

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



LDC team members working at our onshore facilities

EXPERIENCE ON SITE BRINGS GROWTH FOR LDC

The Larrakia Development Corporation (LDC) has had a team of people working at the INPEX-operated Ichthys LNG onshore facilities in Darwin, Northern Territory with contractor TRACE JV (TRACE) since October 2019.

During this time the LDC team has enjoyed considerable success and has grown to 20 members from nine initially.

LDC has assisted INPEX and TRACE with a wide range of work scopes including coating and insulation activities, general operations support, warehousing and ship mooring. Through working on site, LDC team members have learnt about general safety expectations in and around a gas facility and specifically, the key areas of gas process safety.

The quality of the LDC team members and the experience they have gained at Ichthys LNG has enabled them to transfer to roles in the main warehouse on site and into the Programmed Traineeship program.

In addition, in March as part of a site-based International Women's Day event, LDC team member

Kasani Kalikazaros received a special mention in the "Making a Difference" category.

Stuart Miles, INPEX Maintenance Superintendent and Nicky Maxwell, TRACE Service Specialist said they were pleased with the working arrangements.

"The relationship between INPEX, TRACE and LDC is proving to be a good source of locally based resources," said Stuart.

"We're really proud of the history we share with the LDC team. We're looking forward to continuing the good work that has been done and we're committed to creating pathways that progress careers for local people," said Nicky.

The collaboration between LDC and TRACE has strengthened with possible expansion into other local projects being considered. Their partnership is one of only a few that carry dual badging on their shirts!

LDC and TRACE collaborating at work



LARRAKIA ELDERLY

GET A LIFT

The INPEX Larrakia Advisory Committee recently approved the purchase of a bus through the Larrakia Ichthys LNG Foundation Trust (LIFT), for the sole purpose of providing transportation assistance to Larrakia seniors in and around Darwin, NT. The 12-seater bus will assist the Larrakia Nation Aboriginal Corporation (LNAC) to build on its capacity to deliver a range of elder-care services to the Larrakia community.

The bus arrived just in time to help with transportation to the LNAC Christmas party last year. It is now being used to transport the elderly to and from a range of activities, designed by LNAC's qualified Lifestyle Coach.

LNAC's elder-care activities are extensive. They range from day trips to Adelaide River and Batchelor to visits to museums and art galleries. Other activities include sports such as netball and barefoot bowls; beach and lawn picnics; visits to colleges, primary schools and childcare centres for interactions including role modelling for the younger generation and arts and crafts. The bus will also be used to take the elders to collect traditional foods such as longbums and cockles.

A need for transportation to be provided to Larrakia elderly living in Acacia Hills, an hour's drive from Darwin, has also been identified. LNAC are looking to provide weekly return



INPEX RAP artwork created by Riki Salam, Gilimbaa Indigenous

services for people to attend medical appointments and to purchase groceries.

The bus is also 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. Imagine having 12 nanas watching your every move as you drive them around!



LNAC team members with elders



Creative Agency

Reconciliation journey

In 2021, INPEX continues our reconciliation journey through implementation of our second Stretch Reconciliation Action Plan (RAP).

Of particular focus for the year is the ongoing roll out of the Solid Pathways Program (SPP). INPEX's SPP provides learning and developmental employment opportunities to Aboriginal and Torres Strait Islander individuals who aspire to work in the energy industry.

In March 2021, an Expression of Interest calling for applications across a range of disciplines at our sites in Darwin, Perth and offshore was advertised with the aim of increasing our direct Aboriginal and Torres Strait Islander employees to our RAP target of 36 by August 2022.

Successful candidates will receive on-the-job support and training for 12-18 months, in preparation for potential long-term direct employment with INPEX Australia.

Another key deliverable of the RAP is to increase Aboriginal and Torres Strait Islander business engagement. In 2020, INPEX engaged eight majority-owned and controlled Aboriginal and Torres Strait Islander businesses for scopes of work worth more than A\$4 million, exceeding its overall target to spend in excess of A\$1 million over three years.

Whilst this is a sound achievement, we continue to seek opportunities to increase the number of majority-owned and controlled Aboriginal and Torres Strait Islander businesses engaged with INPEX and its contracting partners.

If you'd like to know more about INPEX's Stretch RAP 2019-2022 and our achievements in 2019 and 2020, you can find the documents at www.inpex.com.au/sustainability/aboriginal-affairs/publications/

SCHOLARSHIP WINNER LOOKING TO DIVERSIFY EDUCATION



LDCSP Scholarship recipient
Josh Cubillo

Josh Cubillo is currently in the second year of his PhD in education with the University of Melbourne. Josh is the first PhD student to receive a scholarship through the Larrakia Ichthys LNG Foundation Trust (LIFT).

The Larrakia Development Corporation Scholarship Program (LDCSP), funded by LIFT, provides financial support to Larrakia students of all ages who are studying at a tertiary level, Australia wide.

The scholarship funds were timely as they were available just as the COVID-19 restrictions came into place, allowing Josh to purchase a new laptop and desk to study at home. These purchases also provided Josh with the flexibility to work from home in Darwin, NT 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 found the process for applying for the scholarship to be very straight forward," said Josh.

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

Since the establishment of the LIFT, 20 scholarships have been awarded through the LDCSP. For more information about the LDCSP, refer to www.larrakia.com.au/distribution-policy/

SOLID PATHWAYS

PROVIDES AWARD-WINNING EXPERIENCE FOR JAMIE

Jamie Collins is a proud Eastern Arrernte woman born and raised in Alice Springs. Jamie relocated to Darwin in 2007 with her family where she completed her schooling at Darwin High School. Due to her academic performance, Jamie was awarded a Chancellor Scholarship to study at the University of Melbourne and the University of North Carolina where she studied a Bachelor of Science majoring in Marine Biology.

Jamie returned home after her studies where she worked in the NT Government's Flora and Fauna team on both marine and terrestrial surveys including crocodile, dolphin, dugong and feral cat surveys. Whilst this job was very exciting, Jamie soon realised marine biology may not be the best fit for her – quickly discovering she gets severe sea sickness – and started considering alternative land-based career options. Jamie then worked at the North Australian Aboriginal Justice Agency as the Community Legal Educator Co-ordinator where along with her team, she would do weekly trips to remote Aboriginal communities throughout the Top End to deliver legal education sessions.

During this time an exciting opportunity came up at INPEX and Jamie was privileged enough to win her position. Jamie currently works in the Terminal

Operations team and said she loves how dynamic the work is and how supported she feels by her team. Jamie said the past two years at INPEX have been exciting and full of new experiences.

Jamie is passionate about increasing the Aboriginal higher education completion rates and in turn increasing Aboriginal employment rates. In the past 12 months, Jamie has represented INPEX as a role model, guest speaker and mentor to hundreds of students in the Darwin and Palmerston area. In March 2021, Jamie was recognised as a winner of an INPEX Australia's International Women's Day Award in the community commitment category for her continuous efforts in giving back to the community.

Jamie is proud to be a part of the first intake for the Solid Pathways Program and hopes to help mentor other Aboriginal and Torres Strait Islander employees who progress through the program.



Solid Pathways Program participant Jamie Collins

Celebrating Aboriginal and Torres Strait Islander Women's voices

In early March, INPEX sponsored the Celebrating Aboriginal and Torres Strait Islander Women's Voices event on International Women's Day in Perth, which was organised by Christine Ross Consultancy and Florence Drummond, CEO of Indigenous Women in Mining and Resources.

This year's International Women's Day theme was 'Choose to Challenge'. Florence Drummond and Christine Ross, both Aboriginal and Torres Strait Islander women, said "We believe strongly in empowering Aboriginal and Torres Strait Islander women. We have to rise to a challenge every single day as First Nations women".

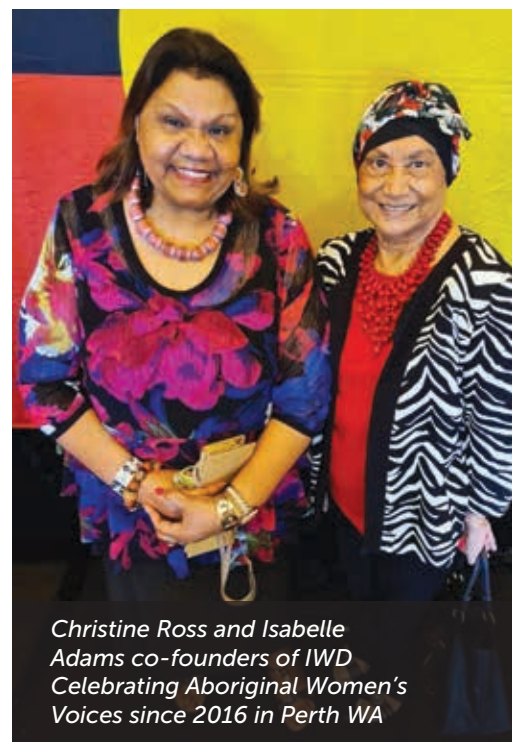
Eight Aboriginal and Torres Strait Islander (predominantly Nyoongar) women, shared their personal stories at the event, speaking on topics such as their personal challenges and triumphs, surviving domestic violence, their role models and the power of female connections.

The event was well attended by members of the public as well as a group of representatives from the INPEX Perth office. Jodie Wesley, INPEX General Manager Corporate Affairs, said "It was inspiring to hear such powerful stories from a diverse group of women.

The presentations highlighted the resilience of Aboriginal and Torres Strait Islander women and we are grateful to all the speakers for sharing their stories".

INPEX sponsorship supported making the event available for the public to attend at a reasonable price and helped to share and celebrate stories of Aboriginal and Torres Strait Islander women.

Diversity is one of INPEX's values and the company celebrates International Women's Day every year.



Christine Ross and Isabelle Adams co-founders of IWD Celebrating Aboriginal Women's Voices since 2016 in Perth WA

SHANIA AIMING HIGH AT SOLSTAD OFFSHORE

“The staff are so friendly and supportive. I get a smile and a hello every morning which makes me feel very much part of the team.”

Balancing a busy work life and a family hasn't deterred 22-year-old Ballardong Nyoongar woman Shania Kickett from aiming high in her Administration Assistant traineeship at Solstad Offshore – one of Ichthys LNG's marine contractors.

After completing her Certificate III in Business Administration and working for several years at UGL, Shania applied online and was successful in being appointed to Solstad's one-year program as an Administration Assistant.

Shania says she enjoys her role and is kept busy working with the Operations, HSE and crewing teams across a range of administrative tasks.

“No two days are ever the same! I'm learning so much and get to meet so many interesting people,” said Shania.

A highlight for Shania this year was getting the opportunity to visit the Normand Swan, one of the service vessels in the layup in Henderson undergoing maintenance.

“The vessels are huge! I didn't really know much about the marine industry prior to joining Solstad Offshore but now I feel I have a better understanding of how the Company operates.”

Now with her sights firmly on working towards a Human Resources role focused on recruitment, Shania is exploring additional training options.

Sarah Ovens, Solstad's HR Administration Executive said they were really pleased in their selection of Shania and as a company was willing to adapt the role to assist Shania to balance her time between work and family.

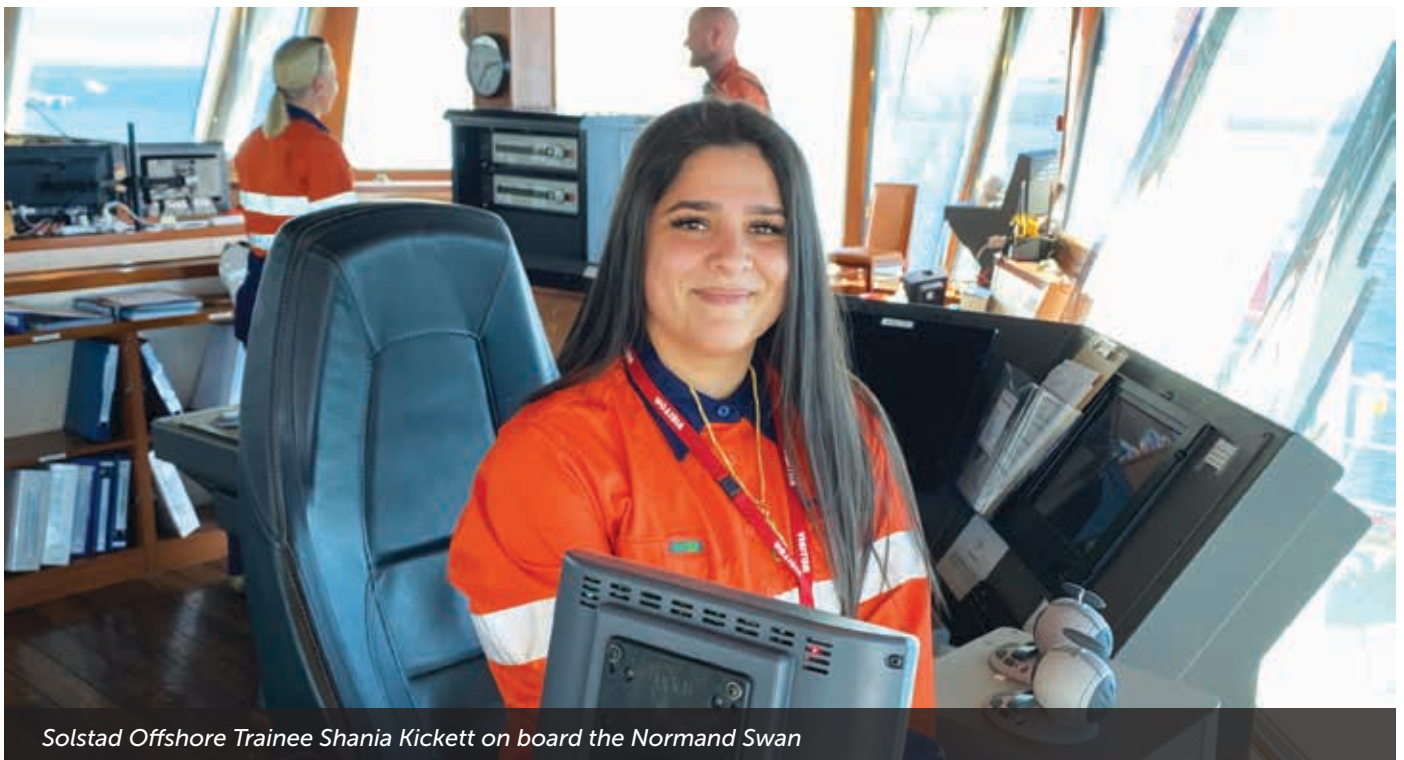
“It's important for us to consider individual circumstances and be flexible to attract, retain and support young people to enter and remain in this industry,” said Sarah.

“Shania's 'can-do-attitude' and willingness to learn has been a positive benefit to our company and those she works with.

“We are proud to be contributing to her future career!”

Solstad is contracted to provide two vessels – Normand Scorpion and Normand Sirius – to service the Maersk Deliverer drill rig located offshore Broome, Western Australia.

Solstad's Australian office is based in Perth and has 27 staff onshore and 300 offshore employees.



Solstad Offshore Trainee Shania Kickett on board the Normand Swan

PROTECTING MARINE SPECIES WITH ABORIGINAL RANGERS

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

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

- Implement management actions that enhance the conservation of dugongs, cetaceans and threatened MNES and their habitat
- Enhance and maintain the capacity of Aboriginal ranger groups to deliver these management actions.

INPEX and the NTG (Department of Environment, Parks and Water Security) have been working 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.

There are, however, some limitations that the Commonwealth Government has conditioned with regards to what species (and associated habitat) are eligible for funding under the new offset program:

1. The offset is linked to a subset of species protected under the Environmental Protection and Biodiversity Conservation Act that may have been or may be



impacted as a result of Ichthys LNG activities. These species were identified prior to the construction of Ichthys and subset of species include:

- Dugong
- Cetaceans (dolphins and whales)
- Threatened marine MNES (includes marine turtles, green and freshwater sawfish, great knot, greater sand plover, lesser sand plover and whale sharks).

2. The habitat of these species is also included (i.e. conservation programs for seagrass, mangroves, turtle nesting beaches etc. could be funded).

The ARGP is managed by the NTG Department of Environment, Parks and Water Security. For further enquiries, please contact Keith Saalfeld, Aboriginal Ranger Grants Program Director (Keith.Saalfeld@nt.gov.au).



Tagged turtle



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