangroves as well as for the protection and management of marine habitat for inshore dolphins, marine turtles and dugongs. In 2020 the federal Department of Agriculture, Water and Environment accepted INPEX's proposed solution to work with Traditional Owners in the Northern Territory to establish conservation areas to be protected over a 40-year period.

Four Aboriginal groups were pre-selected based on the group's land and sea country, and proven track record of conservation management.

Submissions were assessed against a set of objective criteria and the BAC was chosen – having scored the highest.

To announce the decision and further the partnership, the INPEX team spent two-days on country. They were welcomed by Traditional Owners and sea rangers and taken on a 50-kilometre boat ride to Junction Bay, the proposed conservation area.

Junction Bay is a large coastal embayment, into which flows the Goomadear River. Tidal flats and turtle nesting beaches are interspersed with mangrove-lined coastal creeks teeming with fish such as barracuda, mangrove jack and the iconic barramundi. The Bininj recognise the bay as a great Dreaming place, with many sacred sites scattered throughout its coastline. At various points, tamarind trees mark the spots the Macassan people first visited Australia to fish trepang and trade with the locals in the 1700s.

The area was selected for its remoteness, absence of land use pressures, high conservation and presence of



BAC sea rangers patrol a coastal creek in Junction Bay

target species. It has all the suitable habitat to support the protection and management of targeted species and excitingly, potential re-introduction of small mammals such as the Northern Quoll, which has been driven from the coastal areas by a combination of climate change and feral predication.

A dedicated group of 23 Bawinanga "Djelk" land and sea rangers will be essential in implementing the conservation program. They are highly experienced, whether it be burning country in the early dry, fighting wildfires, shooting pig and buffalo from helicopters to ease the feral pressure or fighting invasive weeds. Sea rangers patrol the waters looking for illegal fishing vessels, trap nuisance crocodiles, harvest eggs from protective crocodile mothers and remove mountains of refuse from their patrolled beaches.

INPEX will be working with BAC and the Northern Land Council over the next two years to carry out meetings, field surveys and to develop the necessary plans of management and legally binding agreements to ensure the conservation area is protected and managed for 40 years in accordance with INPEX's Coastal Offset Strategy.

Bill Townsend, INPEX Vice President Corporate said, "It makes me enormously proud to think that some of the many benefits of Ichthys LNG will flow to a place like Maningrida where they can genuinely make a difference not just to the environment, but to the wider community."

Bawinanga Aboriginal Corporation CEO Ingrid Stonhill said, "This is one of the most exciting initiatives in the organisation's 42-year history and reflects BAC's reputation as a respected, trusted First Nation's organisation."

ALYSHA TULLEY SHAPING THE FUTURE

Nyoongar woman, Alysha Tulley commenced her career with Monadelphous in 2013 through their Indigenous traineeship program after completing high school.

During her time at Monadelphous, Alysha has completed Certificate IV in Business and Certificate IV in Training and Assessment, in addition to participating in a range of leadership and peer support programs.

The professional development opportunities enabled her to experience several roles across the organisation including human resources, corporate, finance and mailroom prior to landing a role as Training Coordinator.

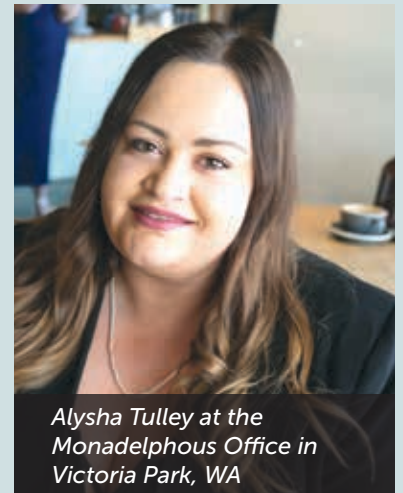
Alysha says she has been grateful for the range of opportunities provided and thankful for the openness and willingness of her managers to share their experiences and knowledge.

"My advice to other young Aboriginal people wanting to join the resources sector is to 'go out and do it.' The industry is supportive and offers great opportunities to diversify your roles within the organisation and develop a long and rewarding career," said Alysha.

"When I joined Monadelphous, they were just launching their inaugural Reflect RAP and I have been fortunate to be a committee member that has since implemented our third Stretch RAP which has been exciting."

"I am passionate about having a seat at the table and being directly involved in shaping and influencing the Monadelphous reconciliation journey."

Monadelphous, as a leading Australian engineering group providing construction, maintenance and industrial services to the resources, energy, and infrastructure sectors, is contracted to perform maintenance to the INPEX-operated Ichthys LNG offshore facilities.



Alysha Tulley at the Monadelphous Office in Victoria Park, WA

TRACHOMA TRAILER - ONE YEAR ON

Trachoma - an infectious eye disease - is a worldwide health issue which can be prevented through good hygiene practices. This worldwide disease disappeared from mainstream Australia more than 100 years ago, however, it still occurs in remote Aboriginal communities in Australia.

In 2020, INPEX, TRACE and the Darwin Rotary Club presented the Katherine West Health Board (KWHB) with an interactive Trachoma Trailer which has become an integral part of a KWHB education program

The program aims to eliminate blinding trachoma by educating communities about the disease, the importance of personal hygiene and practical advice on facial cleanliness through an interactive water trailer.

The trailer was constructed by INPEX and TRACE volunteers and includes interactive components such as lights, music, and water spraying.

Almost a year on, INPEX Implementation Superintendent Stuart Miles was thrilled to receive an update on the program from KWHB.

"It was great to get an update and share it with our volunteers who are so proud of what they built and the positive impact it has," said Stuart.

"Personally, I found it one of the most satisfying projects I have ever been involved in."

The trailer has been on the road throughout the dry season. Most recently the KWHB held school holiday programs in Lajamanu, Kalkaringi and Daguragu, where they had up to 40 kids per community engaged in the 'six steps to selfcare' activities and even made an appearance at the Big Rivers AFL game.



The Trachoma Trailer in action



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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.